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UA3/6/7 Update - May

WKU President's Office

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• A BRIEF REVIEW OF 1981-82

This has not been an easy year for anyone in Kentucky higher education. I believe we have avoided disaster through cooperation with several other institutions and by help from some courageous legislators and the Governor. The struggle is far from over, but we need to pause to note some of the gains for Western this year.

We will avoid additional reductions in personnel unless the state has another decline in revenue or the Council forces us to eliminate some major programs. I think neither is likely to happen in 1982-83. The program changes Western made last fall have permitted us to avoid any traumatic changes this spring and, at the same time, shift some resources in the new budget to high growth programs.

I am pleased to report that the highest increases in salaries in both dollar amount and percentage of increase have gone to faculty members as a result of our emphasis on faculty and staff salaries. Several faculty members received larger dollar increases than administrators. Careful review and documentation were required for each major merit increase for faculty, staff, or administrator. Despite the general economic conditions, we made some major gains in salaries.

Kentucky media have reported a variety of percentages of increases in salaries at other state universities. Northern Kentucky University seems to have been given the greatest increase, and I am trying to verify the exact amount. That should be the case because of the percentage increase recommended for them by the Council. Remember the legislative struggle we had over this issue. Western distributed a salary pool of funds in the total amount of 7.5 percent. Personnel performing at an acceptable level received 5.5 percent plus 1.5 percent in merit funds were distributed to each vice president for allocation to budget units. In addition, another half of a percent was provided to fund salary increases that resulted from a promotion.

I am not satisfied with the size of our appropriation. I fought for more. On the other hand, we cannot ignore what is happening to workers in American industry. Many are losing jobs and others are accepting salary reductions rather than lose employment. At Western we are trying to anticipate change and plan accordingly. A special committee is studying current policies on financial emergencies or program changes. Another committee is developing a system for evaluating academic administrators. The steering committee for Western's development of a Self-Study Report prior to reaccreditation will be appointed this week. Numerous faculty, staff, students, and administrators will be directly involved in this major effort to assess the university's quality and plan for the future.

In the search for funds, some people comment to me about the money spent on intercollegiate athletics. That is an issue which is directly affected by the policy of Western's Board of Regents. After careful review, the Board decided to continue competition at the I-AA level with 65 grants-in-aid for two more years awaiting further policy decisions by the NCAA.

In my opinion, every effort has to be made to eliminate deficits in athletics. The women's program and all sports except football and men's basketball generate no revenue. Our only sources of income are ticket sales and television fees in football, men's basketball, and through gifts to the university. Special activities are under way now to generate a higher level of income for 1982-83. If these efforts fail to narrow the deficit, the Board will have to consider some major revisions in current policy.

Life at Western is not perfect. Each of us must continue to improve the area we know best. Not all our publics believe that our personnel work hard or merit significant increases in state funding. Higher education is not well understood or respected by many who should be friends of education. I am often disappointed by the lack of aspiration among Kentucky young people. Until students with potential make higher education a part of their plans for the future or are inspired to do so by us, the state will continue to lose an important resource through apathy and neglect. Since questioning of higher education is likely to continue, we will have to learn to live with scrutiny and some disappointments. Our job, as many of you have shown, is to perform at the highest professional level possible. The classroom is our showcase. If we neglect it or fail to share our research knowledge in it, we will likely receive only token support from society. I believe in the value of education and in Western's ability to make a difference.
• OPERATING BUDGET APPROVED

The Board of Regents approved the 1982-83 Operating Budget at its meeting on April 24. The budget totals $55,942,544, an increase of $3,386,796 over the current year. The new funds came from an increase in state appropriation of $1,839,000, $1,000,000 in additional revenue from registration, an increase in residence hall rates of $300,000, and the balance from several other categories.

The largest expenditure in the budget is for personnel compensation. The increases in salaries and wages amounted to $1,847,000 with an additional $470,000 required for fringe benefits costs.

