

SENATE CONSIDERS VARIED YEAR-END AGENDA--Bob Martin

The December session of the Faculty Senate heard a status report on the Rank and Promotion Policy, a report from the Fiscal Affairs Committee on the administration's financial exigency plans, a proposal from the Academic Affairs Committee concerning student rights, a preliminary proposal for a faculty grievance procedure, and reports from the faculty regent and COSFL representative.

Chairman Don Bailey had been asked at the November session to check the status of the Rank and Promotion Policy proposal passed by the Senate in May 1980. He reported the president will consider the Senate version along with a proposal being developed by the Council of Deans for a new statement in the Faculty Handbook. President Zacharias indicated that the Senate will have review and approval rights in the process toward a final version. Although there is no time schedule for its completion, the project has a fairly high priority on the university agenda.

Senator Veenker summarized the concerns of the November and December meetings of the Executive Committee. Topics considered included dental insurance, due process procedures for faculty, administrative evaluation, awarding of honorary degrees, delegates to COSFL, and guidelines for campus research using human subjects.

Senator Cantrell reported for the Fiscal Affairs Committee on its monitoring of the university's exigency plans for this biennial budget. During this academic year, the mandated cut of \$2,220,000 is being met by a hiring freeze along with a 10% decrease in expenditures for capital equipment, office supplies, and student workers. The resultant budget for 1980-81 is then \$26,144,500. The second half of the biennial budget (1981-82 academic year) was legislated to be \$29,000,000 but will undergo an austerity cut of \$987,600, leaving \$28,013,000, a 7% increase over this year. The state committee on finance will meet in January, 1981, to project state revenues and propose any further exigency measures, such as further cuts in university budgets, tuition increases, etc.

After the Chair's call for any unfinished business went unanswered, the Senate moved to new business and accepted for first reading a proposal from Academic Affairs (AA 008.1) to clarify each student's right to a guaranteed course of study leading to graduation once a degree program has been accepted. (See "Resolution" below.)

The Professional Responsibilities and Concerns Committee presented a printed statement on its current thinking toward a new procedure

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for the settlement of faculty grievances. A formal proposal may be made at the February Senate session.

Faculty Regent Bill Buckman reported that on December 15 he would attend a meeting of the Faculty Advisory Committee to the Executive Director of the Council on Higher Education; at that meeting the committee will consider the proposed new guidelines for Teacher Education and will hear a report from Bob Saxton on how the committee will receive reports from the task force on the future of higher education in Kentucky. Buckman has also scheduled an appointment with George Atkins to discuss higher education finances.

COSFL representative Tom Jones reported on the December 6 meeting on the Northern campus where Northern's President Albright received the COSFL delegates with an address. A formal vote reaffirmed Mr. Jones' chairmanship and the business session considered the questions of Social Security membership, funding of COSFL, strategies for the next legislative session, meeting with the governor, future studies on salaries and the flight from the academic profession. All member campuses of COSFL now have newsletters or are planning soon to have them.

Senator John Long stood to call for greater faculty participation in the Institutional Exchange Program with Ball State University and Western Illinois University, universities of like size and mission.

With wishes for happy holidays from its Chair, the Senate adjourned for 1980.

RESOLUTION

The Senate accepted for first reading a resolution from the Academic Affairs Committee designed "to clarify each student's right to a guaranteed course of study leading to graduation once his degree program has been approved." The resolution urges that in future catalogs the last paragraph of text on page 28 of the current catalog, referring to frequent changes in programs, be deleted and replaced by the following:

Students shall be entitled to follow the program requirements listed in the course catalog current when they file their undergraduate degree programs. These requirements may not be changed as long as those degree programs are valid unless options that will not delay the student's graduation are made available.

The resolution further urges that the university adopt this policy in principle and put it into immediate practice.

Second reading and voting on this matter will take place at the January 15 meeting.

COMMENTS FROM THE CHAIR--Don Bailey

Senate IV is nearing its half-way point and I am pleased with progress so far. Most committees are busy with significant work, most of which should appear before the Senate during the spring semester.

The development of a PROMOTION POLICY is attracting a lot of well-deserved attention. I have discussed this process in detail with President Zacharias and Vice-President Davis. Considerable confusion exists since several different promotion documents have been circulated in various places over the campus with little or no explanation as to where they came from. It appears that the Faculty Senate promotion document prompted the Council of Deans to develop their own statement of promotion procedures. Both policy statements were presented to the president, who rejected both, preferring that the development of a promotion policy be according to congressional style of revision (of the current Faculty Handbook statement).

