

Office of the Provost and Vice President  
for Academic Affairs  
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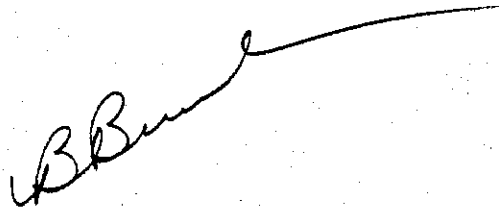
Western Kentucky University  
1 Big Red Way  
Bowling Green, KY 42101-3576

August 11, 2003

**MEMORANDUM**

**TO:** Dr. Douglas Smith  
Chair University Senate

**FROM:** Barbara Burch  
Provost and Vice President  
For Academic Affairs



**SUBJECT:** April 17, 2003 University Senate Minutes

I endorse, without exception the actions of the University Senate at its meeting  
April 17, 2003.

/ls



**MINUTES  
UNIVERSITY SENATE  
APRIL 17, 2003  
GARRETT BALLROOM**

Chair Doug Smith called the meeting to order at 3:30 P.M. **The following members were present:** Lawrence Alice, Darlene Applegate, Ray Blankenship, Charles Borders, Barbara Burch, Robert Dietle, Claus Ernst, **Joe** Glaser, Bill Greenwalt, Richard Hackney, Kacy Harris, Michelle Hollis, Frank Kersting, Sean Kinder, Dana Lockhart, Shirley Lowman, Kathleen Matthew, Michael May, Patricia Minter, Lora Moore, Sharon Mutter, Jane Olmsted, Anne Onyekuwluje, Matthew Pruitt, Gary Ransdell, Troy Ransdell, Sherry Reid, Jo-Anne Ryan, Roger Scott, Sherrie Serros, Vernon Sheeley, Fred Siewers, Nelda Sims, Byron Sleugh, Doug Smith, Dale Smith, Judy Walker, Richard Weigel, Mary Wolinski, Edward Yager, Uta Ziegler.

**Alternate members present were.** Connie Mills for Jeffrey Jonathan, Janet Fugate for Danita Kelley, Jo-Anne Ryan for Wilma King-Jones, Walker Rutledge for Russell Moore, Malia Formes for Fred Murphy, George Musambira for Kay Payne, Arvin Vos for Cassandra Pinnick, Raymond Poff for Kathleen Sheldon. **Members absent were:** Christopher Antonsen, Jim Becker, Michael Binder, John Bruni, Thad Crews II, Debra Crisp, David Dunn, Yalcin Ertekin, Blaine Ferrell, Elmer Gray, Jeffrey Hackett, Robert Holman, Roy Howsen, Augustine Ihator, Daniel Jackson, Robert Jefferson, Pam Jukes, Bruce Kessler, Minwoo Lee, David Lee, Jessica Martin, Cynthia Mason, John Moore, Richard Parker, Sherry Powers, Ross Pruitt, Loren Ruff, Cliff Shaluta, Bill Tseng, Steven White, John White, Stacy Wilson.

**Approval of the Minutes**

The minutes of March 20, 2003 were approved as presented

**University Senate Action Approval**

Dr. Barbara Burch, Provost and Vice President for Academic Affairs approved, without exception, the actions taken by the University Senate at its March 20, 2003 meeting.

**Report from the Chair**

1. Chair Smith expressed his appreciation to the members of the University Senate, and Committee Chairs for their contributions to the Senate for the past year.
2. Next the Chair said he would like to rearrange the agenda and move the caucus and officer elections to the last part of the meeting.

## Standing Committee Reports

### **A. Report from the University Curriculum Committee**

Senator Darlene Applegate moved approval of the University Curriculum Committee's Consent Agenda from the March 21, 2003 meeting.

Chair Smith asked if any Senator would like to remove any item from the University Curriculum Committee consent agenda to the action agenda. No such requests were made.

The University Curriculum Committee presented the following motions from its March 21, 2003 meeting for approval by the University Senate. Proposals marked with asterisks were action items by the UCC

## **POTTER COLLEGE OF ARTS, HUMANITIES AND SOCIAL SCIENCES**

### **I. One-Time-Only Course Offerings [information only]**

MLIS 420	Technology Teaching Foreign Language
RELS 488	Religious Studies Practicum

### **II. Deletion of Courses**

PHIL 402	Theory of Knowledge
PHIL 403	Metaphysics

### **III. Creation of New Courses \***

PHIL 404	Metaphysics and Epistemology
THEA 425	Play Production in the Schools

### **IV. Revision of Programs \***

Ref. No. 429	Minor in Philosophy [replace requirement of taking PHIL 402 or 403 with PHIL 404; delete PHIL 110]
Ref. No. 745	Major in Philosophy [replace requirement of taking PHIL 402 or 403 with PHIL 404; delete PHIL 110; increase electives from 9 hours to 12 hours]

