

Western Kentucky University
University Senate Meeting Minutes
Special Called Meeting
Thursday, January 26, 2017 – 4:30 p.m.
Russell Miller Theatre, FAC 214

1. Call To Order

- a. A special called meeting of the Western Kentucky University Senate was called to order by Chair Kate Hudepohl at 4:45 P.M. on Thursday, January 26, 2017 in Russell Miller Theatre, FAC 214.
- b. A quorum was present:
 - i. Members Present: Audrey Anton, Farhad Ashrafzadeh, D'Lee Babb, Jim Berger, Barbara Burch, Pamela Chandler, Thad Crews, Susann Davis, Marko Dumančić, Travis Esslinger, Ann Ferrell, Marilyn Gardner, Jennifer Walton Hanley, Timothy Hawkins, Kate Hudepohl, Grayson Hunt, Jarrett Johnson, David Lee, Jeremy Maddox, Sean Marston, Edmund Martelli, Lauren McClain, Mac McKerral, Patricia Minter, April Murphy, Sharon Mutter, Yvonne Petkus, Leslie Plumlee, Shura Pollatsek, Beth Pyle, Jay Todd Richey, Julie Shadoan, Matt Shake, Michael Smith, Sandy Staebell, Liz Sturgeon, Dana Sullivan, Adam West, and Aaron Wichman.
 - ii. Substitutes Present: Mary Wolinski for Heidi Álvarez, Michael Carini for Keith Andrew, Doug Smith for Jerry Daday, Jun Zi for James Line, and Holly Payne for Heather Strode.
 - iii. Guests Present who signed in: Dan Clark, Karin Egloff, Monica Kast, and Nathan Love.

2. Business

- a. Discussion of the presidential search process and of Dr. Tim Caboni, the preferred candidate, who had been visiting the campus.
 - i. Chair Hudepohl stated that there will be no podcast recording of the days meeting. The only record will be taken by Doug Smith, who is serving as secretary for today's meeting. Please use the microphone.
 - ii. Chair Hudepohl went on to state that the presidential search website has recordings of the fora that Dr. Caboni had with faculty, staff, and students; however, Dr. Caboni's meeting with the University Senate that occurred on Wednesday was not recorded.
 - iii. Chair Hudepohl then asked Douglas Smith to explain why he had asked for the special meeting.
 - iv. Doug Smith stated his belief that, while the process was imperfect, the Board of Regents was interested in the viewpoint of the faculty and that the way to give them

- that viewpoint was to discuss the candidate and his presentations and make faculty voice known. To do that in the tight timeline between the fora and the Board of Regents vote required a special meeting.
- v. Mac McKerral
 - (1) observed that Dr. Caboni was not officially hired yet so his statements made at the various forums were cautious. He noted that there were no unexpected comments from Dr. Caboni.
 - (2) stated his concern with the lack of transparency of the hiring process—he will be hired. We don't know who the other candidates were.
 - (3) commented on Dr. Caboni's interaction at the fora.
 - (a) stated that university life is not an 8 to 5 job, despite what Dr. Caboni thinks.
 - (b) stated that great universities respect their faculty and compensate them fairly
 - (c) stated that it was nice that Dr. Caboni said thanks to those working with underserved communities, but that it did get the job done.
 - (d) stated that departments were under pressure to diversify, but not the upper administration.
 - (e) stated that there is pressure to graduate folks in four years. This obligation falls on the faculty. We're the most important cog in the wheel and we haven't had any meaningful compensation in recent memory.
 - (f) stated that budgeting need to prioritize more than buildings and athletics.
 - (g) stated that the University Senate should stick to their message. Dr. Caboni needs to understand.
 - vi. Chair Hudepohl stated that notes were taken at the University Senate meeting with Dr. Caboni.
 - vii. Shura Pollatsek asked, "Once we have this discussion, what action do we take for tomorrow?"
 - viii. Chair Hudepohl stated that the Senate could write a resolution tonight for the Board of Regents or craft one to give Dr. Caboni later.
 - ix. Mac McKerral noted that there is a lengthy process for speaking to the Board of Regents. It might be better to present any resolution to Dr. Burch for her to present at the meeting.
 - x. Audrey Anton observed that some things that Dr. Caboni said were refreshing, some things that could mean anything, and some things were concerning.
 - (1) Anton noted:
 - (a) It was stated that it was our responsibility to graduate every single student. What kind of university are we? If we accept 97% of our applicants, then it is unrealistic. The mission is to cast a wide net, but you have to allow things to go through the net or we have no standards. We need the right attitude to attract students.
 - (b) She was not satisfied with the compensation answer, concerning his preference for targeted cuts rather than cuts across the board. It sounds like he's reallocating funds.
 - (c) He stated that he will get the best faculty known to man, but did not get the response that faculty will come first. No COLA. Always an excuse to make faculty tighten the belt.

