

Faculty Senate Minutes  
April 29, 1993

Call to Order

The first meeting of Senate XVII was called to order by Chair Kuhlenschmidt. M. B. Lucas substituted for Charles Bussey. Absent without alternates were Jim Brown, Roy Cabaniss, Matthew Dettman, Chris Hamilton, Terry Leeper, Glenn Lohr, Bill Meadors, Rudy Prins, Patricia Lockett, Karen Sansom, Samantha Thapa, William Traugott, and Eileen Williams.

Consideration of the Minutes

The minutes for the April 8th meeting were corrected to show that John Barnum had substituted for Corbin Goble. The minutes were approved as corrected.

Report from the Chair

Chair Kuhlenschmidt made some statements regarding what she had learned from her experiences as chair of the Senate. She also thanked committee chairs, Executive Committee members, and officers for their work.

If a senator has to miss a meeting, he/she should send an alternate. That alternate will have speaking and voting privileges for that meeting. If a senator misses three meetings during the course of a year without sending an alternate, that senator will need to be replaced so that her/his area will be represented.

The Board of Regents Will meet on Tuesday, May 4th. Those meetings are open, and senators are encouraged to attend.

In the meeting with President Meredith yesterday the Executive Committee checked on some rumors. The irrigation system for a golf course for which the University had sought bids relates to a two-hole golf course on the University farm. It is part of a golf course management program in the horticulture area.

The remodeling in Dr. Ramsey's office is being done to permit Dr. Charles Anderson to move to that area. The money comes from Dr. Ramsey's budget.

Most of the Supercard Committee report has been reported in the news. Western has tried to make this public so that people will be reassured that it is being dealt with.

The persons who have lost positions because of budget cuts have been dealt with sensitively according to the President. As soon as the budget decision was made, the vice-presidents were to have the people affected notified that this would be the recommendation to the Board. They were sent letters explaining that downsizing had nothing to do with their performance but was due to financial exigencies.

President Meredith reported on some increases to donations to the Cherry Society. There are now about 80 donors.

Chair Kuhlenschmidt announced that there would have to be a run-off for Ogden at-large representatives due to last-minute changes. She encouraged at-large, and departmental, representatives to caucus occasionally by college.

Report of the Ad Hoc Morale Survey Committee

Vice Chair Bruni distributed a paper summarizing the results of the Senate Survey of Faculty Opinions. There was a 54 percent response to the survey, the second highest we have had in four surveys. By using a principal components analysis, he divided the items into four categories. The administrative concerns category--which dealt with faculty influence on decision-making, governance, spending priorities, administrative responsiveness to faculty concerns, and the President's job performance--received responses which were generally on the negative side. The question on faculty morale seemed to load on this category.

The second category, work group environment, included department head's performance, working conditions, job satisfaction, and working relations with other faculty. Responses in this category were overwhelmingly positive.

The category of professional concerns included a question on salary

distribution by merit, a system that 35% considered poor. It also included a question on requirements for proficiency in the three areas of teaching, research, and service. Fifty-three percent opposed that expectation.

The fourth category related to the Senate itself. Responses on the choice of issues and the performance in communicating concerns to the administration were generally positive. Senator Bruni, however, cautioned the new Senate to consider the sizeable segment who were not pleased with the Senate's performance.

Senator Newhart spoke about the comments presented on the morale survey. Eighty-seven faculty took the time to write comments. Faculty morale is low; a sense of belonging is missing according to some. Professional concerns involved the common belief that academics are given low priority. Many comments related to the emphasis on athletics. Budget appropriations, a portion expressed, had affected the quality of education. Senate performance comments tended to come from people who were outraged. Too much time had been spent considering the performance of the President. There is not enough focus on the positive. There were also words of commendation for the Senate.

#### Report from the Faculty Regent

Regent Mendel informed the Senate of the agenda for the next Board meeting. He also displayed a pie chart showing how state appropriations have dropped from 46.2% to 45.3% of university revenues. Tuition and fees are rising modestly so the burden is being shifted from the taxpayer to the student. He suggested that the Governor needed to hear more screaming.

Regent Mendel believes that we will see a shift toward instruction in the newest budget to be presented. The President will brief the faculty on the budget on Tuesday at 4:45. Regent Mendel asked for feedback on the question of faculty pay increases at a time when the University is downsizing. He argued in favor of the salary increases.

#### Election of Officers

New officers elected were Robert Dietle, chair; Rita Hessley, vice chair; Uta Ziegler, secretary; Richard Hackney, parliamentarian.

#### New Business

Chair Dietle turned the meeting over to Vice Chair Hessley so that he could present a motion. The Dietle/Grice motion reads:

Whereas: The implementation of the three-year salary proposal recently passed by the Western Kentucky University Board of Regents will involve restructuring of the university, including the elimination of full-time faculty positions;

Whereas: University President Thomas Meredith has stated that any restructuring of the university will be guided by a revised Western XXI plan;

The Faculty Senate of Western Kentucky University resolves:

1. Any committee given the task of revising Western XXI must consist of a majority of full-time faculty not assigned administrative responsibilities.
2. The faculty who serve on the committee will be elected by the Faculty Senate but do not have to be members of the Senate.
3. No other group or individual will have the power to change the finished report, without the consent of this committee.

Grice/Bart White moved that we suspend the rules so that this can be considered in one reading. The motion carried 28 to 7. Senator Krenzin moved to amend by inserting the words, "before it goes to the Board of Regents," in number 3 after the word "report." Dietle/Grice accepted the amendment as part of the motion. Item 3 then read:

3. No other group or individual will have the power to change the finished report, before it goes to the Board of Regents, without the consent of this committee.

The motion passed by voice vote.

Krenzin/Murphy made the following motion:

Whereas Senator Kuhlenschmidt has served the Faculty Senate with outstanding ability,

Be it resolved that the Faculty Senate commends Senator Kuhlenschmidt for her excellent leadership to Senate XVI.

After the resolution passed unanimously, Robert Otto presented a gavel to Senator Kuhlenschmidt in appreciation for her service.

Announcements

Chair Dietle requested that all committees caucus after the meeting for the purpose of selecting chairs.

Adjournment

The meeting was adjourned at 4:58.

Respectfully submitted by Joan Krenzin