MINUTES
FACULTY SENATE
WESTERN KENTUCKY UNIVERSITY
MARCH 10, 1977

The regular March meeting of the Faculty Senate was called to order by the Chairperson, Dr. Phil Constans, at 3:10 p.m. on Thursday March 10, 1977.

I. Roll Call
Absent:
- Sherry Cox
- Del Hayden
- Jeff Caskey
- William Shanklin
- Robert Panchyshyn
- Archie Laman
- Richard Greer
- Phil Duff
- Tom Watson
- Charles Morse
- Ken Clarke
- William Leonard
- J. Wayne Miller
- Mary Ellen Miller
- Don Tuck

II. Minutes of the February 10 were accepted with the correction of Senator Wallace's name.

III. Committee Reports:

Executive Committee: Senator Thomason reported that the data from the faculty survey has been tabulated. The executive has requested the By-Laws, Amendments and Elections committee to prepare an amendment to cover committee structure and length of service of non senate faculty members on standing and ad hoc committees.

By-Laws, Amendments and Elections: Senator L. Wallace reported that the committee was preparing election rules for the election of the Faculty Regent and that By-Laws IV and V are being worked on.

It was moved and seconded that Proposed By-Law II (See attachment A) be accepted. Motion Carried.

Faculty Status and Welfare Committee: Senator Parks presented some slides showing samples of data gathered by his committee. Senator Parks suggested that his committee be allowed to make a written report to the faculty presenting the findings of his committee.

Senator William Meadors reported that his sub committee was working on Hospitalization Insurance and Retirement.

Senator Stan Cook reported that his sub committee is looking into Liability Insurance.

It was moved and seconded that the request (See Attachment B) from Senator Parks be approved. Motion carried.
Administrator Selection and Retention Committee: Senator Shadowen presented his committee's report (see attachment C).

Senator Thomason moved to amend paragraph three by deleting "or Vice-president for Academic Affairs". Seconded by Senator Krenzin. Motion carried.

Senator Thomason moved to send paragraph three as amended to the By-Laws Amendments and Elections Committee. Seconded by Senator Bailey. Motion carried.

Senator Thomason moved to add paragraph 1 from attachment D concerning the Vice-President of Academic Affairs following paragraph 3 of the original committee report and that this paragraph be referred to the committee on By-Laws, Amendments and Elections Committee. Seconded by Senator Coakley. Motion Carried.

Senator Burt moved that the portions of both reports (Attachment C & D) concerning College Deans and Department Heads be referred back to the committee. Seconded by Senator Evans. Motion carried.

New Business:

Senator T. Jones moved that we accept the resignation of Senator William Shanklin. Seconded by Senator Burt. Motion Carried.

A resolution from Senator Thomason (Attachment E) concerning reduced teaching load for the Faculty Regent. The Senate approved the resolution and suggested it be forwarded to the President for his consideration.

Meeting Adjourned
Proposed By-Law II. Amendments. A proposed amendment to the Faculty Senate Constitution must be submitted in writing to the By-Laws, Amendments, and Elections Committee. The By-Laws, Amendments, and Elections Committee shall forward the proposal, together with committee recommendations, to the Executive Committee for placement on the agenda of the next meeting of the Faculty Senate.

If disapproved by a majority of the voting members of the By-Laws, Amendments, and Elections Committee, the proposed amendment shall, upon written request of at least ten (10) members of the Faculty Senate, be submitted to the membership in the manner specified by Constitution, Article VI.
The Senate Committee on Faculty Status and Welfare recommends that academic personnel policies and procedures be organized and supported with sufficient resources to take full advantage of the capabilities of modern data processing equipment and develop information about such personnel. We recognize that in the use of data processing equipment garbage in gives garbage out. We recommend that a major effort be made to collect, verify, and enter items of personnel data into a system capable of yielding the information required. We recommend that at least once a year a person's personnel record (along with a set guideline) be sent to that person for verification and updating and then returned to the appropriate office for updating. After each yearly update the change should be reverified until a correct record is established.

The following are needed:

1. A documented academic personnel classification system.
2. A set of procedures that will collect, verify, and maintain those items of data inherent in the classification system, i.e., a set of procedures that will keep all information accurate and up-to-date that goes into the classification system. For example items of data that should be collected are:
   a. rank
   b. degrees
   c. date degrees granted
   d. experience by category
   e. salary
   f. birthdate
   g. assignments (depts., colleges, etc. first, second, . . .)
   h. status (part, full time, sabbatical, etc.)
   i. normal teaching load
   j. graduate faculty status
   k. committee assignment
   l. contract status
   m. sex
   n. promotion dates
   o. addresses and phone numbers
3. Specified reports and reporting dates
   a. know what kind of information you wish to have
   b. know when you want the information
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The Committee on Administrator Selection and Retention recommends that the Faculty Senate consider the following proposals.

There shall be periodic votes of confidence in the President, Vice-president for Academic Affairs, College Deans, and Department Heads conducted by the Faculty Senate. The vote shall be by secret ballot and shall indicate whether the faculty member favors retention, is opposed to retention, or is indifferent about retention.

A vote of faculty confidence in the President shall be conducted by the Faculty Senate nine months prior to expiration of the President's term of office, and the results shall be presented to the President and to the Board of Regents. A vote of faculty confidence in the Vice-president for Academic Affairs shall be conducted every three years, and the results shall be presented to the Vice-president, the President, and the Board of Regents.

