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Faculty Evaluations

Pat Bowen has informed the Senate that reports have reached the Executive Committee of widely-varying uses to which the student evaluations of faculty members are put by department heads. The issue has been referred to the Committee on Professional Responsibilities and Concerns with the suggestion that department heads be surveyed to determine the manner in which they are using student evaluations in the faculty evaluation process.

It also appears that some variation in the interpretation of the recently developed rank and tenure guidelines exists at the various decision-making levels. The Committee on Faculty Status and Welfare is to look into this matter.

Deans and Promotion

Fred Murphy reports that, in several cases, academic deans appear to have substituted their own interpretations of the "demonstrated achievement" promotion criterion for those adopted by the departments concerned. Furthermore, it is claimed that this was done without prior announcement of how these deans intended to interpret this criterion. The Senate endorsed the following resolution, put forward by Murphy:

The adverse decisions on promotion have had a serious effect upon faculty morale. Since such decisions have such importance to faculty members both professionally and, more and more (with the increases in salary increments for promotion) economically as well, the Senate urges the Deans of Academic Services, Business, Education, Ogden, and Potter Colleges 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.

Want to Know How Much Your Colleagues Make?

The Faculty Status and Welfare Committee has distributed to members of the Senate a detailed study of individual salaries (names not included). The first section of the study lists salaries, from highest to lowest in each rank, across the University. The second section lists salaries by department, from highest to lowest in each rank. Also listed, for each individual, are last year's salary, the percentage change in salary from last year to this year, the year of appointment, sex and length of contract (years of appointment are listed, for each individual, in the back of the University Bulletin -- good hunting!). Tables in the study compare average salaries at Western with those at certain other schools. These data show that our position, at every rank, has improved in the last year compared to salaries at other Kentucky schools and at our benchmark schools.

Want to Eat Breakfast with Politicians?

There will be a Dutch-treat candidates' breakfast at the Red Carpet Inn, Tuesday, May 3, at 7:30 am. All major candidates for state office have been invited, and the three major Democratic candidates for governor have agreed to attend. The meeting is sponsored by the Bowling Green-Warren County Chamber of Commerce. All members of the community are invited to attend.

Evaluation of Administrators

At this Senate meeting (April 14) the question was raised of when the Senate's

periodic evaluation of administrators was to be carried out. This evaluation would normally have been given this semester; however, it was hoped that the new annual review and assessment of academic units and administrators, to be given by the University administration, might serve the same purpose and save the Senate the cost of conducting its own evaluation. There was considerable discussion as to whether the Senate should carry out its own evaluation in addition to those carried out by the administration; opinion seemed to favor overwhelmingly the position that the Senate should carry out its own evaluations, for the following reasons:

- (i) the Senate evaluation can include items not included in the University evaluation and thereby provide additional information,
- (ii) the University evaluation does not include an evaluation of the President and the Senate evaluation does,
- (iii) COSFL has endorsed a resolution that urges faculty senates at its member schools to carry out their own evaluations,
- (iv) it is consistent with the system of checks and balances necessary to maintain a democratic society for the faculty to carry out an evaluation independent of administrative control,
- (v) if the Senate were to give up its evaluation, and the administration were, at some later date, to let its evaluative processes lapse, it might not be so easy for the Senate to reinstitute its evaluation,
- (vi) the University administration has been opposed to the idea of truly confidential evaluation of administrators by the faculty and has accepted it with reluctance; would it be wise to turn the process over entirely to an agency that is fundamentally hostile to it?

By the end of the discussion, there were no longer enough senators present to constitute a quorum. However, a straw vote was taken on the question of whether the Senate should carry out its evaluation of administrators; the vote was 24-2 in favor of the Senate's doing this.

One-Year Sabbaticals and KTRS Payments

The University does not make payments into the Kentucky Teachers' Retirement System for faculty members who are on a one-year sabbatical, although it does for those on one-semester sabbaticals. The Senate endorsed a resolution that urges the University administration to consider withholding the faculty member's KTRS contribution (5 $\frac{5}{8}$ % of his, or her, six-months salary), while the University would make its payment into her, or his, KTRS account on the basis of the full-year salary.

