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FACULTY SENATE NEWSLETTER

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SENATE CONSIDERS POLITICAL AND FINANCIAL ISSUES--Margaret Howe
Nancy Solley

Senator Krenzin combined her comments from the chair with the report of the Executive Committee:

Although the rally planned for November 4th was not initiated by the Senate (and was later cancelled) many Senators were involved. Senator Krenzin thanked those who had worked on this project. Faculty Regent Buckman had asked for 100 faculty to participate and it is believed there was enough interest to meet this request. However, the rally was called off because it was not possible to make appropriate arrangements in Frankfort. Instead, six representatives, --Joan Krenzin, chair, Faculty Senate; William Buckman, Faculty Regent; Tom Jones, and Harry Robe, COSFL; James Baker, faculty member; and Marcel Bush, ASG President, --- went to Frankfort bearing petitions signed by 2,035 faculty and students protesting the Bluegrass Plan. In the absence of William McCann, Chairperson, CHE, the petitions were presented to Harry Snyder, who agreed to circulate copies to Council members at the November 12th meeting. (At this point, Vice President James Davis announced to Faculty Senate that an "altered" version of the Bluegrass Plan had passed by a vote of eleven to one.)

A senate communication system has been devised for contacting Senate members quickly should this be warranted. Specified Senators will each call five other senators. The BAE Committee has been asked to recommend voting mechanisms which could operate at times when the Senate is not in session.

Dr. Paul Cook has released figures that show 1,240 more credit hours being taught at WKU this fall, 43 more F.T.E.'s this fall than last fall and 5,885 male students and 7,247 female students enrolled.

The next Board of Regents meeting, a joint meeting with Murray's Board of Regents, will be held at WKU on November 21st at 10:00 a.m.

Senator Robe recently held a meeting of interested faculty in the College of Education to present material in a document entitled "1982-84 Biennial Budget Request."* Other college representatives on Faculty Senate may have similar meetings in the future.

There will be Senate meetings on December 10th and January 14th in Garrett Ballroom.

Reporting for Institutional Goals and Planning Committee, Senator Seeger requested feedback from the faculty on four issues:**

1. The document on the Mission statement which contains Institutional Goals and Objectives was circulated to the Senate in October. The committee solicits comments and suggestions from faculty.
2. Co-operation with other Institutions of Higher Education. If you know of any formal or informal connections of this nature, please notify the Committee. Also needed are ideas on how to improve Western's participation in such projects.
3. Terms for describing Western's Mission. The term "regional" is not acceptable to the President; the term "comprehensive" is not acceptable to the CHE. Is there another term that could be adopted?
4. Research projects that would gain statewide or nationwide recognition. Suggestions are sought for promoting creative research among faculty.

**Please send your comments to Senator Ron Seeger, EST 321.

In the category of New Business, Senator Robe made two proposals which were both affirmed by the Senate:

1. That an information packet presenting "hard core" facts on Western's financial plight be prepared and circulated to faculty, students and alumni before the end of this semester, and that an Ad Hoc Committee be appointed to work with ASG to prepare and distribute it. The packet would contain about six pages of data, including how to communicate directly with legislators should parents, alumni etc. wish to do so. The cost of printing and mailing was estimated at \$300.00. It was agreed this should be raised in donations from interested faculty and staff. Senator Krenzin named Senator Robe as Chairman with Senators Hoyt, Glaser, Bowen, Hire, faculty member Joyce Wilder, and ASG representatives Marcel Bush and David Payne as committee members.
2. That an Ad Hoc Political Action Committee be established to organize effective political action in times of crisis and to promote carefully planned long-term public and legislative relationships. Senator Ruff, Chairperson of the Committee on Committees, announced a meeting would be held on Tuesday, November 17th in Grise Hall coffee lounge at 12:50 to appoint this committee. Any interested senators are welcome to attend.

Vice-President Davis announced that a joint Western-Murray committee would be formed to make recommendations for cooperative ventures in academic programs between the two universities. Western's members on this committee, in addition to Davis, will include two or more faculty members, an administrative member and a student member, all chosen by President Zacharias, from persons recommended by Dr. Davis. The Committee on Committees was asked to present four names of faculty for Dr. Davis' consideration as members of this committee.

In response to Senator Robe's motion at the October Senate meeting, James L. Davis discussed the academic program review and the faculty retention and termination policies as outlined in the 1981 Faculty Handbook. Chair Krenzin announced that data about tenure and promotion were being prepared for distribution to the Faculty Senate.

Vice-President James Davis sketched the steps taken by the administration beginning with a memo sent to the vice-presidents by President Zacharias on January 5, 1981, concerning budget planning. On January 19, Dr. Davis requested department heads to examine programs and establish priorities in each department or area. This information was given to the various deans and then to Dr. Davis and was subsequently reviewed by the Academic Vice President's Advisory Committee. On September 9 Dr. Davis sent recommendations to Dr. Zacharias which resulted in the President's decision on September 21 to notify sixteen faculty members of their non-reappointment for the academic year 1982-83. In addition, Dr. Davis emphasized that, when there are changes in program need, the university has utilized and will continue to utilize tenured faculty in areas where they are qualified to serve.

