

FACULTY SENATE VI

PROFESSIONAL RESPONSIBILITIES AND CONCERNS COMMITTEE

1982-1983 Report

This committee considered four issues left over from the 1981-1982 committee and two issues which it was assigned to investigate in 1982-1983.

The issues from 1981-1982 were

1. To study the Faculty Evaluation Procedures as to forms, components, weights, and confidentiality. Discussion with the faculty who wished to have this investigated revealed that the primary concern was with the use and accessibility of the written comments on the back of the Student Evaluation Forms. The committee's report to the Senate is Appendix I.
2. To study patents and copyrights as to how well the patent policy is functioning and whether or not we need a copyright policy. No problems were found with the current patent policy. The committee decided to make no recommendation as to a copyright policy, deciding that not having one was an advantage to the faculty.
3. To study what happens to recaptured salary dollars on research grants, whether a replacement is hired for the faculty on the grant or others in the department have to teach overloads or larger classes, and the impact of grants involving release time on undergraduate teaching. Discussion revealed that the same issues were a concern in relation to sick leave. Western does not have a sick leave policy and the committee decided that the faculty probably did not want one. These issues in relation to grants and sabbaticals were not investigated. The issue was tabled.
4. To study how outstanding teaching fares in comparison to outstanding research and outstanding public service. The committee decided that the administration had spoken clearly on this issue (Research is valued over teaching and public service although the administration's position is the ideal position that all three are equally important). Therefore, no investigation was conducted on this issue.

The issues assigned to the committee during the 1982-1983 year were

1. To recommend what kind of participation the Faculty Senate should have in National Higher Education Week, October 2-9, 1982. This assignment came as the result of a memo from President Zacharias to Senate Chair Joan Krenzin, informing the Senate that the week was being observed nation-wide and suggesting that the Senate might wish to participate. The committee recommended Faculty Senate participation as described in VI PRC: 001.1 9/10/82 (See Appendix II). The recommendation was moved and passed. The results are summarized in Appendix III which is a copy of Chairman Mason's report to the president.
2. To investigate how the university might more appropriately recognize retiring faculty. Several retiring faculty have reported that the process leaves much to be desired (e.g. "You just walk out one day and that is it.") and sometimes there are indignities such as hassles over lost keys which were checked out to faculty many years ago. The committee reported to the Senate the privileges available to retiring faculty at the present time (See Appendix IV) and recommended that these be publicized among the faculty (See Appendix V, VI PRC 002.1) It further recommended the additional privileges contained in VI PRC 003.1. (See Appendix V.) Both PRC 002.1 and 003.1 were moved and passed.

Near the end of the Spring Semester of 1983 the committee was given the following assignment which it did not have time to investigate due to the small amount of time left in the semester. This issue is referred to the PRC of Senate VII (1983-1984).

To investigate how department heads use the numerical data from the Purdue Student Evaluations in faculty evaluations. The differences in how these are being used are reported to be causing a morale problem among faculty. Objections to their use include: One department head reportedly uses the "best teacher I ever had" data when many teachers are given high ratings on this question. The question has been asked, "Can most teachers at Western be among 'the best teacher I ever had' or is there a bias operating here in terms of the students rating teachers too high because of a reluctance to downgrade any teacher at all?" Another department head reportedly compared average scores and average grade expectations of the students. If the students expected high grades, the faculty's scores were lowered. If the students expected low grades, the faculty's scores were raised. It was recommended that the PRC committee survey department heads to determine if inappropriate procedures are being used in the use of Student Evaluations in faculty evaluations, or if the various ways in which they are used in different departments results in unfair evaluations of some faculty.

Appendix I

Professional Responsibilities and Concerns Committee Report to the Faculty Senate on the Purdue Faculty Evaluation Procedures

The main concern seems to be with the confidentiality of the results of the evaluation, especially the written comments. Two copies of the numerical results and two copies of the comments are made. One is sent to the faculty member and one to the Department Head. All others are destroyed and computer tapes are erased. The department head is supposed to receive a copy to use as a part of the faculty members' overall evaluation. Any understanding that the Department Head is not supposed to receive a copy, whether this understanding came from a quote in the Herald or from a memo, is erroneous. The original design for use of the results was that the Department Head would receive them. The only exception to this was the initial administration of the instrument, which was a "dry run", and the results of which were sent to the faculty member only. Many communications (memos, etc) have stated that the Department Head is to receive a copy of the evaluation results. No deception or breach of official policy, intentional, or otherwise, has been observed by this committee.

Richard L. Mason
Chairman

Appendix II

The week of October 2 to 9, 1982, has been designated as the first National Higher Education Week. National Higher Education Week is sponsored by the Council for Advancement and Support of Education (CASE), which is a national organization composed primarily of directors of development at U.S. universities and which has been a major advocate of support for higher education for several years.