Consequently under Vice-President Davis' direction, the handbook statement is being revised in a step-by-step fashion, using suggestions taken both from the Faculty Senate document and from the document presented by the Council of Deans. I have had opportunity to provide considerable input into this revision process and will continue to do so.

Finally -- and this is the most important point -- I have been assured by the president that the Faculty Senate will have opportunity to study at length, recommend revisions in, and vote on the statement now being prepared. This is a very pleasing assurance.

Remember, the next Senate meeting will be January 15, 1980. Make a special effort to be present.

COSFL REPORT--Tom Jones

The Congress of Senate Faculty Leaders met in regular session at Northern Kentucky University on December 6, 1980. Representatives from Northern, Murray, Eastern, Kentucky State, Western, and the University of Louisville attended.

The meeting was begun by Chairman Tom Jones, who first introduced NKU President A. D. Albright--before the business session. President Albright met with the group for about one-half hour, welcoming them to Northern's campus and declaring it an honor, since this was the first time that COSFL had met there. He spoke of his grave concerns about additional budget cuts, legislators' and the public's perception of higher education. He thanked the chairman for an article in the September 14 edition of the Courier-Journal, saying that he thought it had helped to "take the edge off" the criticism that higher education had been receiving. After a question and answer speculative session, Albright left and the meeting began.

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COSFL REPORT--Tom Jones

The chairman, noting that he had managed to pull off a semi-spectacular political defeat when he had taken immoderate leave of his senses and had run against an incumbent in an election at Western, wondered whether a vote of confidence/no confidence would be in order. Several members questioned the necessity, since there is no connection between the two things; the chairman persisted; the motion was made and passed without discussion or dissent. The chairman professed himself comforted.

The meeting continued with the COSFL chair's report: he noted that President Zacharias had told him several days earlier that he had recently spoken with Finance Secretary George Atkins, who had told him that, if all things remain about the same, he did not anticipate that there would be additional cuts this fiscal year. He reported--and heard reports of--responses to the above mentioned article in the C-J and other matters.

Senate newsletters were discussed: Northern now has one--COSFL had called at an earlier meeting for all Senates to have them--added to Western's and Murray's. Several others are in the planning stage.

Regarding the question of whether or not members of higher education should stay in the social security system--Steve Smith had been scheduled to report, but was unable to attend--the chairman directed each Senate president to seek out a specialist in retirement systems and social security on each respective campus, and to be prepared to report at the next meeting, noting that the matter had hung fire too long, noting that he should probably never have saddled Steve Smith--who is both regent and Senate president at U of L, and that he was removing the burden from him.

The group has designated four areas to which they plan to give particular attention in the coming year, in addition to careful planning for the 1982 legislative session. Two of these are salary comparison studies: one will compare salaries in higher education with those of public school teachers (K-12), and the other will compare faculty salaries to those of administrators in higher education. A third salary-related study will concentrate on the loss of real income suffered by those in higher education. A fourth study will try to document the flight from the profession of higher education faculty. Such a study is already under way at Western, according to President Zacharias, and President Albright of Northern assured COSFL members that one would be done there. COSFL members at other institutions are going to make this a state-wide study.

On the Monday following the COSFL meeting, COSFL Chair Tom Jones spoke to the NKU Senate, at their request. He has done the same at the University of Louisville, and will speak to Eastern's Senate in the near future.

INSTITUTIONAL EXCHANGE PROGRAM--John Long

This year, as in the past two, Western is participating in the Institutional Exchange Program. This is a faculty development project fostered by the Resource Center for Planned Change of the American Association of State Colleges and Universities. Western's partner institutions this time are Ball State University, Muncie, Indiana, and Western Illinois University, Macombe, Illinois. The three schools constitute an exchange network in which teams of six persons from each school, selected from among faculty and administrators, exchange visits to each others' campuses. The three-and-one-half-day visits are intensive introductions to all facets and phases of life on each campus. There are group sessions as well as personal appointments arranged for each member of the visiting teams.