## **COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES**

### **I. Creation of New Courses \***

UC 175                      University Experience  
PSY 175                     University Experience - Psychology

## **COLLEGE OF HEALTH AND HUMAN SERVICES**

### **I. Deletion of Course**

NURS 303                    Nursing Competencies

### **II. Revision of Course**

NURS 325                    Health Promotion Across the Lifespan

### **III. Creation of New Courses \***

NURS 313                    Fundamentals of Professional Nursing  
SWRK 433                    Ethical Issues and Dilemmas in Social Work

### **IV. Revision of Program \***

Ref. No. 586                B.S. in Nursing [increase hours from 63 to 64; add NURS 313;  
delete NURS 303; change hours in NURS 325 from 7 to 5; delete  
requirement of Medicaid Nurse Aid Training Course prior to entry  
into program]

## **OGDEN COLLEGE OF SCIENCE AND ENGINEERING**

### **I. One-Time-Only Course Offerings [for information only]**

CE 358                      Underground Infrastructure Engineering  
CE 475                      Special Topics in CE  
UC 175                      Freshman Seminar      [in Computer Science]

### **II. Revision of Courses**

CE 316                      Equipment and Methods [catalog listing]  
CE 331                      Transportation Engineering [catalog listing]  
CE 360                      Estimating, Scheduling, & Bidding [catalog listing]  
CE 370                      Materials of Construction [catalog listing]  
CE 382                      Structural Analysis [catalog listing]  
CE 461                      Hydrology [catalog listing]  
CE 482                      Elementary Structural Design [catalog listing]  
CE 498                      Senior Project [catalog listing]

## **GRADUATE COUNCIL**

### **I. One-Time-Only Course Offering** [for information only]

LTCY 695 Internship in Literacy Supervision

The motion carried.

### **B. Report from the General Education Committee**

Senator Patricia Minter presented the General Education consent agenda and amended PSY 175 Freshman Experience to read: PSY 175 Freshman Experience - Psychology. She then moved approval.

Chair Smith asked if any Senator would like to move any General Education item from the consent agenda to the action agenda. No such requests were made.

The consent agenda from the General Education committee is below.

#### **I. Approval of New Courses:**

UC 175 Freshman Experience  
PSY 175 Freshman Experience - Psychology

The motion carried.

Next Senator Minter moved approval of the following Addition to WKU's Statement of General Education Goals and Objectives:

#### **II. Addition to WKU's statement of General Education Goals and Objectives:**

The sentence "[NOTE: The list of examples under each objective is intended to illustrate possible ways to reach the general objective.]" would be inserted immediately after the introductory paragraphs and immediately before the list of goals.

Rationale: This addition is intended to help us prepare for the upcoming SACS visit. The provost and members of the university's assessment committee want to maintain as much flexibility as possible with regard to the ways in which Gen Ed courses fulfill the various Gen Ed goals. They believe that without this statement, SACS could claim that WKU has promised to fulfill each and every one of the examples.

The motion carried.

**C. Report from the Faculty Welfare and Professional Responsibilities Committee**

Senator Claus Ernst said the Faculty Salary Survey Report is not completed for this meeting, but would be completed and posted on the Senate web page before the end of the semester. Senator Ernst said that the Faculty Work Life Survey, Part 3 also has not been completed; however it is in its final stages of completion and will be posted on the Senate web site as well by the end of the semester. Next Senator Ernst presented the following resolutions:

**From the Faculty Welfare and Professional Responsibilities Committee**

Senator Ernst moved approval of the following Resolutions resulting from findings in the faculty work life survey Part 2:

**1. Rewards for promotion**

The University Senate asks that the Office of the Provost conduct a study that compares the salary increase given to WKU's faculty upon promotion and comparable promotion increases given at our benchmarks. If the WKU increases are below benchmarks then the Senate requests that the Provost present a plan to the Senate detailing how WKU can be brought up to benchmark levels.

Rationale

For over 10 years the increases in salary at the time of promotion have remained constant at \$500 for promotion to assistant (Community College), at \$1000 for promotion to associate and \$2000 for promotion to full professor. It is likely that we are below benchmarks in raises based on promotion and that this is one of reason that WKU salaries fall behind benchmarks.

The Chair opened the floor for discussion, and then called for a vote on the resolution.

The motion carried.

Next Senator Ernst moved approval of the following resolution:

**2. Professional Development**

The University Senate asks that the Office of the Provost increase the funds for professional development in order to allow faculty to go to at least one professional *out of state* meeting per year with expenses paid.

(Senator Ernst accepted a friendly amendment from Senator Darlene Applegate to add the words "out of state" this is reflected in the proposal.)

