

FACULTY SENATE NEWSLETTER

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FACULTY STATUS ON WELFARE COMMITTEE

Sen. Barry Brunson discussed the annual fall consumer price index study. He noted the AAUP Status of the Profession report, in which WKU is classified as a IIA school--one which offers post-baccalaureate degrees but not doctorate degrees. Based on those reports, for 1976-77, Western was between the 60th-80th percentile for gross salaries in all four ranks (professor, assistant professor, associate professor, and instructor) for IIA schools. In 1983-84, the professor/associate professors were in the 20th-40th percentile for IIA schools. In 1984-85, Western was in the 40th percentile in all four ranks.

The study included: yearly comparisons of the average gross salary (from 1970-71), the estimated payroll deductions and the net salary for that average gross salary; yearly percentage comparisons of payroll deductions and net salary to gross salary; the change in purchasing power of gross salaries and net salaries, and the percentage of increases between years of the consumer price index, gross salary and net salary.

Some examples from the report:

The change in purchasing power of the net salaries, using 1970-71 as the base year, is, for 1985-86:

professor: -\$6471 or -22%
associate professor: -\$7047 or -27%
assistant professor: -\$5179 or -24%
instructor: -\$4476 or -25%

The change in purchasing power of gross salaries using 1970-71 as the base year, for 1985-86:

professor: -\$7000 or -17%
associate professor: -\$8492 or -23%
assistant professor: -\$6112 or -20%
instructor: -\$5414 or -22%

Copies of the report may be obtained from Senate members.

Members of the committee were Barry Brunson, Nancy Baird, Rita Hessley, James Koper, Tom Noser, Walter Stomps and Brent Tuthill.

COMMITTEE ON COMMITTEES

Linda Allan announced appointments to two committees. Tom Coohill (biology) and Sara Scott (library automation and tech services) have been appointed to the President's Advisory Committee. Appointed to the President's Scholarship Committee is Clint Layne (psychology).

STRATEGIC PLAN FOR HIGHER EDUCATION

Dr. Paul Cook, interim president, addressed the Senate in regards to the Strategic Plan for Higher Education report. He noted that the report was approved at the Nov. 8 meeting of the Council on Higher Education. In the latest version, the goals remain the same as in the earlier reports. Strengthening undergraduate education is emphasized in the latest report. To advance the quality of undergraduate education, the report contains eight factors, which Dr. Cook read:

- 1) explicit measures of quality for use in the program-review process
- 2) Commonwealth Centers to recognize and capitalize on existing strengths within the system
- 3) matching grants for endowed chairs at the Commonwealth Centers
- 4) matching incentive grants to promote excellence
- 5) designating the nucleus of undergraduate degree programs which can be offered at all universities. (He mentioned that "Nucleus of undergraduate degree programs" is used here for the first time. "Core program" has now been deleted from the report.)
- 6) program review criteria and standards to resolve questions of duplication under special conditions
- 7) measurement of value added by higher education programs
- 8) promotion of opportunities for faculty advancement

AGENCY BUDGET

The agency budget that was approved by the Council also was explained by Dr. Cook. The 8 million new dollars the Council is requesting would go for:

- 1) Commonwealth Centers
- 2) Endowed chairs
- 3) Value added programs
- 4) Commonwealth Laureate Programs

FINANCIAL GOALS OF THE COUNCIL:

- 1) Recommend full-formula funding
- 2) Make special budget requests external to the current formula for new initiatives for desegregation commitments for the backlog of preferred facilities--maintenance, renovation and equipment
- 3) Maintain in-state undergraduate tuition on a rate that reflects shared responsibilities without restricting access.
- 4) Encourage institutions to cultivate new areas of financial support, especially with private funds.

CAMPAIGN FOR HIGHER EDUCATION

The need to sell higher education to the people of Kentucky also was explained by Dr. Cook. He said that the Campaign for Higher Education Funding in Kentucky was working with the newly organized Kentucky Advocates for Higher Education, a group composed of business and industrial leaders in the state. This group wishes to approach the move for fundings as if it were a political campaign. Dr. Cook has appointed a committee to represent Western in this campaign.

Dr. Cook said that Western's priorities are:

- 1) faculty and staff salaries
- 2) instructional/research equipment needs
- 3) deferred maintenance on campus

RESOLUTION ON SALARIES

Sen. Robert Otto moved that the resolution on salaries be passed. It will be voted upon at the next meeting, after its second reading. The resolution is:

Whereas, the average faculty salary during the past 10 years finds us considerably below the cost of living, and

Whereas, a differential salary system becomes feasible after an attempt to catch-up average salaries has been made, and

Whereas, staff salaries were granted across the board (3%) this past year, while faculty salaries were 1½%

Be it resolved that the Faculty Senate recommends to the President that funds available for faculty salaries be distributed as an across-the-board percentage increase for acceptable performance.

OTHER NEW BUSINESS

Sen. Otto asked Dr. John Petersen, associate vice president for academic affairs, if any new performance system for faculty evaluation were under consideration, and if so, would the Faculty Senate have any input. Dr. Petersen said currently each college has its own annual evaluation system, and performance varies slightly from college to college. He said there was no plan to adopt a university-wide evaluation format. However, the implementation of salary policy based on those evaluations is a subject under study, as it is every year.

Dr. Otto said that he felt the flow of communication was "not as good as it could be" and sometimes the reactions of the Senate were "after the fact." Dr. Petersen said he would convey Dr. Otto's feelings to Vice President Haynes. President Evans mentioned that the Senate currently is doing a study that he trusted the administration would consider regarding evaluations.

PROFESSIONAL RESPONSIBILITIES AND CONCERNS COMMITTEE

Sen. Robert Bretz said that his committee was working on the results of the merit survey and would try to have that finalized by the next Senate meeting.

PRIORITY RANKING

Sen. Otto then moved, and Sen. Rose Davis seconded, that the Faculty Senate endorse the priority ranking for the upcoming legislative session, as defined earlier by Dr. Cook. The motion will be voted on at the next Senate meeting.

MARK YOUR CALENDARS

The next Faculty Senate meeting will be Thursday, Dec. 12, at 3:20 p.m. in the Garrett Ballroom.



FACULTY SENATE
communications committee
NEWSLETTER