

Faculty Senate Minutes  
December 9, 1993

Call to Order

The fifth meeting of the Senate XVII was called to order by Char Dietle at 3:33 p.m.. Betty Woodford substituted for Louella Fong and Marion Lucas substituted for Joan Krenzin. Absent without alternates were Jim Brown, Mary Cobb, Ed Dorman, Chris Hamilton, Charles Hay, Charles Henrickson, David Kelsey, Terry Leeper, Patricia Lockett, Glenn Lohr, Bill Meadors, Zubair Mohamed, Rudy Prins, Robert Smith, Larry Snyder, and Joyce Wilder.

Considerations of the Minutes

The minutes for the November 11th meeting were approved without any corrections.

Report about HERC (by Associate Vice President John Petersen)

On the academic side of the process there are currently two main concerns:

- 1) Which programs might be eliminated for the sake of efficiency? The programs targeted are programs (1) with less than ten graduates/year, (2) which are not part of the core programs or of the university priority programs and (3) which are offered at more than four institutions.
- 2) The development of performance standards to move from enrollment-driven funding to performance-based funding. Western is asked to comment on the suggested performance measures and to submit any suggestions for other performance measures. The Council of Deans is working on this. There exists the possibility of weighing various performance measures differently for the different state institutions to reflect their different missions. The performance measures should be based on data already available/collected by the Council on Higher Education.

Committee Reports

Report from the Executive Committee

Chair Dietle raised the topic of the current management of the University Disciplinary Committee. During the summer, the committee decided the case of a student who got paid to take a class for a fraternity brother. The student was put on social probation for one semester. Currently the Disciplinary Committee consists of six faculty and three students. However, three of the faculty positions are vacant. It is unclear how members are to be selected or whether there are any restrictions on how many consecutive years a faculty member can serve.

The housing office seems to treat athletes different from other students. According to the Herald (12-7-93), the housing office decided that students (mainly students on the football team) responsible for vandalism in the dorms do not have to pay for the damages. According to the Herald (12-9-93), the housing office decided that one of three students (who were drinking in the dorms) who used poor judgement and sat on a sink in a bathroom and damaged it must pay for the damage. The Chair encouraged the senators to express their opinions on this matter to the housing office.

President Meredith would like to get input (by tomorrow, 12-10-93) on the performance measures as currently put forward by HERC.

Report from the COSFL meeting (Charles Bussey)

The meeting decided to write a letter to the government expressing dismay that there are no faculty representatives on the HERC committee. Concern about KERA was voiced in connection with the suggested tenure and promotion guidelines. It was suggested to urge the Council on Higher Education to state that "no state funds should be used on intercollegiate athletics." No action was passed in connection with this suggestion. The big news from UK was that now faculty has input in the evaluation of Deans and Chairs. The president at Moorhead initiated that all administrators should be evaluated once a year and that the evaluations are collected by the Personnel Department. If any Senator has any items s/he wished to be addressed by COSFL, then they should contact Senator Bussey before the January meeting.

### Report of the Faculty Regent (Ray Mendel)

Three issues were dealt with at the last board meeting. One dealt with the refunding of bonds (no impact on Western's financial situation is anticipated). The second issue are several expenditures for maintenance which are paid from a pool of special money which can only be spent on maintenance. The third was a brief report by Meredith and Mercer about HERC. The board will discuss the performance measures to be forwarded by Western by Tuesday (12-14-93) in a conference call on Monday (12-13-93). The current idea about performance-based funding is that each institution receives a base level of funding (which is the current level of funding). A pool of up to 3% additional money is to be made available based on performance. The performance standards (as currently proposed) will favor higher admission standards (which equals restricted access) and to lower standards for the students admitted to the institutions.

Each institution can submit a list of criteria by which it wants to be judged. The potential problem with this is that rather than adopting criteria which attempt to improve the quality of education (and risk losing money), it might be that criteria are used which can be met to guarantee continued funding.

### Report from the Committee to Review Western XXI (by Doug Fugate)

Doug Fugate presented the recommendations of the committee to review Western XXI to the Faculty Senate.

1. A new strategic planning document needs to be drafted immediately.
2. A strategic plan should focus on long-term goals central to the university as a whole. It should not engage in micro-management concerning the achievement of these goals. To implement the goals, maximum freedom should be given to the individual operation units.
3. The strategic plan should be a living document flexible and dynamic enough to adapt to changing circumstances.
4. Since the document should reflect the mission statement and not vice versa, the mission statement needs to be revised to ensure that it is forward-looking and not overly specific. References to specific programs, taken from the current Western XXI document, should be removed.
5. The document should permit and encourage evaluation and improvement at all levels.
6. At all stages of its drafting, the new document should represent a consensus of the academic community and it should not be unilaterally revised late in the process.

He offered the following additional information: The process which was used to create Western XXI was flawed since small isolated groups were working on this without a common goal and therefore the resulting product is flawed. A strategic plan should be done from the top down, by setting a clear mission which is then used by lower levels to plan how to implement the mission. The current strategic plan takes away decisions of lower level units and centralizes the power and control. Western XXI is a hodgepodge of things. There is not reason given for the preferential treatment of certain departments or programs. The rankings established are not flexible and no information is given about how to change the rankings. Western XXI can be viewed as a first step, but it is not the best Western can do and there is no reason to wait a specified amount of time before a review is done.

Senator Grice moved to adopt the document. He then moved to table the issue until the January 20th meeting. The motion to table passed with the required majority.

### Adjournment

The meeting was adjourned at 4:37.

Respectfully submitted by Uta Ziegler