When a vacancy occurs in the office of President or Vice-president for Academic Affairs, the Chairperson of the Faculty Senate shall call for a caucus of the senators of each college to elect one senator from each college to serve on a Faculty Advisory Committee. The Faculty Senate shall recommend to the President and to the Board of Regents that the Faculty Advisory Committee have access to all applicant materials for the positions. The Committee shall advise the President and the Board of its preferences for these positions.

There shall be a vote of confidence in the College Dean every three years by the faculty of each college. The Dean of the college shall not be reappointed as Dean if opposed by a simple majority of the faculty of the entire college. If the College Dean is opposed by a majority of the faculty or does not wish to serve again or is not reappointed, the Vice-president shall initiate a search for a successor. A Search Committee, comprised of one faculty member elected by each department in the college, shall review applicant materials and inform the Vice-president of its preferences for the position. The Vice-president shall submit his recommendation, along with those of the Search Committee, to the President.

There shall be a vote of confidence in the Department Head by department members every three years. The Department Head shall not be reappointed to that position if opposed by a simple majority of the entire department faculty. If the Department Head is opposed by a majority of the department faculty or does not wish to serve again or is not reappointed, the College Dean shall initiate a search for a successor. The department faculty, working within budgetary constraints, shall recommend a slate of three candidates. The College Dean shall recommend to the Vice-president his selection from the slate submitted by the department faculty.
Rationale: At the present time there is no meaningful Faculty involvement in the selection process of administrative personnel. The Faculty Senate Committee on Administrator Selection and Retention has concluded that the Faculty Senate should develop procedures whereby the advice of the faculty can be offered in filling these positions that are of such vital concern to the academic program and to the welfare of the faculty. We are aware that by Kentucky statute it is the duty and responsibility of the Board of Regents to select the President, and the President selects the Vice-president of Academic Affairs with board approval. The recommendations being offered concerning these two positions are made in an attempt to establish a systematic method whereby the Faculty Senate may function in an advisory capacity.

We strongly concur in the belief that a College Dean or Department Head who does not have the confidence of a majority of the faculty under his supervision can not effectively promote the academic program of the university. An atmosphere of mutual respect and responsibility can only strengthen the university and its academic mission.
SUBSTITUTE AND ADDITIONAL PROPOSALS FOR THE REPORT OF THE COMMITTEE ON ADMINISTRATOR SELECTION AND RETENTION

Subject: A vacancy in the office of the Vice President for Academic Affairs

New Proposal: "When a vacancy occurs or is to occur in the office of Vice President for Academic Affairs, the Chairperson of the Faculty Senate shall call for a caucus of the Senators of each college to elect one Senator from each college to serve on a Faculty Advisory Committee. The Faculty Senate will recommend to the President that the Faculty Advisory Committee have access to all applicant materials for the position. The Committee shall advise the President as to its preferences for this position."

Subject: A vote of confidence in the College Dean

Proposed substitute paragraphs: "There shall be a vote of confidence in the College Dean every three years by the faculty of each college and the Faculty Senate will inform the President as to the results of the vote. If the Dean is opposed by the vote of at least a 3/5 majority of the entire faculty of the college, the Senate will recommend to the President that the Dean not be reappointed as Dean.

"When a vacancy occurs or is to occur in a college Deanship, the Vice President for Academic Affairs will initiate a search for a successor. A Search Committee, composed of one faculty member elected by each department of the college, will review applicant materials and inform the Vice President of its preferences for the position. The Vice President shall then submit his recommendation, along with those of the Search Committee, to the President."

Subject: A vote of confidence in the Department Head

Proposed substitute paragraphs: "There shall be a vote of confidence in the Department Head by department members every three years and the Faculty Senate will inform the President and the Dean of the college as to the results of the vote. If the Department Head is opposed by the vote of a majority of the entire department faculty, the Senate will recommend to the President and the Dean that the Department Head not be reappointed to that position.

"When a vacancy occurs or is to occur in a Headship, the College Dean will initiate a search for a successor. The department faculty, working within budgetary constraints, will recommend a slate of three candidates. The College Dean will then recommend to the President the Dean's selection from the slate submitted by the department faculty."
Subject: Implementation of the proposals

New Proposal: "Voting as to the Office of the President will occur as designated above. Voting as to the Vice President for Academic Affairs, the Deans of the several colleges, and all Department Heads will take place on a staggered schedule as follows:

Department Heads in (1976?) and every three years thereafter.

Deans in (1979?) and every three years thereafter.

The Vice President for Academic Affairs in (1980?) and every three years thereafter."
PROPOSED RESOLUTION OF THE FACULTY SENATE

Whereas, the General Assembly of the Commonwealth created the office of Faculty Regent, an office which has the same duties and general powers as are assigned to all members of University Boards of Regents by the statutes of the Commonwealth; and

Whereas in actual practice these duties obligate the Faculty Regent to study numerous documents, reports, and other materials; to serve on committees of the Board of Regents; to become familiar with all aspects of University life; to attend a wide variety of University affairs and functions; to talk with and consult frequently members of the faculty, the student body, the University administration, and the other members of the Board of Regents; and to do other things in (his) (her) capacity as the Faculty Regent; and

Whereas to perform these duties, responsibilities, and activities satisfactorily, and to represent and express the interests of the faculty to the best effect, the Faculty Regent must allocate a significant proportion of (his) (her) time, energies, and attention to them;

Therefore, the Faculty Senate urges and recommends that, beginning with the term of office of the Faculty Regent who is elected in 1977, the position of Faculty Regent then and thereafter provide for its occupant a three hour reduction in the course load which that person otherwise would be assigned each semester, and the Vice President for Academic Affairs is requested to so direct.