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UA3/6/7 Update - March

WKU President's Office

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Western Kentucky University

for the faculty and staff of

a publication of news and information

Update

March 3, 1982

From the Office of the President

The Council was asked to reconsider its recommendations by Governor Brown. In a meeting on January 14, the Council approved a plan recommending an increase of $3,185,300 for Western. The amount Governor Brown will recommend to the legislature is an increase of approximately $700,000 over the amount generated by the mission model.

This level of funding does not address our needs for the biennium; however, it is a vast improvement over the funding proposed for Western by the Council staff. This increase in state appropriation for Western proposed by the Governor results from extensive efforts by individuals both on and off campus.

• 1982-83 OPERATING BUDGET

The state appropriation for 1982-83 will not be finalized until the General Assembly passes the appropriations bill and the Governor signs it. Since Governor Brown has announced his plan for funding higher education for the biennium, we are proceeding with the preparation of the operating budget.

(continued)
We hope to submit the 1982-83 Operating Budget to the Board of Regents at the quarterly meeting in April. Meeting this deadline will depend in part on the date the appropriations bill becomes law. You will be kept informed about the progress of the budget planning.

**RANK AND PROMOTION POLICY**

At the January 30 meeting of the Board of Regents, a new policy on faculty rank and promotion was adopted. As stated in the policy, rank is granted on the basis of academic qualifications, years' experience, and demonstrated achievement.

Exceptions may be granted if the candidate shows exceptional credentials based on (1) academic qualifications; (2) experience; or (3) demonstrated achievement in teaching effectiveness, research/creative activity, and university/public service. Each academic department has the responsibility of drafting specific criteria for determining what constitutes "demonstrated achievement."

**Faculty Grievance Procedure**

The Board of Regents also adopted a new policy on Faculty Grievance Procedure. It is established to allow a faculty member to present a grievance, without fear of reprisal, and have it considered in an expeditious and orderly process. Every effort should be made to settle complaints informally. If there is need to pursue the grievance, it should be filed at the nearest administrative level within 30 days of the alleged occurrence.

The President shall appoint an Advisory Committee on Faculty Grievance to hear such complaints. It will be the role of the Committee to recommend appropriate responses to the President, with the decision of the President being final. Each case, its history, and the final disposition shall be part of an annual report submitted by the President to the Board of Regents.

**Board of Regents Recap**

In other actions, the Board of Regents approved three degree program recommendations from the Academic Council. The new programs include a Master of Public Service option in Environmental Science, an undergraduate option in the Biological Sciences under the major program in Biology, and a minor in Art History.

In addition, the Board approved the suspension of a Master of Arts Program in Economics and of a Master of Science Program in Physics, changes in requirements for the Major in Information Systems, and a change in the name and requirements of the Major in Office Administration to a Major in Administrative Support Management.

The Board also approved the Council on Higher Education's desegregation plan compiled for the U.S. Office of Civil Rights. The plan does not call for any immediate changes at WKU, but the Board endorsed the plan and pledged its support of the stated goals.

“As an employer and educational institution, Western is deeply committed to compliance with the intent and spirit of laws and regulations prohibiting discrimination because of age, sex, handicapped status, veteran status, race, color, religion and national origin,” said Jim Tornes, director of personnel and affirmative action officer.

**Academic Retreat**

Academic department heads met at Barren River Lodge Feb. 11-12. Participants discussed the need to continue emphasizing quality programs to recruit and retain top students.

University Attorney Bill Bivin addressed legal concerns including documentation, tenure, definition of fiscal emergency, legal counsel, program priorities and current legal issues, and decisions relating to University affairs.

Response to this first retreat for department heads was generally very favorable, and subsequent sessions may include topics such as promotion policy and related management issues.

**Spring Vacation**

Classes will be dismissed and (continued)