A lively discussion followed Dr. Davis' remarks. Senator Robe suggested the definition of "program" appeared to have changed. Senator Grice questioned whether tenured faculty should replace untenured specialists and expressed the opinion that a faculty member should be told in writing why his contract would not be renewed. Dr. Davis replied that those faculty members had been told orally by their department heads the reasons for their non-reappointment. Senator Henrickson asked how close we are to financial emergency. Dr. Davis said he has not been notified of financial emergency. Senator Kreisler suggested the Senate should help the administration seek better procedures. Senator Wells asked why the contingency losses were not publicized. Senator Davis replied that the total number of those losses is not yet known. Senator Grice stated the way

the academic programs review translated into who was not reappointed seemed unclear. Senator Davis replied those decisions were made by the department heads with the approval of their deans. Senator Glaser asked how college losses were determined. Senator Davis replied program priorities within colleges were used in the determination. The College of Education lost 6-7%, Potter College lost 4.5%, Ogden College and the Business College lost 3-4% each and Academic Service lost 5-8%.

Senator Pearson presented the revised consulting document as two documents entitled "Extra-University Consulting and Other Professional Activity" and "Internal Consulting, Participation in Projects and Supplemental Pay"* for first reading. He stated changes had been made to soften the tone of the document and delete the most objectionable parts.

Senator Foster announced Lt. Governor Martha Layne Collins will be the speaker at the Women's Alliance November 19th meeting at noon in Downing University Center.

Spring Semester 1982 Faculty Senate meetings:

January 14	Garrett Ballroom
February 11	Regents Room
March 4	Garrett Ballroom
April 8	Garrett Ballroom
April 29	Garrett Ballroom

The December and January Faculty Senate Newsletters will be combined and published after the January meeting. The Communications Committee, on behalf of Faculty Senate, wishes everyone HAPPY HOLIDAYS!!

* Faculty: These documents are available from your Senator.

Questions for President Zacharias:

1. Assuming that WKU faculty and staff members some day receive another pay increase, what are your views on the possibility of giving all increases in dollar amounts instead of figuring them on a percentage basis?

The development of an effective plan for annual increments is influenced by internal and external factors. Included in these factors are rate of inflation, funds available for salaries, and salary averages. In considering the question of increases being in dollar amounts rather than as a percentage of the base, it should be noted that there are current policies in which dollar amounts are provided.

When a faculty member completes a doctorate, the immediate salary increase is in a dollar amount. The salary adjustment accompanying promotion in faculty rank is in dollar amounts rather than a percentage. The salary plan for classified employees provides increments in dollar amounts.

Incremental increases in dollar amounts rather than percentages do not recognize achievements of advanced degrees, promotion to higher ranks, and numerous factors related to academic area and individual accomplishments which influence salary level. I prefer a compensation plan which combines two components. In inflationary conditions, I believe all employees performing at an acceptable level deserve an increase that is related to cost-of-living and expressed in a percent of the individual's base salary. Failure to provide this kind of increase will cause Western to lose its top faculty. They have high salaries because of their degrees and performance and because they can command still higher compensation from other universities or from business and private employment. In addition, I believe that those performing in an exceptional manner should receive a meritorious increment which could be in a dollar amount or a percentage, depending on the amount of money available for distribution.

The successful implementation of a compensation plan involving cost-of-living and merit increases requires more funds and less inflation than we have had since I have been at Western. A valid performance evaluation process, of course, is an essential part of any compensation system.

2. What are your views on the idea of annually making the salaries of WKU faculty and staff members easily available to the public (such as in a file kept in the Reference Room of the Helm Library)?

The salary list approved by the Board of Regents as a part of the annual budget process will be placed at the reference desk in the Helm Library. I have had a copy of the salary list for this year placed in the Library. Keep in mind that salaries are changed periodically. The official list to date can be reviewed only in the Office of Personnel Services.

If you have questions for President Zacharias, please send them with your name to Sue Bryant, Department of Nursing, Academic Complex.

FOR YOUR INFORMATION

Some of the faculty have been asking, "When are they going to cut administrators?" A partial answer comes from these data. Cuts made in 1980-1981 included the following positions:

- 5 secretarial-clerical
- 1 physician
- 1 administrative staff position
- 1 associate dean of extended campus
- 3 positions in Food Services
- 12 positions in Physical Plant

In 1981-1982 these additional cuts were made:

- 2 positions in Food Services
- 9 positions in Physical Plant
- 1 assistant dean of the Graduate College
- 1 staff assistant in the library
- 1 staff assistant in Financial Aid
- 1 buyer in Purchasing
- 1 staff assistant in Student Affairs (Downing Center)
- 1 staff position in University School Relations
- 1 patrolman in Public Safety
- 1 captain in Public Safety
- 1 staff position in University Recreational Activities Program (intramurals)
- 1 staff position in University Housing (residence hall programming)
- 2 positions in office machine repair

In situations where an administrator was moved to a faculty position or other position for which no vacancy had existed, that administrator's former position has not been listed in the number of lost positions.

The Fiscal Affairs Committee Report, October 8th 1981, gave the following summary:

Faculty positions deleted	31.5	Non-faculty positions deleted	89
Faculty positions restored	8.0	Non-faculty positions restored	1
Net loss of faculty positions	23.5	Net loss of non-faculty positions	88
Net loss of university positions	111.5		

**FACULTY POSITIONS REPRESENTED 21% OF THE TOTAL NUMBER AND 46% TOTAL COST. NON-FACULTY POSITIONS REPRESENTED 79% OF THE TOTAL NUMBER AND 54% TOTAL COST.



FACULTY SENATE
communications committee
NEWSLETTER

