

FACULTY SENATE MINUTES

December 10, 1987

Senator Murphy opened the meeting at 3:20 in the Regent's Room.

Absent without observers were: Kern Alexander, Reza Ahsan, James Brown, David Coffey, Chuck Crume, Keith Gabehart, Robert Haynes, Reta Hicks, Mary Lazarus, Edward T. Martin, Michael Richardson, Bob Tinsley, and Brent Tuthill.

Minutes were approved as amended: Paragraph 4, line 17 insert previous before winners.

EXECUTIVE COMMITTEE:

Senator Murphy reported on the profitable meetings held with the President and Vice-President Haynes.

With the President, controversy over the Glasgow campus was discussed. The President explained WKU's purpose there, and has provided ample safeguards for providing quality courses there and for no diminution of WKU faculty.

With Vice-President Haynes, there was a useful conversation on the evaluation of teaching, and for the possibility of establishing a Faculty Resources Center. He commented that it is up to each department to determine the method of evaluating teaching, and it is hoped that faculty would be consulted.

The purpose of student evaluations is to place faculty into broad categories. They are not to be used as sole determinants of teaching effectiveness.

The Resources Center could be used for teaching improvement.

The Chair proclaimed the first open-forum a success, and suggested "early retirement" as a possible topic for the next forum.

FACULTY STATUS AND WELFARE COMMITTEE:

Senator Brunson Distributed another salary survey which compared WKU 1977 salaries with WKU 1987 salaries and inflation, wherein salaries lost 16 - 21% in purchasing power. The second page of comparisons is with all IIa institutions, nationwide. On the first sheet, subscript 2 should read, '86-'87 dollars, and footnot 2 should read A4-'86-'87=. (See handout). WKU has a long way to go to become average in relation to salaries. Another survey is in progress.

TOM JONES SYMPOSIUM:

Senator Campbell reported that John Taylor, Murray's Chair of the Senate accepted the invitation to participate. Eastern and two others have been approached, but have not yet responded.

COSFL:

Senator Campbell then reported on the November 21st meeting of COSFL wherein the group looked at the



Senate/House, COSFL agenda. Minor changes were made in the original proposal which COSFL plans to submit to the legislature concerning retirement plans. (To be distributed at the January Senate meeting.)

#### FACULTY REGENT'S REPORT:

Senator Evans remarked that the board responded well to the Glasgow campus controversy, and that quality is a number one consideration in increasing enrollments and extended campus classes.

The Board and Dr. Alexander are interested in and enthusiastic about developing International Education courses/programs.

Faculty development is another concern of the Board of Regents. The Chronicle of Higher Education indicates that there is not much about the topic in print, but the Board believes that something could and should be done in the form of a symposium, lectures, etc.

Senator Evans indicated that the Board is on the side of the Faculty, and is most interested that WKU flourish.

#### UNFINISHED BUSINESS:

Discussion and voting on motions and amendments continued, as follows:

Senator Ball's motion proposed by the committee is: that the office of Vice President for academic affairs prepare a manual for department heads which would incorporate the recommendations of the Ad Hoc committee which studied departmental governance. It should delineate the roles and responsibilities of the department head as well as roles and responsibilities of faculty and administration in the selection and evaluation of the department head and of departmental governance, and the committee further recommends that the manual be sent to the Senate for review and discussion prior to its adoption.

An amended motion from Senators Dorman and Brunson stated:

Replace the second part of the motion with "After due consideration if the issues raised by the Ad Hoc Committee, the Faculty Senate endorses the report of that committee."

It was so moved and seconded by Senator Brunson. (See handout: Ad Hoc Committee).

#### Discussion:

Senator Brunson and Campbell -spoke in favor of adopting the motion. Senator Dorman explained why the amendment came about: the Senate advises, it does not make decisions. The Administration brought this issue to the Senate, and the Senate needs to consider the issue and give the

administration an answer. Senator Hessley hoped the administration would act upon the report, and supported the motion.

Ayes carried.

It was moved and seconded that the Dorman/Erunson amendment become the original motion.

The ayes carried.

