

AGENDA

WESTERN KENTUCKY UNIVERSITY FACULTY SENATE VIII

MARCH 21, 1985 - 3:20 p.m.

Garrett Ballroom

- I. Call to Order
- II. Roll Call
- III. Minutes
- IV. Committee Reports
 - Committee on Committees - Joan Krenzin
 - PRC Committee - Margret Howe
 - COSFL - Harry Robe
- V. Resolution - Bob Otto
- VI. Senate Theme for March: Research and Scholarly Activity
- VII. New Business
- VIII. Announcements
- IX. Adjournment

MINUTES

WESTERN KENTUCKY UNIVERSITY FACULTY SENATE VIII

March 21, 1985

Call to Order

Call to order by Tom Coohill

Roll Call

Absent were:

*Nancy Baird
Louis Beck
Robert Bretz
William Cavin
John Crenshaw
Art Kaul
Carl Kreisler
Howard Lowrey

*Richard Mason
William Neel
Mike Ramsey
Harry Robe
*Bob Schneider
Tom Updike
*Lysbeth Wallace

*Sent Observer

Minutes

Minutes of February meeting were corrected:

- A. Kummer misspelled
- B. Murray did not lose all health and insurance benefits
- C. Motion to accept minutes, as amended, was by Seitz, seconded by Brunson

ANNOUNCEMENTS

- A. Coohill announced that the Senate needs a new chair, for the upcoming year and urged members to announce their candidacy.
- B. Two meetings in April
 1. April 11 in Regents Room (Red Cross needs Garrett)
 2. April 23 in Garrett followed by a reception in the Faculty House honoring retiring faculty.
- C. College Caucuses going on.
- D. Impossible to leave message with secretary if a faculty member does use * plus office number to ensure that telephone will ring in department office when unanswered.

COMMITTEE REPORTS

- A. Krenzin, Committee on Committees (enclosure)
- B. Howe, PRC Report (enclosure)
- C. Mary E. Miller for Harry Robe, COSFL
 1. Draft copy of Association of WKU faculty (enclosure) Senators are urged to distribute to all faculty.
 2. State-wide meeting of COSFL, April 19-20 in Frankfort. Transportation will be provided.
 3. COSFL meeting will be Saturday, March 23rd in Bardstown A University vehicle is going at 8 a.m. Membership in NCAA was awarded Tom Coohill. Probably in response to Senate athletic report. Subjects of discussion will be:
 - a. Salary - comparative studies
 - b. Program duplication

RESOLUTION

Bob Otto (enclosure)
Motion by Hollenbeck, seconded by Grice

Krenzin moved that the second sentence in resolution be deleted.

Elliott seconded the amendment. Passed. Gleason speaks against the third "whereas", and argues that "the administration was professional."

Coohill reads a letter from President Zacharias about Senate input into pay raises. Zacharias speaks to that issue:

He discussed the question of how money should be distributed. This was also discussed at the Administrative council. The voice of the Senate was heard, despite the distorted press statement that "Vice President Haynes spoke for the Faculty."

Zacharias noted that it was accurate to say that the Senate proposal was not accepted in its entirety. There were several viewpoints, including total merit pay, the final scheme incorporated many views.

Three other Kentucky universities distribute money by the same method as WKU. Nevertheless, the Senate recommendation was considered, and it always will be.

Krenzin took the blame for Zacharias's letter arriving late and not being read at the last Senate meeting.

Otto speaks for the resolution:

"We can be heard but that's all." Mentions that faculty salaries are down 27% based on consumer index. The Senate is the only group of faculty dealing with the issue. The administration would not get into bonuses with only a 2% raise. This is not even a cost-of-living raise.

Parker:

The resolution contains two portions.

1. Faculty should be involved in the process which affects their compensation.
2. The present plan and methods for salary compensation are unacceptable.

He agrees with 1., not 2., because we did have input.

Otto:

He understands that next year, salary increase will be based on merit only.

Vice President Haynes:

There is no decision on next year's method. The University needs more time and welcomes the Senate input. He favors a merit system for faculty adjustments, but is not closed-minded on the subject, he is a strong advocate of a Faculty Senate.

Coohill:

The issue is not just merit pay, but how it is to be determined. Would the department chairman's opinion determine it? Most decisions are made there. Thus, it is important

to get your input to your department head as things are now. There is a need to study how merit pay is to be determined.

Krenzin:

There is a need for a period after "compensated" in the resolution.

Otto:

Proposes that the resolution be split into two sentences. Seconded Parker.

Coohill:

Suggests adding "formally" before "involved" in 1.

Miller:

She agrees with Krenzin and supports 1 but not 2.

Coohill:

Notes that there are two separate resolutions:

1. Faculty would be formally involved in the process which affects their compensation.
2. The present plan and methods for salary compensation are unacceptable.

Otto makes motion, seconded by Krenzin for above.

Grice:

The Faculty Regent could be involved in decisions.

Coohill:

Some faculty representation could be present.

Zacharias:

There are many ways to get formal involvement:

1. Departments determining policy for themselves. (warns that faculty are in disagreement on automatic pay increases)
 2. Board of Regents deciding - Including faculty regent
 3. Committee with representation from across campus.
- Still, Zacharias himself must decide after hearing all ideas. "Don't lose sight of one thing - WKU has the highest average salary of all master's institutions in the state." According to the Council of Higher Education report, WKU allocates higher proportion (45.8%) for instruction than any other Kentucky university.

Otto:

Not for carte blanche raises, but equal raises for all who perform "acceptably."

Coohill:

The Chronicle reported that for the country as a whole the average faculty raise was 3%, while administration raises 6%. This discrepancy is not present at WKU.

Hollenbeck: Calls for the question.

First part passed by voice.

Seconded part passed by show of hands, passed 17 to 15.

Academic Affairs
Committee

Senate Theme for March: Research and Scholarly Activity Hegen suggests postponement until next month.

Moved by Crume, seconded by Kummer. Passed.

NEW BUSINESS

None

ANNOUNCEMENTS

Coohill:

Theme moved to next meeting

Give blood to Red Cross

John Parker thanked for chairing last meeting.

adjournment

WKU—Printing paid from state funds, KRS 57.376.

FACULTY SENATE

1985

SCHEDULE OF MEETINGS (3:20 pm)

Thursday, March 21	Ballroom
Thursday, April 11	Regents Room*
Tuesday, April 23	Ballroom

MEETINGS OF THE EXECUTIVE COMMITTEE AND COMMITTEE CHAIRS

Tuesday, April 2	Faculty Senate Office	3:20 pm
Tuesday, April 16	Faculty Senate Office	3:20 pm

* please note change in location for this meeting