#### Rationale

The 2002 faculty work-life survey indicates that almost 50% of combined faculty are dissatisfied with the current support for professional development. The current allocation of funds to departments is not enough to cover the cost of one meeting per year for each faculty member in a department. In most instances, it appears that even if deans' offices double the departmental funds, the increase would not be sufficient to pay for one meeting per year per faculty member.

The Chair opened the floor for discussion, and then called for a vote on the resolution.

The motion carried.

Senator Ernst moved approval of the following resolution:

### **3. Merit Pay**

The University Senate asks that the Office of the Provost appoint a committee that would include members of the University Senate and whose function would be to look at the system of allocation of merit pay currently practiced at WKU. This committee should make recommendations *to the University Senate* of how to improve the system.

Dr. Darlene Applegate moved to amend the Resolution to add the words "*to the University Senate*" to the last sentence (this is reflected in the Resolution)

The motion was seconded. The motion carried

#### Rationale

The faculty work-life survey indicates that almost 60% of faculty view the current system of allocating merit pay as either moderately or severely flawed. Almost 25% of the faculty view the current system of allocating merit pay as severely flawed. This indicates that the current system can and should be improved.

The Chair opened the floor for discussions. Then called for a vote on the resolution as amended.

The motion carried.

#### **Other resolutions:**

The University Senate recommends that the WKU contribution to health insurance be increased to \$400, as recommended by the Benefits Committee. The University Senate also recommends that the WKU contribution to health insurance be increased at the rate of inflation of medical costs. The proposed salary increase of 3.7% for the 2003/4 academic year should not be affected by any reallocations to the health insurance benefits.

## Rationale

Increases in WKU's contribution to health insurance are substantially lower than the rate of inflation of the health insurance and this discrepancy will result in a reduction of benefits. This reduction of health insurance benefits manifests itself either in higher premiums to be paid by WKU employees or in less rich medical plans that cover less and have higher co-payments and deductibles. This erosion of health insurance benefits should be avoided.

The Chair opened the floor for discussions. After lengthy discussions from Senators, as well as President Gary Ransdell, Provost Barbara Burch and Regent Robert Dietle and others, Dr. Ransdell said that the resolution would cost \$750,000, that must be offset by some cuts in the currently proposed budget. However, he added, "if the resolution passes, we will find the money." He also said this increase will not effect individual-single coverage. At the end of the discussions, the President suggested that an acceptable compromise might be to fulfill the increase from future tuition revenue and not from other areas, i.e., part time stipends, faculty/staff & dependent child scholarships, International Graduate non-resident Fellowships, new faculty, utilities (which is a fixed cost) or faculty/staff salaries.

Dr. Richard Hackney moved to amend the resolution to change the amount of increase in the contribution from \$400 to \$381 for the next academic year.

The motion was seconded. The motion carried.

Senator Claus Ernst said the amended Resolution now Reads:

The University Senate recommends that the WKU contribution to health insurance be increased to \$381. The proposed salary increase of 3.7% for the 2003/4 academic year should not be affected by any reallocations to the health insurance benefits.

The motion was seconded. The motion carried.

**(NOTE) Discussions on all the above Resolutions are tape-recorded and are on file in the Office of the Provost and Vice President for Academic Affairs.**

## New Business

Senator Patricia Minter said in order to clear the General Education slate for the year she would like propose the following course changes that were presented to the General Education Committee after they met and did not go to the University Executive Committee:

Change of course number and title: CHEM 104 Chemistry and Technology becomes CHEM 116 Introduction to College Chemistry



Change of catalog listing: CHEM 105 General Chemistry I

The motion was seconded. The motion carried.

Next the Chair Smith reported that he met with the Enrollment Growth Committee concerning a resolution that was passed earlier this year, in which a committee was appointed to study the potential enrollment growth, and how this could affect how the university functions. The Committee will look into this issue, and based on what the Chair sees coming from the Faculty Worklife Study, Section 3 he asked the Committee, as part of its charge, should begin thinking about what the enrollment growth would mean if faculty moved to a 3/3 load rather than a 4/4 load. Chair Smith said this report at its ~~completion~~ <sup>Completion</sup> would be posted on the Senate web page.


No other business was brought before the University Senate at this meeting.

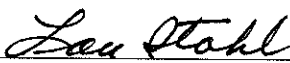
At 5:15 the Chair officially closed this meeting of the third-year of the University Senate.

Chair Smith then convened the meeting of the newly elected senators for the 2003/04-year. There was not a quorum; therefore Chair Smith said this meeting would be postponed to a future date (tba) at which time the officers and various college committees will be elected.

The meeting adjourned at 5:25 P.M.

Respectfully submitted,

  
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Uta Ziegler, Secretary

  
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Lou Stahl, Recorder