

**Western Kentucky University**  
**University Senate Meeting**  
**Thursday, April 14, 2016 -- 3:45 p.m.**  
**Faculty House**

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**A. Call To Order**

- 1. A regular meeting of the Western Kentucky University Senate was called to order by Chair Kate Hudepohl on Thursday, April 14, 2016 at 3:49 P.M. in the Faculty House.**
- 2. A quorum was present:**
  - a. Current and incoming at-large senators present:** Lori Alexander, Heidi Álvarez, Farhad Ashrafzadeh, Jim Berger, Barbara Brindle, Jill Brown, Barbara Burch, Thad Crews, Jerry Daday, Susann Davis, Martha Day, Richard Dressler, Lisa Duffin, Marko Dumančić, Loretta Dye, Claus Ernst, Keri Esslinger, Travis Esslinger, Ann Ferrell, Said Ghezal, Barrett, Greenwell, Frederick Grieve, Timothy Hawkins, Anne Heintzman, Lynn Hines, Gary Houchins, Kate Hudepohl, Grace Hunt, Michelle Jackson, Pam Jukes, Molly Kerby, Hanna Khouryieh, Samuel Kim, Eric Kondratieff, David Lee, Fenghelen Liang, Ching-Yi Lin, Jeremy Maddox, Kelly Madole, Gayle Mallinger, Sean Marston, Edmund Martelli, Mac McKerral, Nola Miles, Megan Miller, Patricia Minter, April Murphy, Sharon Mutter, Kurt Neelly, Anthony Paquin, Leslie Plumlee, Shura Pollatsek, Beth Pyle, Bryan Reaka, Jeffrey Rice, Dale Rigby, Tiffany Robinson, Julie Shadoan, Matt Phake, Beverly Siegrist, Melloney Simerly, Larry Snyder, Sandy Staebell, Rebecca Stobaugh, Heather Strode, Liz Sturgeon, Dick Taylor, Tamara Van Dyken, Adam West, Aaron Wichman, Maribeth Wilson, Elizabeth Winkler, and Dawn Garrett Wright.
  - b. Substitutes present:** Michael Carini for Ketih Andrew, Heather Payne-Emerson for D'Lee Babb, Michelle Trawick for Jeffrey Katz, Jerry Daday for Lauren McClain, Joon Sung for Yvonne Petkus, Cheryl Davis for Nancy Rice, and Sue Lynn McDaniel for Sandy Staebell.
  - c. Current and incoming at-large senators absent:** Audrey Anton, David Bell, Erika Brady, Kristi Branham, Pamela Chandler, Neale Chumbler, Fed DeGraves, Patricia Desrosiers, Robert Dietle, Ali Er, Sam Evans, Connie Foster, Marilyn Gardner, Dennis George, Dominique Gumirakiza, Jennifer Walton Hanley, Don Hoover,

Tom Hunley, Huhammad Jahan, Jarrett Johnson, Dean Jordan, Soleiman Kiasatpour, Thomas Kingery, Dominic Lanphier, James Line, Joshua Marble, Doug McElroy, Richard Miller, Bella Mukonyora, Evelyn Oregon, Katherine Pennavaria, Matt Pruitt, Gary Ransdell, Jay Todd Richey, Marilee, Salvator, Jonghee Shim, Douglas Smith, Michael Smith, Cheryl Stevens, Dana Sullivan, Kevin Thomas, Rico Tyler, Tanya Vincent, Blairanne Williams, Paul Woosley, Zhonghang Xia, and Jie Zhang.

**d. Guests present who signed in:**

Margaret Crowder, Jean-Luc Hould, Laura McGee, Eric Reed, and Amber Scott Belt.

- e. Chair Hudepohl clarified the seating at the tables vs. the gallery. Current voting members sit at the tables. Incoming at-large senators and guests sit in the gallery.
- f. Senate terms are for two years, from August 1 to July 31. For continuity, at-large senators are elected in even years and departmental senators are elected in odd years. In the summer, there are no meetings, but business takes place on the listserv. Officers update the listserv in August. Current senators serve until July 31. The attendance sheet is adapted for this month and includes the newly-elected at-large senators for 2016-2017. They should sign in at this meeting only.

**B. Approve March Minutes**

- 1. A motion by Molly Kerby to endorse the March 17, 2016 meeting minutes was seconded by Dick Taylor.
- 2. There was no discussion.
- 3. The March 17, 2016 meeting minutes were approved unanimously as posted.

