



FACULTY SENATE MINUTES  
December 6, 1990

The meeting was called to order by Chair White at 3:40 p.m. The minutes of the November 8th meeting were approved with one change. Refreshments were provided by the chair for this meeting in the holiday spirit. Senators absent without representation were: James Bingham, Wade Ferguson, Michael Lasater, Gary McKercher, Raul Padilla, Arnold Redman, Thomas Syre, Beverly Veenker, Jo Ann Verner.

Executive Committee Report: Some faculty have expressed concern that the 2 million dollars from the FY 1989-90 should be used toward faculty salaries not the reserve fund. The president has felt that university fiscal responsibility needs to be re-established since the reserve fund was depleted. A reserve fund for the size of Western should be 3 to 4 million dollars. Faculty salaries are the first priority and the reserve fund should perhaps be replenished more slowly now. The president has acknowledged receipt of the Senate salary recommendation for 1991-92 which is a cost of living increase. The medical insurance cap has been raised for the coming contract to provide single coverage payment by the university. The university administration is to be recognized for the good faith effort.

A report on Western XXI was made by Senator Flynn. The latest draft is available at deans' offices which includes changes made by the president and his administrative council. Changes have been made in charts, academic programs, and support services. The document will be considered at the next board meeting on December 12. Opportunities should exist in the future for changes. A question was asked if athletics was addressed in the steering committee's draft as essential and the answer was no. That change came after the steering committee's draft. A question was asked whether this document would make any real difference in the operation of the university. Senator Flynn said the intent was that we cannot be all things to all people and therefore need to prioritize our limited resources and have budgets reflect this. In some cases, the steering committee did make document changes from the open hearings.

Faculty Status & Welfare Committee: Senator Kuehn reported that the faculty salary study is continuing. Some verification problems have caused the delay. The faculty benefits summary has been distributed to senators and is made available to new and prospective employees.

Professional Responsibilities and Concerns Committee: Senator Hackbarth reported the continuing study of the full-time/part-time faculty. Survey results will be reported and comments regarding part-time faculty are welcomed by the committee.

Insurance Committee Report: Vice Chair Glaser who is the Senate representative to this committee reported that faculty should have received information from the university on new health



insurance contracts. Some questions have concerned the delay in contract information but because an attempt at HMO was being made by the university, complete details were not ready to distribute until recently. However, the HMO option was not workable. A handout comparing the 1990 with the 1991 contract rates was made available. Rates have increased for all programs, however, some additional hospitals have been added to certain programs. Because life insurance optional coverage was put out for bids this time, rates were better. The committee recommended to the university that any savings from life insurance rates to the university should be transferred to health insurance rates. Hospital restrictions do not apply to emergency situations. Hospital cost increased on the average 13% while inflation is running 7%. The diligent work of the committee for our benefit is commendable.

Faculty Regent's Report: Regent Evans reported that he will make formal comments on the Western XXI document at the next board meeting. Faculty can address comments/concerns about the document to him before the board meeting. Comment was made regarding the president's memo to faculty on December 4 regarding health insurance coverage. Single premium coverage is for this coming year only and may not be possible in the future with increasing rates. However, the Western XXI report says that priority is to be given to faculty salaries and benefits. That seems to be in conflict with the December 4 memo. Clarification will be pursued. Also athletics being essential is questionable.

#### NEW BUSINESS

Senator Otto asked for clarification of the purpose and use of the separate extended campus items on the student course appraisal forms. Dr. Livingston Alexander from the Vice President of Academic Affairs office responded. Discussions are being conducted by the administration regarding this issue. The administration will seek faculty input and will attempt to resolve the issue. A concern was expressed about evaluation of the quality of part-time faculty and that those items might be appropriate for that purpose. Administrative discussions seem to center around non-use of the items for full-time faculty. Dr. Alexander said that future discussion on the topic will involve faculty.

#### ANNOUNCEMENTS

The question of using the Faculty Senate-University Climate Survey conducted last spring was addressed. The executive committee will address this issue and report to the Senate body.

Another question regarding the continual study of union organizations was discussed. Efforts will be made to invite additional speakers such as NEA and AFT. The AAUP campus chapter has increased membership and activity since Senate XIII discussions. Adjournment occurred at 4:34 p.m.