Early in 1978, Shippensburg State College, Winthrop College, and Western agreed to be the three pioneer institutions for the trial of the program. At inception it was called the Revolving Faculty Exchange Program. The program was, and is, one part of a polydimensional approach to current and projected future issues and problems in higher education. The approach is concerned to institute some measure of management of future developments in higher education. The changes wrought in higher education and in educational institutions from the mid 60's to the mid 70's were often swift, sometimes overnight, and in some instances not carefully planned. Too often they were emergency responses to suddenly emerging problems spawned by a combination and recombination of elements. For example, at first, enrollments climbed dramatically--calling for more buildings, increased numbers of faculty and larger budgets amply padded with federal dollars--then enrollments declined; campuses became politically-socially aware and unexpectedly active; traditional courses and teaching methods were challenged as the demand for relevance in education surfaced; job markets without and within institutions began to dry up; then, in the relative calm of the late 70's, came inflation, the on-again off-again crises, the withdrawal of federal monies and tightening budgets. It had become clear that the only certainty institutions of higher education could expect was more uncertainty. In the face of this uncertain future, the AASCU, assisted by a grant from the W. K. Kellogg Foundation, sponsored the creation of the Resource Center for Planned Change. The Center's task would be to explore the possible courses and shapes of future developments in higher education with the end in view of enabling institutions of higher education to understand and to prepare for events instead of reacting to them. In this way institutions would be able to have some hand in and some effect on determining what course and what shape future developments would take.

The first visit in the 1980-81 network cycle was made to WKU from November 9th to 12th. The group sessions concerned university organization, student life, faculty development and faculty governance. The special individual appointments for the visitors ranged over areas too numerous to list; but the evaluations of those appointments inform us that the visitors felt welcome to Western, that they had been granted access to whatever persons,

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INSTITUTIONAL EXCHANGE PROGRAM

departments or areas that they had requested, and that their questions were not sidestepped but rather answered honestly and frankly. It is worthy of note that the visiting teams perceived that the morale at Western is high.

One of the recommendations growing out of the Western team's assessment of the experience is that many more persons at WKU should become involved in the program--not only in future exchange programs, but also in the present exchange cycle. To encourage this, the members of Western's team will make themselves available to explain the program, to answer questions and to take requests from you to look into, on the coming visits, whatever areas of university life at the other two schools are of interest to you. Ball State and Western Illinois are schools of approximately the same size as WKU and have, as we are learning, many of the same problems and concerns. The visit to Ball State will be February 1, 1981; that to Western Illinois April 5, 1981.

WKU's Exchange Team is composed of Marvin Albin, Business, Charles Henrickson, Chemistry, Pat Hooper, Mathematics, James Johnson--Western's Team Captain--Continuing Education, John Long, Philosophy and Religion, and Eula Monroe, Educational Services. Assisting the Team as resources are the captains of the two prior teams, Joan Krenzin, Sociology, and Carroll Wells, Mathematics. The team members may be reached through their departments.

HEALTH INSURANCE--Pat Bowen

At the November Senate meeting a question was raised about acquiring dental insurance for Western employees. The following is a synopsis of Senate action to date on health insurance benefits, in general, and dental coverage specifically.

Last spring the Faculty Status and Welfare Committee began an investigation of the University's health insurance coverage. This study, led by Senator David Rivers, covered not only our present coverage with Blue Cross/Blue Shield, but also coverage provided by Prudential and Metropolitan. Open forums were held with representatives from each of these three carriers. After considerable deliberation the insurance sub-committee presented a resolution (FSW 007.1) in which several recommendations were made to the University Insurance Committee. Two of these recommendations were that the University adopt the policy of selecting a carrier for group health insurance by the process of competitive bids, and that the University consider adopting a dental insurance program with emphasis on diagnostic and preventive dentistry. This resolution passed on second reading in May and was forwarded to the University Insurance Committee. Each member of last year's Senate should have a copy of the resolution should anyone wish to see it.

The Faculty Status and Welfare sub-committee concurred that because of the individual expense of dental coverage and the percentage of participation required under a dental plan, pursuing dental insurance coverage, at this time, was not warranted.

IF I RAN THE HILL. . .

. . . students would not be encouraged to take honors courses merely because they scored at 22 composite ACT.

. . . I would place the scheduling and release of course offerings for the academic year and summer school under the same office.

. . . I would ask myself if I really needed the following to run the academic university--

- a. Seven (7) vice-presidents and assistants to the president
- b. Ten (10) deans
- c. Thirteen (13) assistant and associate deans
- d. Over thirty (30) department heads
- e. Over sixty (60) directors, coordinators, managers, etc.

(IF YOU DON'T BELIEVE IT, TAKE YOUR DIRECTORY AND COUNT THEM)