**C. Reports:**

- 1. Chair – Kate Hudepohl
  - Information item #1 is a synthesis of the faculty feedback on the presidential search. Chair Hudepohl gave the context: there was a request to send feedback to Regent Burch; per a Senate motion, the Senate Executive Committee served as an ad-hoc committee to synthesize this information. The informal document was approved by the Senate Executive Committee to give feedback to the Presidential Search Committee. Please continue sending comments and please attend both forums (April 15 at 1:30 and April 27 at 4:00). Please encourage faculty

in your department to do the same. The understanding is that the entire search committee will attend; this is a great opportunity to share thoughts.

2. Vice Chair – Julie Shadoan

a. [Committee Lot Draw Results](#)

- Dr. Miller wanted the Advisory Committee on Promotion and Tenure to be more populated. Vice-Chair Shadoan sent two more emails. Ten more departments wrote back, and these names were sent to Dr. Miller. Per the Charter, these committee members are populated by lot by the University Senate. The population of these committees was done by lot at SEC because there is an urgency in populating the committee. Vice-Chair Shadoan put all of the names in a box and Chair Hudepohl drew the following names randomly out of the box. A quorum was present during this drawing. Five names were selected for service on the Advisory Committee on Promotion and Tenure: Matt Detman, Yvette Getch, Paul Fischer, Paul Woosley, and Edward Yager. Five names were selected for the Advisory Committee on Grievance: Mike Nichols, Walker Rutledge, Amanda Drost, Karin Egloff, and Quin Xao. Vice-Chair Shadoan will read the names at Senate, and Chair Hudepohl will send an email to the new at-large senators.

2. Secretary – Heidi Alvarez

- The sign-in process was clarified for all current and new members, substitutes, and guests.

3. Coalition of Senate and Faculty Leadership for Higher Education – Molly Kerby

- No report.

4. AAUP President - Margaret Crowder

- No Report.

6. Advisory:

a. [Faculty Regent – Barbara Burch](#)

- The Board Committee Meeting took place the last week in March.
- Next Friday is the next meeting.
- The March agenda was very regular, and included new programs on it, including Literacy 199, a plan for enhancing retention. Reports on revenue showed that we are down this year, but there is a shortfall on

scholarships, too. The unused money will cover this. The debt management advisory committee faculty representation is who we balance budget and debt policies for the university. The WKU Pathways Program was surprising to Regent Burch; she did not know about it, and pointed out that Pathways reports to International Enrollment Management Revenue Office and the Office of the President. It is an academic program. Provost Lee will assure that before the program accepts students in the fall, it will report to academics. NAVITAS was Pathways, it takes international students to a beginning to give solid footing for their first year. Part of the termination agreement was that students in the NAVITAS-Pathways would be seen through. There is value in having our own Pathways program; it is an expensive operation. Holding on to NAVITAS program, it is better to take 30% of the first year and 100% every year after, instead of recreating it. Regent Burch hopes we can find a way to have a Pathways Program. In the fall, faculty will be involved and it will be under academic supervision.

- In the executive committee meeting, the changed contracts of Coach Brohm and Athletic Director Stewart were proposed. The letter of guarantee in Brohm's contract will be funded by private sources, not the university budget. Stewart's contract had a changed value of some incentives. Regent Burch was told that her questions were micromanaging and the meeting went into a closed session. Her concern is that if we change incentives, we need to know the result of it. There was discussion on increasing student fees for athletics; yet there is much money there from the swim team. Regent Burch's concern is that this will be used to increase the incentives.
- The committee talked a lot about performance funding and equity funding. She does not know if they will agree; if the agreements go through, it won't be as bad as original, but it also won't be anything to dance in the street about. The Regents with political power were very active behind the scenes on behalf of us.
- The Science Complex has an anticipated December 2017 completion date.
- After the announcement that money will be taken from the University Reserve about this year, questions were about the health insurance reserve. There is \$3.5 million in the savings account. This has been used to buy additional properties; the budget is not big. \$1 million belongs to DELO; they loaned it to the President a few years ago. The President said that if we need to, we will use the reserve to take care of this year's cuts. The \$3.5 million cut in the fourth quarter was not given to us; the Board will be looking at this.

