

PRESIDENT GOES TO BOARD OVER EVALUATIONS

We have just learned that President Zacharias has submitted to the Board of Regents a proposal entitled *Policy Regarding Evaluation of University Personnel*. This proposal has been referred to the By-laws Committee of the Board, and could be placed before the Board itself at the summer meeting. The thrust of the proposal is contained in the following two paragraphs, quoted from page 2 of the proposal:

4. *The Board of Regents retains and has the sole and exclusive responsibility for the personnel evaluation of the President of Western Kentucky University. The President shall have the responsibility for the evaluation of other University personnel, consistent with the actions and policies of the Board of Regents, with the Board of Regents maintaining the authority, under warranted circumstances, and with proper Board action, to authorize or otherwise implement or conduct an independent evaluation of University personnel.*
5. *The Board of Regents has not delegated and does not authorize the formal evaluation of University personnel, except as set forth in the above policy statement.*

This proposal appears to be designed to inhibit (i) the Faculty Senate evaluation of administrators, and (ii) any evaluation of the President by the faculty. It is interesting to compare the paragraphs quoted above with the following quotations from page 1 of the President's proposal:

WHEREAS, the Board of Regents concludes from its experience that the evaluation process used in January of 1983 to review and assess presidential performance is preferable to alternatives,

and (describing the method of evaluating himself that he proposes),

- 2.2 *The Board of Regents will conduct closed-session discussions with:*
 - 2.2.1 *Administrative Council*
 - 2.2.2 *Organizational President's Round Table*
 - 2.2.3 *Presidential Advisory Committee and Chair, Faculty Senate*
 - 2.2.4 *Alumni Presidents (current and past)*
 - 2.2.5 *The President*

In these last two quotations, the proposal says that the Chair of the Senate should take part in the evaluation of the President, and that the evaluation process used in January of 1983 is preferable to alternatives. Yet, in the January, 1983 process, a faculty evaluation of the President was conducted, and the results were submitted to the Chair of the Senate to use in her part of the evaluation process with the Board. It is possible that the faculty evaluation of January, 1983, was more palatable to the President than others conducted in the past or planned for the future. If that is the case, it would improve communications greatly if the President would inform us with respect to just what the relevant differences are. On the other hand, if the President simply forgot about being evaluated, or did not even realize that he was evaluated, the process cannot have been very painful.

The saddest aspect of this affair is that the President is, on the whole, highly thought of by the faculty and could expect to receive good evaluations from them. He may be operating on the suspicion that this situation will change in the future; unfortunately, he is helping to bring about that change by this kind of behavior.

On page 1 of his proposal, the President, listing criteria according to which he should be evaluated, includes "sensitivity to faculty concerns." Indeed.

Education is . . . hanging around until you've caught on — Robert Frost

Proposed Administration Evaluation of Administrators

Discussion of this evaluation (*Review and Assessment of Academic Units/Administrators*), which is to be administered by the university administration and is not to be confused with the Faculty Senate evaluation of administrators, had been tabled at the last meeting of the Senate so that certain issues related to it could be clarified.

The Faculty Status and Welfare Committee has now met with President Zacharias and discussed these questions. Their conclusions are as follows:

The original evaluation forms (forms A and B), filled out by faculty members, are to be retained so that, in case an administrator should contest his evaluation results, the evidence will be available. These forms are to be kept in confidential storage; however, the President said that he cannot legally prevent an administrator from looking at the original forms should the administrator press the issue.

Tabulated data, and transcripts of comments, obtained from these forms will be available to the administrator evaluated and to any faculty member who has evaluated him, but to no other faculty members. This means that a faculty member will have access to these data for his/her department head, dean, and the vice-president for academic affairs. The university president, associate deans, and assistant deans, will not be evaluated under this evaluation schema.

The expense of bringing in the required outside evaluators is estimated to be about \$400-\$500 each.

These evaluations will probably be done in the spring semesters.

The Senate voted 24-11 to endorse this evaluation plan.

Faculty Senate Evaluation of Administrators

The question of whether the Faculty Senate should continue to conduct its evaluations of administrators, now that the university administration has proposed to conduct its own evaluations, was discussed at great length at the April 14 meeting of the Senate. It was discussed at even greater length at the latest Senate meeting (on April 26).

The parliamentarian of the Senate, Pauline Jones, presented a history of the Senate's deliberations regarding evaluation of administrators. According to the records, at the meeting of November 10, 1977, the Senate passed a motion committing itself to a program of regular evaluations of administrators.

Fred Murphy moved to rescind the motion of November 10, 1977, so that he could place a different motion on the floor. There followed a long discussion centered on the question of whether the Senate should continue to conduct its evaluations or suspend them while retaining the right to reinstitute them at any time in the future, should it appear necessary. The motion to rescind failed -- 16 voting to rescind, 21 voting not to rescind. Hence, the motion of November 10, 1977, committing the Senate to regular evaluations of administrators, is still in force. Chairperson Krenzin said that, in the past, the period between evaluations was three years, and that, therefore, the Senate evaluations should be carried out in the fall semester of 1983.

