

# REPORT AND RECOMMENDATION TO PRESIDENT ZACHARIAS

## INSTITUTIONAL GOALS AND PLANNING COMMITTEE

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### BACKGROUND

At the meeting of the Institutional Goals and Planning Committee with President Zacharias in October 1981, he asked us the question: "How can we challenge the faculty to do national level work?" Attempts to receive input from the faculty on this topic were unsuccessful. This report is meant to provide an answer to President Zacharias through a recommendation which would recognize such achievements.

The committee, meeting February 17, 1982, discussed the subject further. The following are some points made during that meeting:

1. Identify members of the faculty with the potential and ambition to gain such status;
2. Recognize the ones who have - financially and otherwise. As an example, publications in national journals, papers given at national meetings, and other national activities should receive more local recognition. This has not always been the case. Moreover, people who do such things are not likely to "blow their own horns."
3. Also suggested was: added time and financial support, as well as computer, clerical, and other support, and research aids, either professionals, graduate students or undergraduate students. Travel funds should be increased.

These points have been reported to the Senate and the President.

We have a very short promotion ladder in academia. It is possible that a person could achieve a doctorate prior to the age of thirty and "full" professor rank prior to age forty. This means a person could have an additional career of twenty or more years with no additional promotion or substantial recognition from the University. It is all too easy to retire to the classroom and farm or garden, etc. How can we recognize those who do not, those who continue to contribute to their fields after attaining the rank of Professor?

Because of its heritage, as an emerging university, Western is somewhere between a four-year college and a major (research) university in many ways, and among them is the type of faculty. The faculty is composed of members with characteristics of both kinds of institutions and, perhaps, recognition of this, with more appropriate rewards and encouragements, to each of the two types could lead to the desired results. The former are not interested in doing national level work, while the latter are. In other words, not everyone on the faculty can be expected to achieve national recognition.

The following consists of a recommendation which should help substantially in providing the incentive implied in the President's question. It would promote excellence in the faculty and reward those who, toward the end of a distinguished career, have achieved a national or international reputation.

RECOMMENDATION

We recommend that Western Kentucky University establish an honorary rank and title of "Distinguished Professor of \_\_\_\_\_".\* The holder, of course, would fill in the blank. This would be a title and honorary rank; the permanent academic rank would be Professor.

It is envisioned that nominations could come from anyone, student, faculty, administrator or alumni, to the Academic Vice President, who would recommend appointments to the President. It is assumed that the Board of Regents would have to approve. It is expected that there would be rather few holders of the title at a time. It would represent substantial contributions to the person's field, for a sustained period of time after the promotion to Professor.

Along with the title should come an honorarium, a supplement to salary. Since a small honorarium would indicate a small honor, it should be a worthwhile amount (\$5,000/year is a suggest amount). The "fund for excellence" would seem an appropriate source of funds for these appointments.

Other possible rewards could consist of: 1) additional office space; 2) additional secretarial or research aide help; 3) additional travel funds; 4) release time or reduced teaching loads, and possibly others.

\*Other possible titles are "Eminent Professor of \_\_\_\_\_," "University Professor of \_\_\_\_\_," "Professor-at-large."

RESOLUTION

Resolved: that Western Kentucky University establish an honorary rank and title of "Distinguished Professor of \_\_\_\_\_."