- Please attend the faculty forums. The Board and the Search Committee want to hear from the faculty. They will discuss the collected and extracted and detailed listing of the faculty and will share the process of the search committee. The search committee will be developing a profile and will be selecting a search firm. There is one meeting tomorrow in Gary Ransdell Hall, and one April 27. Please urge people to come to give a voice in the process and to show interest. If people don't show up, it is hard to argue these opportunities. Please send your thoughts to Regent Burch.

b. Provost – David Lee

- Provost Lee has been recovering from a detached retina in his right eye. He said “T.S. Elliott said that April is the cruelest month.” There are no definitive things to say about the budget; the deal is not in writing until tomorrow. Neither house has voted on it; tomorrow is the last day, so a deal is anticipated tomorrow. Governor Bevin has a line-item veto. Tomorrow, there is no change of a veto override. Whatever the Governor says will stand. Included is equity, community college, performance funding structure, and dual credit \$. The 4.5% cut effective July 1 (1<sup>st</sup> year) and there is no change in the second year. The current year is to cut the cords. It is still fuzzy, but progress is being made. It is April 14<sup>th</sup> and we still don't know what this year's cut is because of a court case.

c. SGA President – Jay Todd Richey

i. [SGA Presidential Qualities Resolution](#)

- Jay Todd Richey is at class, but wanted to convey the SGA resolution for academic quality for the next president.
- He is currently running for reelection as SGA president.

**D. Committee Reports and Recommendations**

1. [Graduate Council: Kurt Neelly \(Report posted; Endorsed by SEC\)](#)

- Kurt Neelly made a motion to endorse the March 17 Graduate Council report.
- There was no discussion.
- The Graduate Faculty voted unanimously to endorse the March 17, 2016 report.

2. [Undergraduate Curriculum Committee: Liz Sturgeon \(Report posted; Endorsed by SEC\)](#)
  - Liz Sturgeon made a motion to endorse the March 25, 2016 UCC items as posted.
  - There was no discussion.
  - The UCC report was endorsed unanimously.
  
3. [Colonnade General Education Committee: Marko Dumancic \(Report posted; Endorsed by SEC\)](#)
  - Marko Dumančić made a motion to approve the Colonnade General Education Committee report from the March 14, 2016 meeting.
  - There was no discussion.
  - The Colonnade General Education Committee report was approved unanimously.
  
4. [Academic Quality: Jeremy Maddox \(Report posted; Endorsed by SEC\)](#)
  - a. [Item a Online Response Rates](#)
  - b. [Item b Response Rates by College](#)
  - c. [Item c University Response Rates](#)
  - Jeremy Maddox made a motion to endorse the March Academic Quality Report as posted.
  - There was no discussion.
  - The March Academic Quality report passed unanimously.
  
5. Budget and Finance Committee: Claus Ernst (No Report)
  
6. [Faculty Welfare and Professional Responsibility: Patti Minter \(Report posted; Endorsed by SEC\)](#)

- a. [Substantive Change Handbook - Academic Experience](#)
  - b. [Title IX Report to FWPR](#)
  - c. [Copy of Reporting Spreadsheet](#)
  - d. [Title IX Best Practices](#)
- Patricia Minter made a motion for the endorsement of the Faculty Welfare and Professional Responsibilities report.
  - There was no discussion.
  - Minter pointed out that the substantive change is separated out; it was approved by Faculty Welfare. It has to be approved by the Faculty Handbook Committee later in the meeting.
  - The report includes the 18-month response to the Title IX Clery Act compliance and suggestions for best practice moving forward.
  - The Faculty Worklife Survey results will be up shortly. We exceeded the response rates in this very important year.
  - The Title IX Subcommittee was Ad-Hoc.
  - Kelly Madole said that the lack of clarity about reporting and confidentiality are all good. There was someone who asked about legal mandating to report. Did this come up on the committee? Disciplines have their own ethical and reporting standards within the discipline (ie. social work). At that time, the new Title 9 training was not out. That does address a little. Is there language from the floor to amend the report? Kelly Madole added that the Gatton students are minors. Legally, this would have to be reported. Nothing in the Title 9 training addresses minors. Penn State has a policy. Patti Minter accepted the friendly amendment with minors if there is appropriate wording. Kelly Madole will send a link and Patti Minter will send a sentence after Madole sends a link. Regarding the friendly amendment to Title 9, the sentence will pertain to legal issues regarding minors, along with an informational link.
  - In a conversation about spousal abuse vs. departmental abuse, include Mallinger's friendly amendment on relevant Kentucky state statute as pertaining to Title 9 training currently out on the web.