The week will be announced on network television on ~~October 2nd~~ Saturday, October 2nd. The NCAA will call attention to the week in its halftime public service announcement.

The mayors of 25 major cities will proclaim the week and as of July 9th, over 40 state governors have issued proclamations or were in the process of doing so. Thirty national education associations and 87 state agencies, including the ~~_____~~ Kentucky Council on Higher Education and the Council of Independent Kentucky Colleges and Universities, are supporting this activity in the hope that it will increase ~~_____~~ public support for our colleges and universities.

At western, President Zacharias has asked that each college participate and suggested that a committee of the Faculty Senate might want to look into ways the Senate could participate that would call attention to the contributions of higher education in general and Western Kentucky University in particular make to society.

The Professional Responsibilities and Concerns committee has looked into this matter and agrees that it would most appropriate for the Senate to participate.

Therefore,

Appendix II (continued)

VI PRC; 001.1: 9/10/82 Faculty Senate Participation in
National Higher Education Week

I move that the Faculty Senate participate in National Higher Education Week through inviting faculty members to make their classes open to the community of Bowling Green and the surrounding area. Each Faculty Senator would poll her or his department for voluntary participation in this project. Each Faculty Senator would turn in to Richard Mason, chair of the PRC committee the names, dates, times and meeting places of classes which would be open to the public during the week of October 4 through 8, 1982, which is also Homecoming Week. This information will be forwarded to the Office of Public Information for distribution through the media.

(passed)

Appendix III
WESTERN KENTUCKY UNIVERSITY
BOWLING GREEN, KENTUCKY



Department of Home Economics
and Family Living

11/12/82

MEMORANDUM

TO: President Zacharias

FROM: Richard Mason, Chairman ^{R1}
Professional Responsibilities and Concerns Committee
of the Faculty Senate

RE: National Higher Education week

I thought you might be interested in knowing how much participation there was in the Senate's open classes effort during National Higher Education week.

Number of classes opened: 325
Number of faculty involved: 150
Number of requests for lists of open classes: 16
Group Participation: One group of 25 high school students attended one or more classes.

Although the number of participants was small, many reported very positive experiences. I believe the effort was well worthwhile and I hope we can repeat it annually and see the number of participants from the community grow each year.

cc: Joan Krenzin

Appendix IV

Retired Personnel

The university values the continued support and assistance of those who have retired from teaching, research, administrative and staff positions. Upon retirement under the existing university retirement systems, university personnel are entitled to the following benefits: to receive a university identification card; to have library privileges; to be provided a parking permit; to use university recreational facilities upon presentation of identification; to have the dental and outpatient medical services which are available to other faculty members; to purchase tickets to academic and athletic events at the prevailing faculty rate; to enroll in university classes, *under the faculty development program.*

Retired faculty are eligible to be included in faculty lists in university bulletins; to apply for research grants; to be allocated office space upon request when it is available; to attend without voting privileges meetings of the Faculty Senate and the Academic Council; to participate in academic processions; to be appointed to represent the university at academic ceremonies at other universities; to receive notices of all university events; and to take part in all ceremonial functions of the university.

Retired personnel are entitled to these additional benefits from affiliated organizations: To make purchases at the College Heights Bookstore at the prevailing prices for faculty and staff; and to continue membership in the Western Kentucky University Credit Union and to participate in all savings and loan programs.

In addition, it was felt that retiring faculty have the option of buying their life insurance policy and continuing their Blue Cross - Blue Shield coverage, though depending on the individual retiree's options, these may not be financially expedient.

Also, retirees may be permitted to continue their health insurance through the university for a limited period of time, but this may not be desirable in all cases.

Appendix V

VI PRC 002.1 4/14/83
Faculty Retirement

In that the University already offers many benefits to retiring faculty of which they are often not aware until the time of retirement, it is recommended that the Faculty Senate Communications Committee be asked to inform the entire faculty of these benefits through whatever means appropriate such as the publication of such in the Faculty Senate Newsletter.

(passed)

VI PRC 003.1 4/14/83

The Faculty Senate expresses appreciation for the benefits currently being made available to retiring faculty by the university. It urges the administration to continue to investigate means by which retiring faculty may be recognized. Such additional benefits may include, but not be limited to, the following:

1. Optional part time teaching, when available, up to a 25% teaching load.
2. The implementation of smoother clearance procedures. For example, departmental secretaries could be asked to collect retirees' keys and turn them in to the University Security Office.
3. Ceremonial options such as recognition at graduation or the presentation of a certificate of retirement by the president in his office. Retirees could be informed of these options and asked which, if any, they prefer.
4. A discount on cultural events.
5. An occasional complementary lunch ticket so that retirees would be encouraged to visit campus from time to time.
6. Funds and University facilities and equipment such as linens and silver be made available to departments for the purpose of having retirement receptions on campus.
7. The establishment of an Office of Retired Personnel Concerns.

(passed)