

Corrected 11/8/90

FACULTY SENATE MINUTES
October 11, 1990

The meeting was called to order by Chair White at 3:35 p.m. The minutes of the April 24 meeting were corrected with an additional change, making two corrections total. The minutes of the September 6 meeting were approved as submitted. Senators absent without representation were: Georg Bluhm, Whitney Combs, William Howard, Norman Hunter, Michael Lasater, Robert Otto, Jo Ann Verner.

Executive Committee Report: Chair White reported that the Executive Committee did recommend to the president that an extension be granted for additional comments regarding the Western XXI report. The Faculty Senate Newsletter was sent out today. During the past five years, Western's salary increases were lowest in three of the five years with the five year average placing us the lowest. A handout was distributed.

By-Laws, Amendments, and Elections: Three new senators have been elected to fill vacancies and they are Carolyn Stringer from the Journalism Department, Gabe Buntzman from the Management and Marketing Department, and Gary McKersher from the Music Department.

Faculty Status & Welfare Committee: Senator Kuehn, committee chair, reported that the annual faculty salary study is underway. Streamlining faculty course registration is proceeding. A handout comparing faculty insurance benefits at other institutions was distributed. A study of a smoking policy is underway.

Fiscal Affairs Committee: Senator Redman, committee chair, reported that a list of committee projects will be circulated to faculty through the newsletter for feedback on priorities for committee study.

Faculty Regent's Report: Regent Evans reported on a meeting with the Council on Higher Education. Mr. Joe Bill Campbell of the council commented that doctorates in education involving regional schools should be on a joint doctorate program. Expenditures for athletics is too high. Emphasis for faculty evaluation should be more on teaching and less on research. These comments reflect council members' concerns. The Board of Regents will consider the Western XXI report on October 26 and some realignment of top administrative positions.

Western XXI Steering Committee Report: Senator Flynn who has been the faculty chair of this committee reported that the committee study had wide representation of about 150 members. Strategic planning will continue to be an on-going process so it does not end with the report and will receive adjustments.

Changes have and will be made in the document. A process developed by the outside consultant was implemented and followed. Teaching remains the main focus of faculty activity. Professional involvement supports the teaching role. The model used did establish priority programs for budget considerations. The Senate Chair expressed hope that this document will receive fair treatment in implementation and that faculty will have a major part and voice in implementation decisions.

University Insurance Committee Report: Vice Chair Glaser reported that a comparison chart of state universities in Kentucky regarding insurance benefits was compiled and distributed for senators. Western's coverage places us in the middle regarding benefits and coverage. An upcoming meeting will focus on health insurance only. The options, cafeteria plan, will again be available for faculty in which to pick from various coverages. Western ranks high in disability insurance coverage. The life insurance category is recommended to go out for bids since it is felt that a better package and rate might be available.

NEW BUSINESS

A. Resolution on Faculty Salaries

WHEREAS:

The cost of living is projected to be above the 5% level, more likely in the 7 - 8% range

BE IT RESOLVED THAT:

The Faculty Senate recommends to the President for the 1991-92 academic year that salary increases be at least at the level equivalent to cost-of-living increases for satisfactory faculty performance. Merit pay would be considered if an amount above the cost-of-living increase becomes available.

The motion was adopted and seconded for first reading. Comments regarding merit recognition other than salary, fringe benefit increases (health insurance) versus salary increases, and a unified effort by state faculties to influence legislators were made.

B. Resolution on Anti-Bigotry

A motion to suspend the rules and consider the motion on one reading was made and seconded. Motion passed.

The resolution was introduced, adopted, and seconded. An amendment to the motion was made and seconded:

"And moreover, that the Faculty Senate at Western Kentucky University deplores any and all bigotry directed toward any group."

The motion to amend passed. The amended motion was called for and passed as follows:

The Faculty Senate of Western Kentucky University deplores any and all anti-Arab bigotry no matter how it might be expressed, welcomes foreign students from Arab countries as our guests in the genuine meaning of that term, and encourages their pursuit of learning at Western Kentucky University.

And moreover, that the Faculty Senate at Western Kentucky University deplores any and all bigotry directed toward any group.

Announcements:

The next Senate meeting will be November 8. The December Senate meeting will be changed to December 6 because of finals week. Adjournment occurred at 5:00 p. m.