- Julie Shadoan asked if there is a legal separation between the Gatton and WKU. Are the students covered by policy or best practice at WKU? Policies are specific to college students. This is a question for University Council to clarify for us.
- Grace Hunt in Philosophy said that she is curious about the data on reporting since the mandatory reporting was instituted. More sophisticated policies exist on other campuses. Student anonymity does not exist because of investigation. This may be chilling for students who have to report their names. She would like to see the data on the reporting trends. Patti Minter said that the Faculty Welfare Subcommittee agrees. The report does not endorse how the university interprets Title 9 Clery, but they are trying to make a flawed system better. The link to UNC Chapel Hill is something the committee thinks is a good thing to endorse because it is a one-step link. Minter added that she would be happy to make a friendly amendment to clarify that the committee does not endorse; but she wants the report to go forward today. The committee feels it is an artificial way of reporting but feels approving the report starts the conversation between the faculty and administration. Patricia Minter made a motion to approve the report including the friendly amendment. The report was approved unanimously with the friendly amendment.

7. [Faculty Handbook Committee: Margaret Crowder \(Report posted; Endorsed by SEC\)](#)

- a. [Substantive Change Handbook - Academic Experience](#)
  - b. [Substantive Change Handbook - Faculty Transitional Retirement](#)
- Margaret Crowder gave an overview of the Faculty Transitional Retirement discussion and what led to the item. Richard Miller found that this item is a board-approved policy but preceded the numbered policy system. This is verbage that people need to see and access outside of the Board of Regents minutes, and approval is appropriate. The proposal is to approve the changes that happened to run parallel with the approved Board policy. Because it was an unusual situation, the Faculty Handbook committee requests (1) that the policy be made into a numbered policy; (2) that a link with the handbook to the most recent version of the policy be made; and (3) the committee requests an investigation of other policies that were made prior to the numbered system approved by the Board of Regents to make sure this does not happen again in the future. This will happen under new business. The context is provided here.
  - Margaret Crowder requested a motion to endorse the Faculty Handbook report as posted. Dick Taylor made a motion to endorse the Faculty Handbook report as posted. The motion was seconded by Gayle Mallinger. The motion was approved unanimously.

- Molly Kerby made a motion to approve the Substantive Change 02-2016 Academic Experience. The motion was seconded by Patricia Minter. The Substantive Change 02-2016 was approved unanimously.
- Marko Dumančić made a motion to approve 03-2106 Faculty Transitional Retirement. The motion was seconded by Molly Kerby. The 03-2016 Faculty Transitional Retirement was approved unanimously.

#### **E. Old Business**

- There was no old business.

#### **F. New Business**

##### 1. [Motion Regarding the Faculty Transitional Retirement Policy](#)

- This is the motion endorsed at the Senate Executive Committee in a discussion of Faculty Transitional Retirement to make previous board-approved policies numbered.
- The motion to endorse by Marko Dumančić was seconded by Dick Taylor.
- Provost Lee clarified with a friendly amendment that it will go to the Administrative Council.
- There was no more discussion.
- The motion with friendly amendment “change academic council to administrative council” was approved unanimously.

##### 2. [Motion Regarding BOR Policies](#)

- The second item of new business was a motion by Dick Taylor (2<sup>nd</sup> Molly Kerby) to ask President Ransdell to ask the Board of Regents to do archival research on previous board-approved policies.
- There was no discussion.
- The motion regarding Board of Regents Policies was approved unanimously.

##### 3. [Budget and Finance Committee Resolution - Prioritizing Wage Increase](#)

- Claus Ernst delivered a budget report at the last meeting, and the two recommendations come from the previous meeting's straw poll.
- Marko Dumančić made a motion to endorse the first resolution on Prioritizing Wage Increase.
- The motion was seconded by Dick Taylor.
- There was no discussion.
- The resolution passed unanimously.

