

36/1A

June 9, 1986

MINUTES

WESTERN KENTUCKY UNIVERSITY FACULTY SENATE

June 9, 1986

Call to Order

A special meeting of the Faculty Senate was called to order by Chair Gene Evans in the Regent's Room. The purpose of the meeting was limited to the subject of administrative appointments. A quorum was present.

Roll Call

Absent without substitutes were:

- | | |
|------------------|---------------------|
| Alford, Emery | Neel, William |
| Babcock, James | Pickett, Leo |
| Ball, Karlene | Powers, Irene |
| Caillouet, Larry | Seitz, Jeorg |
| Cannon, David | Stickle, Fred |
| Coffey, David | Stomps, Walter |
| Crume, Chuck | Tuthill, Brent |
| Hessley, Rita | Uveges, Joe |
| Humm, Audrey | VanderHayden, Terry |
| Kummer, William | Wright, Peggy |
| Martin, James | |

Address from the Chair

Chair Gene Evans explained that this special meeting was limited to the subject of administrative appointments. He read the proposed resolution:

Whereas, several recent appointments to administrative positions have been made without posting;

Whereas, they have been made without the use of search committees;

Whereas, qualified persons may have been denied the opportunity to apply for said positions;

Therefore, be it resolved that the Faculty Senate strongly urges that the President establish a policy for conducting an open search when filling all administrative positions and for arranging that applications for each position be reviewed by duly-appointed search committees.

The Chair observed that what the proposal means is that people who are qualified for a position should know about it in advance and be allowed to apply. An administrative position should not be the private preserve

WESTERN KENTUCKY UNIVERSITY
ARCHIVES

Informal Discussion

of administrative insiders. Senator Dorman made a motion for informal discussion to consider the proposal seconded by Senator Krenzin, and the motion carried.

Senator Dorman stated that he was in general agreement with the thrust of the proposed motion. He thought that the faculty was sending a message loud and clear but thought that we should be clearer. He indicated that the term "administrative position" is not defined, nor is "duly appointed", and pointed out that the role of the faculty is not mentioned, nor would the resolution seem to apply to "administrative rearrangements." He indicated the need for a second special meeting.

Senator Krenzin saw no objection to clearing up the English. She stated that the President was here to listen to our concerns. We are asking the President to design a policy with our concerns in mind. She indicated that "redistribution" is still a new position and one who would be searched for.

Bill Buckman attempted to address the Senate from the audience.

Chair Evans questioned whether the Senate should allow a non-senator to address the Senate or should they, like other faculty members, contact their elected representatives.

Senator Miller made a motion to let Dr. Buckman speak in this informal discussion, which was seconded by Senator Otto. The motion carried.

Dr. Buckman said that the motion before the Senate was a one-way street and may polarize the Board and the President from the faculty. He called this meeting a mass media event and indicated a problem with proceeding with the proposed motion.

Senator Weigel pointed out that if this meeting was a mass media event, it was not planned as such and indicated that the Faculty Regents Advisory Committee voiced

strong concerns from the Faculty Regent to the President, and the advice was not heeded.

Senator Otto said he was let down by faculty salaries and would not say the faculty was "outraged" about this issue.

Senator Kell stated that many on the Faculty Senate feel the appointments may have been incorrect and suggested that the Senate focus on the last paragraph and look for an amendment which would provide a two-way street for faculty and administrators.

Chair Evans recognized President Alexander.

President Alexander indicated that he appreciated this discussion and that he was at fault. He commented that there can be improvements in our process and allow faculty involvement. He said "I am generally in agreement with the motion," and indicated he was concerned about salaries and the fact that there was not a proper balance between administrative and faculty salaries. He stated that the Faculty Senate has been reactive. It needs to establish meaningful change. He stated that he acted in what he thought was a reasonable manner for these appointments. He indicated his objectives in the appointments was to expand Western's role in non-traditional areas, to develop administrators already at Western, and to comply with Affirmative Action requirements. The Board of Regents rules were followed to the letter, and the President said the appointments would result in the development of student numbers and a decrease in administrative costs. He indicated that search committees should be used where we do not have a person on board to move into the position. When a search committee is needed and useful it should be involved. It should not be used as a deceptive or false involvement. He indicated that if the Senate wanted to continue this by giving him a resolution, he would do his best to implement it where appropriate. He said he would rather work with other issues: adaptive measures, retention problems, student advisement, and he hoped that the Senate would act to establish policy rather than to react.

Senator Baird proposed a substitute resolution which suggested that the Faculty Senate Chair appoint a committee composed of members of the Senate to meet with the University President and negotiate a policy for filling positions at the university. The motion died for lack of a second.

After a voice vote the original resolution passed.

Adjournment

The meeting was then adjourned.



BRIAN SULLIVAN
Secretary