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UA3/6/7 Update - December

WKU President's Office

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Western Kentucky University
for the faculty and staff of
a publication of news and information

Update

December 7, 1982

From the President

Western is too fine a university to let that become a part of the evaluation process.

• FUNDS FOR SPECIAL PROJECTS

Thanks to the generosity of numerous donors to Western's development funds, over \$11,000 was distributed in October to faculty and students for special projects. Approximately \$12,000

more will be allocated to projects submitted for consideration in December.

The President's Advisory Committee conducts a final review of all projects previously ranked by administrators in the appropriate units. The next deadline for proposing innovative activities to improve instruction, research, or student life is March 1, 1983.

Update

• HIGH SCHOOL VISITATION

Developing and maintaining relations with elementary and secondary schools are important activities for faculty and staff. Many faculty and staff visit schools on a regular basis. I have visited in the following high schools this fall:

- Ballard (Jefferson County)
- Jeffersontown (Jefferson County)
- Logan County
- Male (Jefferson County)
- Russellville
- Warren Central
- Warren East

It is my intention to visit additional schools this year. I also appreciate the efforts faculty and staff are making in this aspect of friendship with high schools.

• FORMULA FUNDING

In May of 1982 I began meeting with a task force to study formula funding. The other members are Dr. William Buckman, Dr. Paul B. Cook, Mrs. Cecile Garmon, and Dr. Jerry Rust. The group has studied formula

information from other states. Information considered by the Formula Study Committee and the Steering Committee has been reviewed by the Task Force. Dr. Cook has represented the University on the Study Committee, and I serve on the Steering Committee. The Study Committee has completed most of its work. The Steering Committee is scheduled to meet on December 15 to consider the latest version of the proposed formula.

The staff of the Council on Higher Education is revising the latest version of the proposed formula. The revisions are based, in part, on the reactions of the Steering Committee and discussions with the presidents of each of the institutions. The executive officers and I met with Edward Carter and Gary Faulkner of the Council staff. We expressed our views regarding the proposed formula.

The Task Force will conduct two information sessions on formula funding for everyone who wishes to attend prior to the holidays. The sessions are scheduled for

- 3 p.m., December 9, Auditorium, College of Education

(continued)

Update

- 2 p.m., December 10, Room 103, Garrett Conference Center

Additional sessions may be scheduled in early January. The Council will hold hearings on the proposed formula early in 1983.

• FACULTY SALARIES

The Council on Higher Education staff has recently distributed information on average faculty salaries for 1981-82. The average salaries of all ranks for the eight public institutions are shown below:

Eastern	\$23,098
Kentucky State	20,653
Morehead	22,174
Murray	22,435
Northern	25,562 ¹
U of K	28,024 ²
U of L	25,974 ²
Western	23,732

¹Includes law faculty salaries

²Includes all faculty salaries but medical

• BOARD CONFERENCE

I will meet with the members of the Board of Regents on December 10 and 11. The informal meeting will be in Owensboro. It

will provide me an opportunity to give the members information on a number of items.

I plan to brief the group on formula funding and the status of the proposed formula for 1984-86. Some time will be devoted to planning.

• BOARD ACTIONS

The Board of Regents held its quarterly meeting on November 13, 1982. The Board reorganized for 1983. Joe Bill Campbell and Joe Iracane were reelected chairman and vice chairman respectively.

The recommendation to establish a Department of Computer Science in Ogden College was approved. Authorization was given for the President to explore the possibilities of the University's purchasing the bookstore and laundry from the College Heights Foundation. I will be working with staff members in exploring the feasibility of such an acquisition. If it is deemed feasible to make the acquisition, Board approval will be required.

The 1981-82 Annual Financial Report by James R. Meany and Associates was approved. The Financial Report included a proposal to distribute up to \$500,000 in fund balances. The funds could be used for equipment, capital outlay, and other nonrecurring expenditures. The distribution of any of the fund balance will be delayed

until the financial picture for the current year is clarified. It appears that revenue from student registration fees for 1982-83 will be less than the budget projection. We have been tentatively advised that the state appropriation for 1982-83 may be reduced. In light of these developments, it seems prudent to reserve fund balances until the spring semester.

The Athletics Committee met on November 27. The following is a summary of the action taken by the committee at the request of Coach Jimmy Feix:

- Add one full-time coach. (To achieve parity with other Kentucky Division I-AA football programs.)
- Release assistant coaches from teaching. (Coach Gilbert and Coach Feix will continue to teach.)
- Increase grants-in-aid from 65 to 70.

In addition, the committee voted to go on record as committed to Division I-AA football. The committee will recommend Board approval of these items at the meeting on January 29, 1982.

• FACULTY AND ADMINISTRATOR EVALUATIONS

Harold I. Goodwin and Edwin R. Smith, writing in their

book on faculty and administrator evaluation, say, "Formal evaluation of administrators and faculty is a difficult job not only because of the diverse nature of different jobs, but because evaluations ought to point the way to improved performance."

Evaluation should have a constructive element that receives greater emphasis than the hostility element. I think Western's faculty and administrators are growing in their understanding of the process, but we still have several misconceptions about responsibility for administering and interpreting evaluations. I have asked Dr. James Davis to continue working with departments and colleges to refine and improve the faculty evaluation procedures. The process of evaluating administrators has been resubmitted to the drafting committee for their review following a discussion of their proposal by the Faculty Senate.

The university has statutory rules and policies that it must follow in employing, evaluating, or terminating any employee. Several comments I have heard or read show a considerable lack of information about those policies. We want to develop a policy that is in accordance with state and federal laws and in accordance with Board of Regents policies. We also want a policy that encourages excellence and discourages unprofessional comments or personal attacks.