- (d) She was not sure that he understood the depth of the sacrifice that the faculty are making here.
- (e) He's really going to need to reconsider the graduate everyone idea.
- xi. Jim Burger stated concerns about Dr. Caboni's understanding of the student population. He noted that he did not hear Dr. Caboni mention graduate programs or adult learners. The pipeline of 18-22 year olds is not coming back. Burger also stated that he didn't hear Dr. Caboni talk about distance learning. According to Berger at least 65 percent of graduate enrollees take one online course. Retention at the graduate level is also important. Berger has served on the retention task force, but focus has never been on graduate enrollment. So online population, graduate population, and adult learners need to be on his radar to grow enrollment.
- xii. Grayson Hunt noted that he referred to nontraditional students at yesterday's meeting and was curious as to what people are excited about.
- xiii. Lauren McClain stated that she heard people's concerns, but she prefers to trust people until they prove one wrong. She would like to believe that things he said were true. She noted he was a good speaker, although she was sick of hearing how he had done things at Vandy and KU. Still it shows that he's not just talking. And she noted that we need the new president on our side. When he gets here, we want him to work with us. I think everyone is on the right page with our concerns, and we should welcome him and work to partner. Moreover he did just interview for this position and it is unfair to expect him to understand everything about the university. She told him about the budget resolution that the University Senate passed and he was going to look at it. So welcome him, and get him on our side.
- xiv. Chair Hudepohl appreciated his realism when Dr. Caboni spoke about the budget and noted that there would not be new money coming from the state. She also stated that a senator who could not be here today had written her asking that the Senate frame its response in terms of things that we want with a correct tone so that the President and the Senate could get going on the right foot. Chair Hudepohl also stated her concern about the way the search went and did not have a lot of confidence or faith in the Board of Regents because she does not think that the BOR understands what is going on on campus.
- xv. Jeremy Maddox stated concerns in three areas:
 - (1) An emphasis on blending departments.
 - (2) Targeted cuts
 - (3) Administrative efficiency
- xvi. Barbara Burch spoke, stating that she did not think it was any secret that many would like the search to be open. More interaction would have been better. Still, it is an exciting time. How do we take the best that we do and help this new leader understand us and work with us? How do we move the agenda collaboratively? How do you engage people? I think you have an invitation. We, the faculty, want to have

- a part in shaping the agenda. J.Todd (Ritchey) and I were working to find the right person for WKU at this time. The opportunities are huge for the faculty to play a role in a meaningful and significant way. She encouraged those present to do it in a positive, constructive way.
- xvii. Marko Dumančić suggested that it was fine and well to say that, but thought it ironic that no one wanted faculty input or engagement when choosing the president. He noted the focus appears to be on customer service, and that we have no choice but to be optimistic.
 - xviii. Audrey Anton commented on Dr. Caboni's idea about his holding office hours for students, but not faculty. Maybe he was just nervous. We can send the message that he needs to that with faculty. Austin Peay's President has coffee hour with faculty. It's a specific things that are easy to do. Anton also spoke concerning the BOR. She appreciated Student Regent J. Todd comments at the previous University Senate meeting. Still, she was concerned about how faculty, staff, and student regents can be our voice without them being able to tell us what's going on.
 - xix. Patti Minter As a former faculty regent, she noted that confidentiality agreements often tie a Regent's hands. There are often good things and bad things to communicate. In a nonconfidential situation, academics is seen as part of what a university does. At least that's the viewpoint of the Board of Regents. Great universities are made of great administrators. If we are going to monetize the university, then we're the moneymakers, and shaming us to work harder is not the solution. We're the ones you've been waiting for. Faculty voice has to be valued. The faculty are the first among equals. Staff are important but the academic mission must be driven by the faculty. It is his job, to persuade nonrepresentative Board of Regents members about the importance of the academic mission. Again, his candor about higher ed funding is refreshing. He inherits a structural problem. Also, diversity and inclusion points were made. Groups on campus expect that.
 - xx. Mac McKerral – With regard to what we want to say. When you have a process like this, the person that arrives at the door is behind the 8-ball.
 - xxi. Shura Pollatsek agreed with everyone and expressed support for faculty and student regents.
 - xxii. Lauren McClain suggested the senate hold off on the motion and pass a message through Dr. Burch that we appreciate the meetings and look forward to working with Dr. Caboni. She recommended we draft a welcome letter resolution.
 - xxiii. Aaron Wichman suggested waiting and giving him a positive list to work on.
 - xxiv. Patti Minter suggested asking our faculty regent to communicate we welcome the new president, and tell him that the senate is crafting a doc about hopes and concerns. We do want our voice to be heard. We resolve to craft this document.
 - xxv. Motion by Patti Minter: University Senate requests that Faculty Regent Burch share with the Board of Regents at their meeting on January 27, 2017 our welcome to the new president, Dr. Caboni, and asks that she let the Board of Regents know that Senate intends, if ratified, to share with the incoming president a document that summarizes our hopes and concerns as a starting point for the

faculty relationship with him. Further, University Senate resolves that we draft the document and give it to the incoming president shortly.

xxvi. Second by Shura Pollatsek.

xxvii. Motion carries.

3. Motion to adjourn. 5:44pm.