

Dec 7, 1989

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FACULTY SENATE MINUTES
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Chair White called the meeting to order at 3:35 p.m. The minutes of the November 9 meeting were accepted as printed. The following senators were absent without observers: Sandra Ardrey, Robert Baum, John Bruni, Whitney Combs, ~~Ed Dorman~~, William Howard, Thomas Roberts, John Russell, John Stallard, Thomas Syre, Jo Ann Verner.

Committee Reports

Executive Committee: Copies of the athletic report done by the economists will be available upon request from the chair. The Fiscal Affairs Committee along with other ad hoc members will be studying this report. The resolution on faculty salaries has been received by the president. The president is looking for ways to improve the health insurance situation. Health insurance will be an agenda item for this meeting. The traditional insurance plan enrolled 44% of the university employees. Fewer employees signed up for family plans. Option 2000 was chosen by 22% of the employees.

Faculty Status and Welfare Committee: Senator Rasdall reported that the committee is studying the TIAA/CREF retirement plan. A tuition-free waiver for faculty children has been requested for study. A resolution from this committee will be presented today.

Academic Affairs Committee: Senator Moore reported that the committee has met with Marlice Cox, Director of Academic Counseling and Retention, for an overview of the probation and suspension guidelines of the university academic probation committee. Guidelines of other KY universities will be studied. Recommendations will then be forwarded.

Professional Responsibilities and Concerns Committee: Senator Wesolowski reported that a resolution will be presented from the committee today.

Faculty Regent's Report: Regent Evans commented that if the Senate desires to express opinions on budget items for the coming year that early spring is more desirous because the document is finalized in late spring. Regent Evans declined to serve on the Committee For Strategic Planning-Western XXI because he would rather respond to their recommendations than be a part of the recommendations. The board approves plans but doesn't participate in making them. The board has as one of its responsibilities the monitoring of the president and they take this very seriously.

Old Business: A second reading of the COSFL Legislative Agenda was presented. Senator Flynn responded to a question that this agenda will be forwarded to legislators during the session and can be used for discussions with your local legislators. The motion to accept the agenda passed.

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A motion to request departmental senators to circulate Senator Pulliam's COSFL financial support letter to faculty was made by Senator Otto. Seconded by Senator Krenzin. Motion passed.

New Business:

A. Resolution from the Faculty Status and Welfare Committee on university climate was presented by Senator Rasdall and seconded by Senator Shindhelm. The motion will receive one reading. After discussion the amended motion passed as follows:

Resolved that the Faculty Senate establish an ad hoc committee to assess the current faculty morale and related factors including but not limited to:

- 1) Working conditions of the faculty,
- 2) Performance of administration and administrators,
- 3) Effectiveness of the Senate in communicating faculty concerns, and
- 4) Responsiveness of the administration to faculty concerns.

The committee will design an appropriate instrument that assesses these concerns for tabulation and data purposes and will present a final report to the President and Faculty Senate by April 15, 1990.

B. Resolution from the Professional Responsibilities and Concerns Committee was made by Senator Wesolowski and was considered on one reading. The following resolution as presented passed:

The Faculty Senate requests that the University policy on "Review and Assessment of Academic Units/Administrators" be implemented fully by the prompt initiation of "Periodic Evaluation" of units/administrators beyond the departmental level.

C. Discussion on Health Insurance: Senator Steven White commented that the Senate should come up with alternatives not just stating that we are unhappy because everyone knows that. Senator Cantera reported that other states do pay a larger portion of the employee's insurance. Western has kept their cap the same for years while employees have had to absorb the increases. Senator Pulliam commented that the \$95 university contribution cap is second highest in the state but only in comparison to four institutions of which the lowest is \$92, a small difference. Senator Wesolowski thought the "cap" idea was relatively new concept in Western's administration in which the employee receives less and less in fringe benefits. Recommendations would need to be made soon if we are to have an effect on the upcoming budget. Senator Goff wanted to know more about the insurance bidding process and could open-bids be used. A suggestion was made to maybe invite Jim Opitz who has chaired the insurance committee for a number of years to a Senate meeting. A motion was made to end discussion and it passed.

D. Resolution on Student Housing: Chair White stepped down as chair and had Vice Chair Krenzin preside. Senator Bart White introduced the motion which was seconded by Senator Weigel and it will be considered on one reading. The following amended motion passed:

The Faculty Senate urges the university to abandon its lottery for room assignment in residence halls.

The meeting adjourned at 5:15 p.m.