#### 4. [Budget and Finance Committee Resolution - Restricting Building Projects](#)

- Molly Kerby made a motion to endorse the Budget and Finance Committee resolution on Restricting Building Projects.
- The motion was seconded by Dick Taylor.
- Barrett Greenwell from Student Government Association had a question about state-funded. If the Garrett renovation is funded by Aramark, how will this resolution impact that? Claus Ernst said that this was discussed at the Senate Executive Committee. It decreases revenue elsewhere. There is no way of avoiding this dilemma, so they left the resolution as is. It still costs money in maintenance and operation once the building is built.
- Greenwell asked if the resolution is against projects like this. Claus Ernst said yes.
- Jerry Daday asked what "significant improvements" means. Claus Ernst said that budget improvement would require (1) the state giving more money and/or (2) increased enrollment. Ernst said that both seem unlikely.
- Regent Burch said that a 9% cut broken into 4.5% + 4.5% is \$3.5 million this year, no equity money. This turned out to be only half that bad. What does significant mean? Does it mean stabilized budget and a healthy trajectory in the budget?
- Jerry Daday said that if a significant increase in budget happens, he feels the money should be put toward faculty compensation.
- Claus Ernst said the short-term impact is Garrett and the Business College. He feels they should not go forward because of the State not giving additional dollars in the next two years.

- Kate Hudepohl said that the spirit of the resolution is the concern about building projects being prioritized over faculty compensation. It is a public statement coming out of this body to give better balance of our eggs.
- Dick Taylor asked if it would make more sense to use the wording “only allowed to proceed once faculty and staff compensation has occurred to benchmark.” Claus Ernst said it is too vague. In over twenty years, we have not been at benchmark. The spirit of the resolution is the priority of faculty over buildings.
- Julie Shadoan made a friendly amendment “only fully state-funded construction and renovation should be allowed to proceed.” (The clause “until the budget situation significantly improves” was struck from the resolution.)
- The Resolution on Restricting Building Projects was approved with Shadoan’s friendly amendment. The majority approved, with three opposed.

#### 6. [Policy 1.2092, Policy 2.2092 Faculty Workload and Compensation](#)

- Marko Dumančić made a motion to approve Policy 1.0292, Faculty Workload and Compensation.
- The motion was seconded by Jerry Daday.
- Provost Lee deferred to Cheryl Davis, who commented on the yellow changes. Refer to the policy for changes.
- Policy 1.0292 was approved unanimously.

#### 7. Election of University Senate Officers (Chairs, Vice Chair, Secretary)

- There was no additional new business from the floor. The current senators who are rotating off were dismissed. The at-large senators for next year stayed for officer elections and caucusing.
- Heidi Álvarez made a motion for Kate Hudepohl to be re-elected for a second term as Chair. The motion was seconded by Jerry Daday. There were no more nominations from the floor. Patricia Minter made a motion for nominations to cease by acclamation. Minter’s motion was seconded by Dick Taylor. Kate Hudepohl was re-elected for her second term as Chair.
- Susann Davis made a motion for Julie Shadoan to be re-elected for a second term as Vice-Chair. Davis’s motion was seconded by Gayle Mallinger. There were no

other nominations from the floor. Chair Hudepohl made a motion for nominations to cease by acclimation. Julie Shadoan was re-elected for her second term as Vice Chair.

- Gayle Mallinger and Molly Kerby made a simultaneous motion for Heidi Álvarez to be re-elected for a fourth term as Secretary. The motion was seconded by Patricia Minter. There were no further nominations from the floor. Chair Hudepohl made a motion for nominations to cease by acclimation. Hudepohl's motion was seconded by Dick Taylor. Heidi Álvarez was re-elected for her fourth and final term as Secretary.
- Per the election results, the same officers from 2015-2016 will remain for the 2016-2017 year: Kate Hudepohl (Chair), Julie Shadoan (Vice Chair) and Heidi Álvarez (Secretary).

#### 8. Caucus for Standing Committee membership

- Vice Chair Shadoan gave the context for caucusing. The list is divided by college and is color coded. It is broken into standing committees, and the At-Large positions need to be filled. There needs to be a permanent representative and an alternate. Certain colleges will not rotate off this year (CHHS and PCAL) – no one else should put anything down on the sheet (ie. Colonnade Gen Ed).
- For results of the April 14, 2016 Caucus, contact Vice Chair Shadoan.

### **G. Information items**

1. [SEC Synthesis of Preliminary Faculty Feedback Regarding Presidential Search](#)

### **H. Motion to Adjourn**

1. A motion to adjourn by Molly Kerby was seconded by Dick Taylor.
2. The meeting adjourned at 5:21.

Respectfully Submitted,

Heidi Álvarez, Secretary