Faculty Salaries

At the April 14 meeting of the Senate, the Faculty Status and Welfare Committee distributed a study entitled *Analyses of Salaries at WKU, 1982-1983*. Some (not by any means all)

of the interesting comparisons based on this study are:

79% of the instructors, are paid more than the lowest paid assistant professor.
85% of the assistant professors are paid more than the lowest paid associate professor.
82% of the associate professors are paid more than the lowest paid full professor.

Three instructors are paid more than the nine lowest paid full professors.
65% of the full professors are paid less than the highest paid assistant professor.

The lowest paid instructor, assistant professor, and associate professor are female.
The highest paid instructor, assistant professor, associate professor, and full professor are male.

Ranges of salaries within each rank are:

instructor rank . . . \$15,496 range,
assistant professor rank . . . \$19,767 range,
associate professor rank . . . \$12,837 range,
full professor rank . . . \$19,347 range.

On the first page of the study, the following disclaimer is made:

This study can only compare the salaries themselves. It does not take into account the multitude of factors, such as longevity at Western, years in rank, possession or non-possession of terminal degree, market factors, and the like, which go into the determination of salaries. Nor should this in any sense be considered an official document which bears the imprimatur of the University administration.

The study continues,

Nonetheless, we feel such studies can provide accurate indications of trends and suggest areas in which apparent inequities exist. There seems to be no way of denying, for example, that there are enormous salary ranges within ranks. It is possible that every one of those can be fully justified, but their presence would at the very least seem to suggest the need for further study and consideration of possible remedial action.

Grades

The Academic Rules and Requirements Committee of the Academic Council has decided not to recommend to the Academic Council the adoption of "+" and "-" grades.

Officers for Senate VII and COSFL Representatives

The new Senate officers are:

Chairperson . . . Richard Weigel
Vice-Chairperson . . . Joseph Uveges
Secretary . . . Carolyn Boles
Parliamentarian . . . Pauline Jones

Harry Robe was elected to join Richard Weigel as a COSFL representative. Earl Pearson and John Parker were elected to serve as alternates.

Faculty Senate Committee Chairpersons

Elected to the chairs of standing committees were:

Executive Committee . . . Richard Weigel
Academic Affairs Committee . . . Carl Kell
By-laws, Amendments and
Elections Committee . . . Pauline Jones

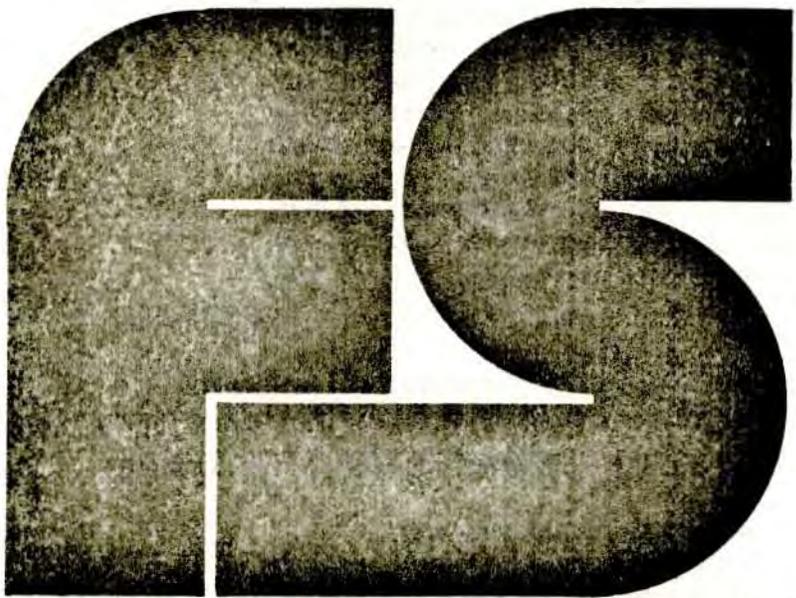
Committee on University Committees . . . Joan Krenzin
Communications Committee . . . Ed Dorman
Faculty Status & Welfare Committee . . . Jerry Rust
Fiscal Affairs Committee . . . Marvin Albin
Institutional Goals and
Planning Committee . . . Sam McFarland
Professional Responsibilities
and Concerns Committee . . . Thomas Foster

Another Privilege for Retired Faculty

Academic Computing and Research Services, located on the second floor of Grise Hall, are available to retired faculty members.

Announcement

The Faculty Senate Communications Committee, and especially the editor of the Newsletter, would like to thank Joan Krenzin, the Chairperson of Senate VI, for her help in proofreading, collating, stapling, and other ways beyond the call of duty, whenever called upon (and even when not). Particularly appreciated have been her willingness to give counsel, when asked, and not to give it, when not asked. Without her assistance, the production of a Newsletter could easily have qualified as an ordeal; with it, it was (almost) fun.



FACULTY SENATE
communications committee
NEWSLETTER