Committee Appointments and Nominations

John Reiss has been appointed to the Non-Resident Fee Committee. The Committee on University Committees has submitted eight nominations for four positions on the Committee to Study Early Retirement, and eight nominations for four positions on the President's Advisory Committee.

Address of the Faculty-Regent Elect to the Faculty Senate

Mary Ellen Miller

The major issues facing our University are well-known to all of you, and all of you are well aware that we are now in a period of increased emphasis on scholarly/creative activity and public service. What educator could deny that scholarly/creative activity and public service are appropriate, essential really, on a University campus -- particularly essential to a University fighting hard to be something

better than second-best or also-ran? (We are fortunate to have a president committed to excellence.) But who could deny that teachers long accustomed to putting their major efforts into their twelve teaching hours, their ten to thirty hours of grading, their five to fifteen hours of counseling and advising, their five to fifteen hours of committee work -- who could deny that those teachers are going to have a tricky scheduling problem when asked to do more research, more public service?

There is a difference between *challenge* and *command*. When we are challenged to make financial sacrifices in the interest of our institution, and when those challenges are equally distributed, we respond. When we are challenged to try even harder, work even longer hours for the good of our University and our programs, we respond. However, when challenge becomes command (as I believe it has in some areas) and when commands are unrealistic and unevenly distributed, we respond again, but not with the spirit of we're-all-in-this-together; rather with disappointment, hurt, and confusion.

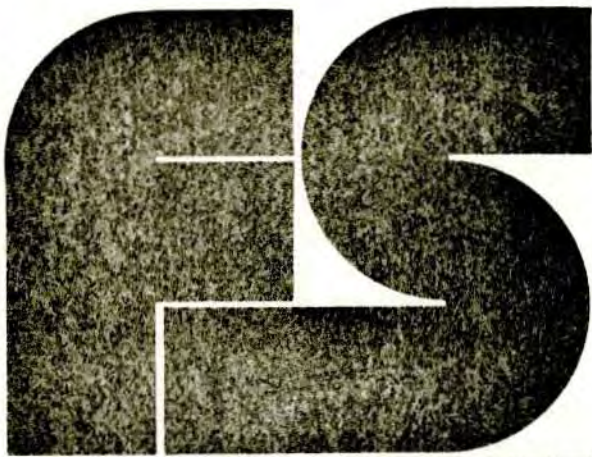
Professors in some areas (valid University areas) are unhappy. I know that because they told me so. My one major goal as regent is to know what I'm talking about. At board meetings, I aspire to be the best-informed person in the room on faculty concerns. Should someone say, "This or that is true of this or that area," I want to be able to say, "Yes, it is," or "No, it is not," with authority. I can do that if all of you will help me. Secondly, I want to push for better communication among all colleges, among all departments. If you and the people you represent will help, together we can make the faculty voice at Western Kentucky University the sane, sensible, united voice it ought to be. And think of this: we might even make it the powerful voice some of us overage radicals believe it should have been all along.

Privileges of Retired Faculty Members

A brief list of privileges of, and benefits for, retired faculty members was printed in the March 24, 1983 Newsletter. A complete list is given below. Retired faculty members are entitled to

- (1) receive a University identification card,
- (2) have library privileges,
- (3) be provided a parking permit,
- (4) use University recreational facilities on presentation of identification,
- (5) have the dental and outpatient medical services which are available to other faculty members,
- (6) purchase tickets to academic and athletic events at the prevailing faculty rates,
- (7) enroll in University classes under the faculty development program,
- (8) be included in faculty lists in University bulletins,
- (9) apply for research grants,
- (10) be allocated office space on request when it is available,
- (11) attend without voting privileges meetings of the Faculty Senate and the Academic Council,
- (12) participate in academic processions,
- (13) be appointed to represent the University at academic ceremonies at other universities,
- (14) receive notices of all University events,
- (15) take part in all ceremonial functions of the University,
- (16) make purchases at the bookstore at faculty/staff prices,
- (17) continue membership in the WKU Credit Union and participate in all savings and loan programs,
- (18) buy their life insurance policies & continue their Blue Cross-Blue Shield coverage.

The cost of printing this publication by WKU was paid for from State Funds KRS 56.375.



FACULTY SENATE
communications committee
NEWSLETTER