Motions derived from the Report on Faculty Recognition proceeded as follows:

- Monetary awards remain a one-time award rather than become a part of the recipient's salary.

Discussion:

Monetary award of \$500.00 should be a one time award, rather than being a permanent addition to the recipient's annual salary, because of the award being given for actions accomplished during service for one academic year. Another indicated that there are so few perks and it takes many years to prepare for an award, the university should continue it in the salary. It seems that merit pay would figure in on award winners salary, but there is no data to uphold that. It was again, suggested that a study be conducted on award winners' salaries.

Concerning procedures for awards nominations, the colleges select an awards winner, and a University awards committee selects finalists from among the college winners to receive the University award.

Until changes occur in selecting nominees, many fine people will be overlooked. A one-time award is sufficient.

Ayes carried.

- University and college awards be presented prior to graduation at a publicized reception hosted by the University.

Discussion:

Some felt it would be inappropriate to focus so much attention on the faculty at commencement, since this is the time that students should have their day.

Ayes carried.

- Names of award winners at the college and university level be inscribed on plaques to be displayed in



appropriate places.

Discussion: none.

Ayes carried.

--Joan Krenzin moved to amend that the plaques include the names of previous winners. The amendment was approved.

Discussion: none.

Ayes carried.

--That the university investigate establishing distinguished professorships and/or endowed chairs.

Discussion:

Some colleges have both, but the committee wants to investigate the issue so that all colleges will have them.

Ayes carried.

NEW BUSINESS:

Senator Brunson's new motion reads:

Resolved, that the WKU Faculty Senate strongly encourages favorable consideration of the adoption of optional retirement plans with TIAA/CREF and other organizations.

Discussion:

This motion would provide a variety and could be used as a PR tool in recruiting new faculty. Many have TIAA and are hesitant about coming to an institution which does not have it. It would also provide greater variety.

TIAA is a portable, sound program; other states have moved from mandatory to cafeteria options.

Senator Meyers presented another view by asking "What are the ramifications of multiple choices?" Give one, not more options.

Would KTRS collapse if we adopted this motion? Statistics indicate that 90% stay with KTRS, and 10% go to TIAA. Public school teachers carry the system, because they are larger in numbers.

What is the future impact? Can the government dip into KTRS because it is state money? That's not possible with TIAA. At present KTRS is required by law. The current motion supports the COSFL legislation. Last year, some at COSFL wanted out of

TLIAA, which seems to be having problems. Therefore, having other options seems an appropriate move.

It was decided that the new motion was better than the old one, and that the adoption of the new motion automatically rescinds the old one. (Sturgis standard code of Parliamentary procedure.)

Ayes carried. The new motion was adopted. (See the November minutes for the old motion.)

ANNOUNCEMENTS:

January 21st is the next Senate meeting. The Chair thanked all senators for their hard work and wished all a Merry Christmas. Adjournment was at 4:30 p.m.

Unfinished Business:

Item A:

Motion (Institutional Goals and Planning):

We recommend that the Office of the Vice President for Academic Affairs prepare a manual for department heads which incorporates the findings and recommendations of the Ad Hoc Committee to study Departmental Governance. This manual should delineate the roles and responsibilities of faculty and administration in the selection and evaluation of department heads and in departmental governance. We further recommend that the manual be sent to the Senate for review and discussion prior to its submission to the Board of Regents.

Dorman/Brunson Amendment:

Substitute the following language: After due consideration of the issues raised by the Ad Hoc Committee, the Faculty Senate endorses the report of that committee.

(Note: Included with the agenda this month is a copy of the Ad Hoc Committee to Study Departmental Governance. This is the report that the Dorman/Brunson amendment proposes to endorse.

Item B:

Motions (Professional Responsibilities and Concerns):

- Monetary awards remain a one-time award rather than become a part of the recipient's salary.
- Awards be publicized before graduation at a reception, with the winners' names printed in the graduation programs and announced at commencement.
- Names of award winners at the college and university level, including those who have received awards in the past, be inscribed on plaques to be displayed in appropriate places.
- That the university investigate establishing distinguished professorships and/or endowed chairs.