

FEBRUARY SENATE BUSINESS REQUIRES TWO SESSIONS--Robert Martin

The February business of the Faculty Senate required two sessions: the 12th and the 19th of the month. The bulk of the time was devoted to discussing the rank and promotion policy developed by the Office of Academic Affairs and Council of Deans. President Zacharias' efforts on behalf of funding for higher education received unanimous formal endorsement. A proposal for the handling of certain grievances was submitted for first reading. Also accepted was a proposal to organize faculty efforts in support of equitable and adequate funding for WKU.

The promotion policy developed by the vice president and deans was sent to the Senate by President Zacharias, who asked for responses to it. The Senate discussion centered on differences between this policy and the one presented to the president in May, 1980, by the Faculty Senate.

These differences had been summarized under six headings and distributed to the Senate membership in advance of the work session. In informal session, Senators rose to express problems and reservations they and their constituents had in accepting the version presented by the Office of the Vice President of Academic Affairs. On several points there were requests for greater precision of language, or for clarification of the intent. Vice President Davis and Assistant Vice President Robinson were present and answered such questions on their version. The Chair compiled a list of the major concerns and preferences of the Senate; these will be presented for a final vote at the March meeting. On the list are the following:

- there was general preference for the Faculty Senate version's requirement of the earned doctorate or two years beyond the master's degree for promotion to associate professor (one year was defined by Dr. Robinson as 30 credit hours);
- it was preferred that degree requirements for promotion to assistant professor be simply the master's degree, rather than one or more years beyond the master's;
- a slight majority preferred that the departmental review committees be composed of faculty of rank higher than that of the person being considered, rather than of all ranks, although a slightly greater number felt that that decision should be left to the departments;
- most senators believe that the standards for promotion developed at the departmental level should be reviewed at the college level for the sake of some uniformity;
- there was unanimous agreement that the University Promotion Committee should be empowered to investigate substantive as well as procedural matters in its review of contested rank and promotion decisions;

NOTE: The revised RANK AND PROMOTION document was put in campus mail to all Senators on February 25, 1981. The document will be presented for what we hope will be final consideration at the Senate meeting on March 5, 1981. Please bring your copy with you to the meeting.

FEBRUARY SENATE BUSINESS--continued

---there was agreement that negative decisions on cases of promotion should be supported in writing for the benefit of the affected faculty member;

---it was preferred that "unusual justifications" for deviation from the guidelines be spelled out, as in the Faculty Senate document, rather than simply being mentioned as possible.

These concerns for the content of a new promotion policy were not ranked in any order of importance, but simply recorded for Vice-President Davis' information and consideration. They will be so ranked at the next meeting of the Faculty Senate.

In other business, a proposal was submitted by the Professional Responsibilities and Concerns Committee (PRC: 002.1) to allow that committee to provide a forum to the faculty for certain kinds of grievances. (See below)

A resolution of support for President Zacharias' efforts to improve attitudes toward higher education financing in the state and at WKU passed unanimously and will be widely distributed to strategic points in the state.

The senators received a printed summary of the CHE-approved state appropriations for higher education by institution for 1979/80 showing the total equity adjustment due WKU of \$700,105. It was mentioned that this figure is an acknowledgment by the CHE that WKU has been funded unequally in the past. The CHE has been asked to consider this if any budgetary adjustments are made for 1981-82.

Senator Constans presented a request that the Faculty Senate develop a concrete plan of action to promote equitable funding for WKU and adequate financing for higher education in Kentucky. The motion passed. (See its provisions below.)

Chairman Bailey notified the Senate that correspondence between him and Regent J. B. Campbell concerning the latter's statements in a recent interview with the local newspaper is available to the faculty from the office of the Faculty Senate Chair.

Senator Parks announced that the Finance Committee will report its salary study at the March meeting of the Senate.

Jack Murphree, an observer, announced that he has been assigned by the College Heights Herald to report on Faculty Senate meetings.

PROPOSAL

The Professional Responsibilities and Concerns Committee submitted for first reading their proposal to provide a forum for resolving grievances. The committee proposes to handle any written grievance of a faculty member (after

PROPOSAL--continued

normal channels for grievance have been exhausted), but it will not concern itself with grievances of non-tenure, non-promotion, sex discrimination or any other issue for which the university has existing review procedures and committees.

The committee will notify the administrators normally involved in grievances of the meeting date, and invite them to provide written documentation and appear before the committee, if they desire. Following review of the grievance, the committee will form an opinion and report it to the Faculty Senate.

REQUEST TO THE EXECUTIVE COMMITTEE

The Senate approved a document which requested that the Senate Executive Committee "develop and implement . . . a plan through which the faculty can attempt to mobilize support for equitable financing for WKU and adequate financing for higher education in Kentucky." The document further listed a number of suggestions to be included in the plan; these suggestions were for the development of fact sheets, lists of names and addresses of those in positions to influence decisions about financing, a rapid internal communications system for the faculty, and a speakers' bureau.

