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Meeting Minutes

WKU Council of Academic Deans

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MINUTES

Meeting of the Council of Academic Deans
September 5, 1995

Members present: Drs. Martin R. Houston, Jack O. Hall, Elmer Gray, Michael B. Binder, David D. Lee, Jacqueline Addington, Carl R. Martray, and Robert V. Haynes.

Performance Funding: The Council of Academic Deans discussed the performance funding model. A concern was expressed about the process used which focuses on measures other than student outcomes/student performance. A concern was also expressed about the "snapshot" method as opposed to the method of using 3-5 year averages for measuring improvement. Cecile Garmon joined the CAD to explain some aspects of the performance funding process. One item for discussion was how "high" is defined. Dr. Garmon defined that term. "High" is used to allow for those programs with already high performance. Dr. Haynes suggested that in the common areas, each institution is allowed to come up with at least one measure unique to that institution. Concern was also expressed about the use of "proportion" related to African-American students enrolled in college when most of our service areas include counties which have less than one percent minorities enrolled in K-12.

Elmer Gray questioned the process used for administrative appointments. He provided the draft of a proposal which addresses the issues related to search committee integrity especially when a search firm is used. A search firm can protect confidentiality in the initial phase of the process. The role of search committees is not just screening--they need to do more searching of potential candidates. If on the front end of the process, it is deemed not appropriate to use a search committee (i.e. there is a need to change direction of a program) the questions was raised as to whether only a search firm should be used or is it more desirable to meld the two processes. Dr. Gray raised the question of the procedure for ensuring that EEO guidelines are followed, and how to involve faculty when we use the outside search firm. The CAD decided that in the instances where it is deemed advantageous to use a search firm, Dr. Gray will adapt the procedures to follow in the use of the firm. CAD also recommends that use of a search firm occur only in unusual circumstances.

The revised information for the checklist for the academic search process was approved. Dr. Lee will incorporate the revisions and Dr. Haynes will distribute the checklist under his name.

How to determine support for Jr. black faculty was discussed. The suggestion was made that we guarantee support up to a certain level in those areas where the faculty member is receiving considerable support as a part of their graduate program. Faculty should be encouraged to move as expeditiously through the program as possible.

Costs of advertising vacant grant-funded positions. When positions are totally funded by grants, Dr. Haynes will pay for one ad in the Chronicle. Any other ads will have to be financed from the grant.

Part-time staff benefits. Currently, part-time-staff do not get the same benefits as part-time faculty. The CAD recommends that tuition benefits also apply to all part-time staff.

Dr. Gray reviewed the graduate admission requirements.

The meeting adjourned at 12:30 p.m.

Respectfully submitted,



Jacqueline Addington