In keeping with existing practice, a list of salaries for 1982-83 is at the reference desk in the library. Employees will benefit from House Bill 411 enacted by the 1982 General Assembly. Under the provisions of this legislation, the contribution made by the employee to the retirement system will be sheltered from state and federal income taxes.

The cost of utilities will increase by $328,000 over the current year. Limited increases were made in the library book budget, graduate assistantships, and faculty travel.

• FACULTY MEMBERS GRANTED TENURE

The Board of Regents granted tenure to the following faculty members during its regular quarterly meeting last week: Dr. Joel Philhorns, accounting; Dr. William Davis, economics; Dr. J. Michael Morgan, economics; Dr. Arthur C. Gudikunst, finance and quantitative business analysis; Dr. Lawrence K. Finley, management and marketing; Mr. Brian Sullivan, management and marketing; Dr. William Traugott, educational leadership; Mr. H. Jackson Neil, educational services; Dr. Alvin A. Bedel, agriculture; Dr. Laurence Boucher, chemistry; Mrs. Kay P. Carr, nursing; Dr. Mary E. Hazzard, nursing; Dr. Michael Klein, art; Dr. Ronald Eckard, English; Mrs. Frances A. Fields, English; Mr. James Ausenbaugh, journalism; and Mrs. Sylvia Kersenbaum, music.

Faculty receiving promotions and their new rank are: Mr. Ronald Dunn, assistant professor, physical education and recreation; Dr. William F. Pfohl, associate professor, psychology; Mrs. Mary Crisp, associate professor, Dr. Brian E. Enright, associate professor, Mrs. Juanita Hire, associate professor, and Dr. Robert Panchyshyn, professor, teacher education; Mr. Charles E. Anderson, assistant professor, Dr. David M. Coffey, associate professor, and Dr. Robert M. Schneider, professor, agriculture; Mrs. Irene Erskine, associate professor, Dr. Blaine Ferrell, associate professor, and Dr. Martin R. Houston, professor, biology; Dr. Norman W. Hunter, professor, and Dr. Lowell W. Shank, professor, chemistry; Dr. Nicholas C. Crawford, professor, geography and geology; Dr. Jimmie O. Price, professor, and Dr. Fred E. West, associate professor, health and safety; Mr. Robert L. Baxter, associate professor, Industrial and engineering technology; Mr. Joseph G. Fulmer, assistant professor, and Dr. Larry Winn, professor, communication and theatre; Mr. Harry Allen, assistant professor, and Mr. James Ausenbaugh, associate professor, journalism; Mr. David Kelsey, assistant professor, music; Mrs. Nancy Baird, associate professor, Mrs. Constance L. Foster, assistant professor, Mrs. Nelda Sims, assistant professor, Ms. Evelyn Thurman, associate professor, and Mr. Robert Turek, assistant professor, library services; Dr. Edward L. Counts, associate professor, Ms. Barbara Dubczak, instructor, Mr. Roger D. Hall, instructor, Mr. Samuel Litzinger, instructor, Mr. James N. Morgese, assistant professor, Mr. Stephen Pulillam, instructor, Mr. Mark Vogelzang, instructor, and Mr. William T. White, instructor, media services.

• INSTRUCTIONS FOR FACULTY AND STAFF PARTICIPATING IN GRADUATION EXERCISES

Graduation is scheduled for 10 a.m., Saturday, May 8, in the E.A. Diddle Arena. Dr. Faye Robinson, who will be coordinating the faculty and staff professional, has requested that participants assemble in the Auxiliary Gym in Diddle Arena. Participants are requested to be in academic regalia and in line by 9:45 a.m. Those in the line of march are requested to follow the marshals, since they will indicate the route and the proper seating arrangement.

Faculty and administrative staff will find it helpful to arrive on campus early to avoid parking and traffic problems caused by the large crowd expected for commencement.