Senator John Long, speaking for the Executive Committee, solicited suggestions for carrying out this request.

COMMENTS FROM THE CHAIR--Don Bailey

The Academic Advisory Committee (to Vice President Davis) has met three times. All meetings are in executive session; however, that does not prevent my summarizing the philosophical position I am assuming in these discussions.

There are basic subject matter disciplines which encompass a certain body of knowledge which must be preserved, communicated, and added to. A comprehensive university and the "university" status aspect (in the true sense) are in jeopardy already because of substandard funding of higher education in Kentucky. Additional cuts, which very likely are going to be necessary, must not be allowed to sacrifice these essentials. However, appreciation for these basics still leaves us with the need to reduce costs. The following opinions seem pertinent to that end:

1. It is important to conserve valuable faculty expertise. "Valuable" must be defined in terms of (1) training needs of students, (2) interests of students, (3) our projections of potential job markets, and (4) special expertise of value to research and service to the locality and the state.
2. If academic programs must be cut, costs per SCH (Student Credit Hour) must be determined. Departments and/or programs which do not generate student credit hours must be considered lower

priority compared to those which do. Departments which have higher costs per SCH must be able to show reasons for such which are acceptable to the total academic community, not just their own area (department or college).

3. Public Service must be placed on a level of lower priority than instruction. Programs with heavy public service components should be much lower priority.
4. Research at WKU (of a quality publishable in refereed journals) should not be discouraged by reduced funding, as the university is now rather deficient in this area. Research is the one thing (in addition to a rounded Arts and Sciences curriculum) which is necessary to support the concept of an institution's being both a university and being comprehensive. Research (and adequate graduate programs) add up-to-date vitality to the upper level undergraduate courses for program majors.
5. Graduate programs must have an enrollment which supports the program. Small programs should be eliminated. Programs with little or no substance but good enrollments should be upgraded.
6. There are no sacred cows in the present structure of the colleges of the university or the alignments of departments within those colleges. A blend of what works best and what costs the least would seem to be in order at this time.

COSFL REPORT--Tom Jones

The Congress of Senate Faculty Leaders will meet next Staruday, February 28, at Eastern Kentucky University. Among the items on the agenda will be the following:

1. reports on joint interim legislative campus meetings
2. reports on the Atkins-Warren campus meetings
3. reports from presidents re social security withdrawal
4. a planned meeting with university presidents
5. discussion of packet items
6. report from the Legislative Liason--Steve West

NEW SENATE BEING ELECTED

Faculty Senate V is being elected. Elections were held last week in twenty-three departments, and nine at-large Senators will be elected in four colleges this Wednesday and Thursday, February 25 and 26.

The College of Applied Arts and Health will elect their first At-Large Senator, the position having been created by the addition of the department of Sociology, Anthropology, and Social Work to the college. The College of Business, because of the departure

of two departments, no longer has an At-Large representative. Three of the seven positions in the College of Education, three of the five in Ogden, and two of the six in Potter are also being filled. The following people were elected to represent their departments for the next two years:

Pat Coohill -- Art
 James Ausenbaugh -- Journalism
 Larry Ruff -- Communication and Theatre
 Frank Kersting -- Communication Disorders
 Margaret Howe -- Philosophy and Religion
 Mania Ritter -- Foreign Languages
 Ed Dorman -- Physics and Astronomy
 Connie Foster -- Library Services
 Pat Bowen -- Library Reference
 Jo Kibbee -- Library Circulation
 Nancy Solley -- Special Collections
 John Jones -- Phys. Ed. & Recreation
 Mary Crisp -- Teacher Education
 Carl Kreisler -- Ed. Leadership
 William E. Smith -- Ed. Services
 Harry Robe -- Psychology
 Frank Kersting -- Speech Disorders
 Richard Mason -- Home Economics
 Glenn Duffy -- Military Science
 Robert Schneider -- Agriculture
 John Graham -- Finance and QBA
 Dorinda Clippinger -- Business Education
 Joel Philhours -- Accounting

Nine Senators are completing their second consecutive terms and are not eligible for re-election; these are the last of the "charter members" of the Senate who have served since the formation of the Faculty Senate. These are Senators Don Bailey, Robert Blann, Fred Clark, Phil Constans, Elaine Harrison, Ray Johnson, William Leonard, James Parks, and Ron Veenker. All other Senators whose terms are expiring are eligible for re-election.

SENATE MEETING SCHEDULE

The following is the schedule of Senate meetings for the remainder of the semester. All meetings are at 3:10 p.m.

<u>Date</u>	<u>Place</u>
March 5, 1981	GCC 202, 203, 204
April 2, 1981	GCC 202, 203, 204
April 30, 1981	WAB Regents' Room

The GCC Ballroom is also reserved for May 7, 1981, in the event that year-end business is not concluded on April 30.

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FACULTY SENATE
communications committee
NEWSLETTER



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