

MINUTES

WESTERN KENTUCKY UNIVERSITY FACULTY SENATE

April 14, 1983

Call to Order

The regular meeting of the Faculty Senate was called to order on Thursday, April 14, 1983, in the Ballroom of Garrett Conference Center, by Chair Krenzin. A quorum was present.

Roll Call

Absent were:

- | | |
|---------------------|-----------------------|
| 1. James Ausenbaugh | 13. Carl Kreisler |
| 2. Tom Baldwin* | 14. Stephen Lile |
| 3. William Buckman | 15. Glenn Lohr |
| 4. David Coffey | 16. Mike Morgan |
| 5. Glenn Duffy | 17. Deborah Oldenburg |
| 6. Robert Eversoll | 18. Rudy Prins* |
| 7. John Graham | 19. Mania Ritter |
| 8. Rita Hessley | 20. Larry Ruff |
| 9. Tom Isherwood | 21. Joe Uveges |
| 10. Frank Kersting | 22. Joann Verner |
| 11. Jack Kesler | 23. Donald Zacharias |
| 12. Michael Klein | |

*sent observer

Minutes

The minutes for March 17, 1983, were approved as written.

COMMITTEE REPORTS

Executive Committee

Senator Bowen summarized the items covered in committee regarding the administrative assessment to be presented to the Board of Regents, questions regarding implementation of criteria for rank/promotion, and department heads' use of student evaluations of faculty.

By-Laws, Amendments & Elections Committee

Senator P. Jones called the roll of new senators and announced the results of the College of Education at-large election: Carl Kreisler, Sam McFarland, William Kummer, Mike Ramsey (complete roll attached to official minutes). She then expressed appreciation to those who helped during the Regent's election.

Committee on Committees

Senator Weigel announced the appointment of John Reiss to the Non-Resident Fee Committee. Nominations have been submitted for the President's Advisory Committee and the Committee to Study Early Retirement.

Professional Responsibilities and Concerns Committee

After reading a statement from Mr. Tomes concerning retired personnel benefits, Senators Mason/Bowen moved adoption of PRC 002.1 which states:

In that the University already offers many benefits to retiring faculty of which they are often not aware until the time of retirement, it is recommended that the Faculty Senate Communications Committee be asked to inform the entire faculty of these benefits through whatever means appropriate, such as the publication of such in the Faculty Senate Newsletter.

the latest edition of the Faculty Handbook.

A Mason/Murphy motion, PRC 003.1, carried unanimously as follows:

The Faculty Senate expresses appreciation for the benefits currently being made available to retiring faculty by the university. It urges the administration to continue to investigate means by which retiring faculty may be recognized. Such additional benefits may include, but not be limited to, the following:

1. Optional part time teaching, when available, up to a 25% teaching load
2. The implementation of smoother clearance procedures (For example, departmental secretaries could be asked to collect retirees' keys and turn them in to the University Security Office.)
3. Ceremonial options such as recognition at graduation or the presentation of a certificate of retirement by the President in his office. Retirees could be informed of these options and asked which, if any, they prefer
4. A discount on cultural events
5. An occasional complementary lunch ticket so that retirees would be encouraged to visit campus from time to time
6. Funds and University facilities and equipment such as linens and silver be made available to departments for the purpose of having retirement receptions on campus
7. The establishment of an Office of Retired Personnel Concerns

Faculty Status & Welfare
Committee

Senator Murphy called attention to FSW 009.1, the study of salaries (attached to official minutes).

Political Action Committee

Senator Robe announced two forthcoming meetings: April 15, at 12:30, DUC, the Young Democrats and Grady Stumbo and May 3, at 7:30 a.m., Red Carpet Inn, a legislative breakfast for all major political candidates. Senator Robe has received a position paper on higher education only from Harvey Sloane.

Faculty Regent Election

After Chair Krenzin expressed appreciation for the 67% voter turnout in the run-off election, Regent-elect Miller addressed the Senate concerning two major issues: increased emphasis on scholarly, creative activity and public service and the difference between a challenge and a command, the latter bringing inequity, disappointment, hurt, and confusion among faculty. Miller sees her major goal as being the best informed regent possible, especially in knowing what faculty concerns are.

UNFINISHED BUSINESS

A Murphy/Weigel motion, FSW 010.1, concerning evaluation of department heads, states:

The members of the Senate have recently received copies of an April 6, 1983, letter from President Zacharias to Dr. Krenzin, Faculty Senate Chair, regarding administrative assessment. We express our gratitude to the President for this communication and want to thank him for the way he has responded to

administrators. Further we are pleased to note that identification as to years of service is no longer required in evaluating department heads and only a minimal indication is requested in the case of other administrators. The decision that the administrator being evaluated may not have access to the individual forms is, we think, a wise one.

While the procedure does not provide for the vote of confidence in the department head at three-year intervals that many faculty members have sought, we feel that the annual evaluation largely precludes that need, for an alert administrator would certainly become aware of any prevailing dissatisfaction among faculty in a department by observing the trend of replies.

After consideration of the proposed administrative assessment, with what seems to us to be a serious consideration of our suggestions, the Senate wish to add their endorsement to this document when the President recommends it to the Board of Regents.

(Assessment information attached to official minutes.)

A Seeger/Crisp motion to postpone the endorsement until the next meeting carried unanimously.

A Murphy/Coohill motion carried unanimously to adopt FSW 008.2 concerning sabbaticals:

Recently the University, primarily for budgetary reasons, has begun to encourage faculty where at all possible to choose one-year rather than one-semester sabbaticals when making application for them. Yet faculty who make such a choice and who thus may be regarded as helping the University are in fact penalized by the failure of the University to continue paying into their account with the Kentucky Teachers Retirement System, a payment which continues for those who choose the one-semester sabbatical.

A conference with James Tomes, director of personnel services, has suggested a way in which this inequity might be addressed. Hereafter, faculty on one-year sabbatical, who are paid a six-month stipend, would have their KTRS contribution (5.625% of the six-month salary) withheld. (At present, there is no such withholding for faculty on one-year sabbaticals.) The University, for its part, would make its payment into KTRS on the basis of the faculty members' full salary. This would provide full credit for KTRS participation by those on full-year sabbaticals. The Faculty Senate urges that the university administration give most serious consideration to making this change.

A Murphy/Miller motion to adopt FSW 011.1 carried unanimously:

The Senate urges the deans of Academic Services, Business, Ogden, and Potter to call meetings in their respective colleges to discuss their interpretation and implementation of the rank and promotion policy and to give faculty an opportunity to ask questions with the goal of achieving a greater mutual understanding.

A Coohill/Trutty-Coohill motion to evaluate line administrators every 2 years and staff administrators during alternate years, starting in the fall 1983, failed for a lack of quorum, but a straw poll reflected a 24-2 vote in favor of the motion.

Adjournment

The Faculty Senate adjourned at 4:50 p.m. for lack of a quorum.