

FACULTY SENATE
February 9, 1989
Garrett Ballroom

Senator Murphy opened the meeting. Those members absent without observers were: Gabriel Buntzman, Donna Bussey, Cam Collins, Gene Evans, Gene Gallegos, Brian Goff, James Martin, Ruth Meredith, Thomas Meredith, and Michael Ann Williams.

The minutes stand approved as presented.

EXECUTIVE COMMITTEE:

Senator Murphy reported that the committee sent out a letter concerning the search for a new football coach and expressing some of the concerns of the Executive Committee in that regard. There is also a letter from Jimmy Feix expressing his receipt of the letter and making a significant commitment that he is going to personally assure that the athletic programs stay within their budgets.

The committee sent out all of the information on health insurance to both faculty and staff. The meetings being held by Jim Tomes are still in progress. Senator Murphy encourages members of colleges who have not yet had this meeting to attend. Senator Murphy asked Senators to put up notices to remind faculty of the meeting with Mr. Tomes.

The committee has also prepared and begun distributing the questionnaire relating to general education which a motion at the last meeting required them to do. Departmental senators are asked to urge members of their departments to fill out the questionnaires.

The committee met with President Meredith. He discussed student evaluations and stressed their importance as a tool of evaluating classes. He said that student evaluations allow for individual faculty members to improve and they can be used as data in the process of hiring and rewarding faculty.

The President also discussed his support of some sort of reward for performance. But the term merit pay contains some bad connotations. He acknowledged that there are difficulties in this process, but he feels that Western will be a better place if this process is developed and implemented correctly. He emphasized that persons not receiving merit pay should be given some sort of guidance as to how they might do better.

BY-LAWS, AMENDMENTS, AND ELECTIONS:

Senator Davis reported that the committee has sent out the letter to all faculty (see letter, page 1) concerning Senate Elections. Hopefully by next week they will have all of the departmental elections completed. At-large elections will be taking place in the colleges of Potter and Education.

ACADEMIC AFFAIRS:

Senator Veenker had no report.

FACULTY STATUS AND WELFARE:

Senator White read from a memorandum from the President (see letter 1.0, 2.0 and last paragraph) concerning salaries at Western. Senator White replied that the terminology is vague, thus a resolution will come later. (see attachment)

Senator White stated that the committee feels merit should take place after the Head vs. Chair issue is settled. Salaries need to keep up with cost of living and that all faculty should receive a 5% increase.

Senator White also remarked that Western has good health insurance coverage in comparison with other Kentucky institutions.

FISCAL AFFAIRS:

Senator Vos stated that he would not give a report.

PROFESSIONAL RESPONSIBILITIES AND CONCERNS:

Senator Wesolowski reported that, at the request of Senator Murphy, the committee gathered some rough figures concerning the extent of part-time faculty participation at Western. Those figures were distributed at the December Senate meeting.

A resolution concerning part-time faculty will be presented later. (see handout)

FACULTY REGENT REPORT:

No report.

OLD BUSINESS:

The second reading of the General Education proposal included discussion and resulting changes:

A. change "components" to "course"

B. the six items on the agenda were decided in the following way:

1) Health-Nutrition-Exercise Physiology concepts and practices, Ayes have it, motion is adopted.

2) Computer literacy, Ayes - 26, No - 12, motion carries.

3) Oral communication concepts and skills, Ayes carried, motion was adopted.

4) Astronomy, Ayes have it, motion is adopted.

Numbers 5 and 6 were amended to read:

5) Philosophy or Religion, Ayes carried, motion is adopted.

The course was voted on as Philosophy or Religion, Ayes have it, motion is adopted.

NEW BUSINESS:

Senator White presented the following resolution. (see handout FSW .002.1)

Senator White moved that the bylaws be suspended, and that we accept this motion on the first reading.

The motion was seconded. The resolution was adopted.

Senator White moved that the entire motion (FSW .002.1) be adopted.

The motion was seconded. Discussion followed.

On part C of the resolution, Senator Russell proposed the "2% across the board/3% merit" be changed to: "That the President make available a 5% across the board for all non classified employees, plus an additional 3% available for merit."

The motion was seconded. The ayes have it, the motion passed.

Senator Fulwood presented an amendment to the amendment: It proposed that we substitute "and additional 3% for merit" with "performance increases over and above the 5% funded amount."

The amendment was seconded.

The motion was defeated.

Senator Wesolowski proposed an amendment to the amendment. This amendment is to replace "pay increase for all non-classified employees" to read: "pay increases for all faculty performing at an acceptable level."

The motion was seconded.

The motion passed.

The final resolution for Part C reads:

(C) That the President make available 5% across the board for all non-classified employees performing at an acceptable level, plus an additional 3% available for merit.

Senator Campbell proposed an amendment to the amendment to replace the statement beginning with "5% across the board..... employees" with "all funds allocated for salaries of now classified employees be distributed on an across the board basis for the 1989-1990 Academic Year."

The amendment was seconded.

The motion failed.

Senator Kretzin moved that the resolution be divided into 3 separate motions for voting. The voting resulted in the following: Vote on Section A., the motion was adopted. Vote on Section B., the motion was amended to "university as a whole" to replace "in any one department.....imposed." The amendment was seconded. The amendment carried. Section B of the amendment was up for the vote. The motion was adopted.

Senator Fulwood presented the following motion: that each departmental representative circulate among the faculty a petition supporting a resolution by the Faculty Senate to accept Part C of the salary motion and to return it to the Senate Chair by February 18, 1989.

Senator Murphy moved to confine the petition to Part C. It was seconded. The motion carried.

Senator Pearson moved to include all 3 categories in the discussion. The Nays have it, the motion was defeated.

Motion as presented including Part C was voted on. The motion was defeated.

Senator Wesolowski's resolution was postponed to March.

The meeting was adjourned at 5:25.