



MINUTES

Western Kentucky University Faculty Senate IX  
December 12, 1985

CALL TO ORDER; Senate Chair Eugene Evans called the meeting to order in Garrett Conference Room at 3:20 p.m.

ROLL CALL; Absent were: James Babcock  
Robert Baum  
Larry Caillouet  
David Cannon  
Norman Hunter  
William Kummer  
John Long  
Ed Martin  
Claude Pickard  
Ivan Schieferdecker  
Peggy Wright

MINUTES; The minutes were corrected to clarify the fall CPI study.

COMMITTEE REPORTS;

John Parker reported on the Faculty Senate Administrative Evaluation questionnaire, noting that it would be completed the third and fourth weeks in January. There will be two questions, one regarding the degree of support for the administrator, the other the degree of familiarity with that administrator's work. The results will be sent to the administrator being evaluated and to his/her superiors.

Robert Bretz, Chair of the Professional Responsibilities and Concerns committee, discussed the Fall 85 Faculty Survey of Administrative Evaluations. While a majority of the faculty respondents either disagreed or strongly disagreed with half of the statements on the survey, he pointed out that the greatest level of disapproval (73.1%) was in response to the statement, "The Purdue instrument is adequate for assessing teaching effectiveness." The second greatest level of disapproval or disagreement (69.5%) came in response to the statement that "the current performance review in my department is based only on job related information and is not influenced by the rater's personal biases and values." The only statement which a majority of respondents (52%) thought appropriate was "the department head's role is appropriate."

Bretz then called attention to Bob Reber's statistical analysis of faculty performance appraisals. Reber questioned the poor participation in the survey, with only 40% of the faculty responding. Among those who did respond, the comments were, for the most part negative. "The bottom line," he concluded, "is that many faculty are dissatisfied with the way performance appraisals are conducted and used in their respective

departments." Bretz noted that Reber's analysis of the survey reinforces the statistical data and will also be sent to the President's office.

Sallye Clark, Chair of the Ad Hoc Committee on Affirmative Action of the Faculty Senate, discussed the committee's report entitled "Women and Men at Western." The purpose of the report was to determine if discrimination exists at Western Kentucky University. The disparity between male and female respondents indicates that discrimination is more often perceived by those suffering from it. Nevertheless, the statistics received from John Foe in the Office of Institutional Research and James Tomes of the Personnel Services indicate that inequality does indeed exist. Clark noted that her committee investigated institutional records "to determine the position of women in relation to recruitment, present rank, promotion (movement from rank when hired to present rank), attainment of tenure, and salary."

Chair Evans reported that COSFL has decided to make an all out effort to influence the legislature to get full funding. A brochure will be mailed to every member of the legislature, and letters will be sent periodically. He suggested that all letters to the legislature should not be sent on state letterheads, should not use state or university meters, and should emphasize support of higher education generally rather than for any particular institution. A rally coordinated by the Council of Higher Education will be held February 5, 1986, in Frankfort, and Evans said that all state universities were to participate. The annual conference of COSFL will be March 7-8, 1986, and legislators are invited to attend the banquet on March 7 at the Capital Plaza Ballroom. Evans called the Senate's attention to the appeal for funds (\$10 each, more or less) to pay for these programs. Dr. Cook added that this was the first attempt to coordinate activities for higher education. He listed the seven cities where rallies would be held on January 6, with Western participating in Bowling Green and Owensboro. The rally here will be at 4 P.M. at the Downing Center lobby. He asked that faculty members send ideas for the rally to him.

In recent weeks, Chuck Crume spoke to twelve representatives of the Kentucky House of Representatives and observed that they felt overcommitted, that they had had no correspondence indicating faculty or student unhappiness, and that educators were a "disorganized unit." He urged faculty to dispel that "disorganized" image by sending both dollars and letters to support full funding.

#### PRESIDENTIAL SEARCH COMMITTEE:

Chair Evans, who served on the presidential screening committee, reported that despite complaints about the lack of opportunity for faculty to ask questions, he believes that a proper faculty perspective was reflected in the screening process.

#### RESOLUTIONS:

The Otto Resolution on pay increases, which had its first reading at last month's Faculty Senate, was discussed. Pat Pearson contended that percentage increases caused the continuation of inequities and made them worse. Janet Palmer submitted a substitute resolution that "The Faculty Senate recommends to the President that when university revenues increase by less than the Consumer Price Index, at least half of the amount designated for faculty salaries be distributed across the board for satisfactory performance and the remainder be distributed according to merit." Parker seconded this proposal. Otto argued that merit pay should be awarded only after salary raises reached the cost of living increases. Chuck Crume supported the Otto Resolution, noting the internal conflict caused by small merit increases.

Parker suggested that we as faculty members are not alone in our inability to keep up with the cost of living. It is a union attitude, he asserted, that everybody deserves the same thing. Our problem is not how we are paid but rather that we do not know how merit pay is to be awarded, he concluded. Crume responded that while it is true that others are suffering declining buying power, Western is not keeping up with comparable institutions.

The Palmer resolution was defeated by a voice vote. Otto then proposed an amendment to his original motion which would add "a cost of living salary increase be distributed to faculty performing satisfactorily." Bretz seconded the proposal. Parliamentarian Carl Kell declared that if this proposal changed the meaning of the original motion, it was out of order. After some discussion, there was a vote on the amendment, which was defeated. This was followed by a hand vote on the original resolution, which passed 20 to 16.

The resolution on legislative priorities presented at the previous meeting was passed.

#### NEW BUSINESS:

Emery Alford suggested that many faculty members wanted to evaluate service groups as well as administrators. Chair Evans suggested that the question should be referred to the executive committee.

#### ADJOURNMENT

*Helen B. Crocker*