New Senate Elects Officers

At its first meeting, on April 24, Senate VIII elected the following officers:

- Chair: Thomas Coohill
- Vice-Chair: John Parker
- Secretary: Helen Crocker
- Parliamentarian: Joan Krenzin
- COSFL Representative: Harry Robe
- COSFL Alternates: Edmund Hegeman, Charles Crume

Faculty Salary Study Presented

The Faculty Status and Welfare Committee has prepared the following four studies:

1. A survey of faculty salaries by discipline and rank at 21 universities,
2. A study of salaries by rank at Western,
3. A study of salaries by rank within each department at Western,
4. A survey of salary by institution, rank, and sex at 36 universities
   (based on data from the February 8 issue of the Chronicle of Higher Education).

If you are interested in perusing this information, contact your local senator.

1984-85 Salary Increases: Across the Board vs. Merit

Based on reports that administrators are considering allocating faculty salary increases for the 1984-85 academic year based on merit alone, a Robe/Otto motion was presented in order to gauge the Senate's sentiments that all faculty increases be "across-the-board raises on all available money."

President Zacharias offered some insight on this circumstance, stating that as the Governor's budget was not approved (the Assembly wrote its own), we have an unusual allocation method being employed this year. As of this writing, the guidelines for salary increases at Western are to be based on a 2% "new money" pool. The freedom for the distribution of this money lies with the vice-presidents. Some additional dollars will be generated next year with the 7% increase in tuition, although this money will not be available for salary increases as it must be used to cover anticipated increases in "fixed costs." The actual amount is unknown at this time, as it is dependent on the fall enrollment. However, $500,000 to $600,000 is anticipated. The 2% pool does not include promotion money.

After lengthy discussion as to the relative merits of merit pay and an across-the-board increase, the Senate voted 25 - 10 in favor of an across-the-board increase.

President Sensitive to Salary Problems

President Zacharias, at the April 12 meeting of the Senate, stated that he is sensitive to the salary problems confronting Western, and that he has worked, and is working, hard to get more salary money. He said that his most difficult task is to recruit good faculty, and that he finds it personally insulting to be able to offer them only a 2% raise. He assured the Senate that he would continue to fight this issue in the future. However, he warned that there is a deep rooted sentiment in the state that higher education does not need any more money. In fact, many believe that we should take a decrease. The legislators keep hearing NO NEW TAXES from the public - the consensus being that we
are overpaid! These are the attitudes we are dealing with, and we have to get the attention of the state. In closing, he asked for our help as we prepare for the next legislative session.

More on Evaluations of Administrators

Senator Howe reports that, based on responses to a questionnaire sent out by the Professional Responsibilities and Concerns Committee, faculty members and administrators appear to be satisfied, on the whole, with the procedure. One administrator commented that, "While I would have preferred higher ratings, the faculty took no apparent cheap shots."

However, many people thought that too few administrators were evaluated, and strongly suggested that the President, as well as the Associate and Assistant Vice-Presidents and Deans (and several other functionaries), should be evaluated. A number of faculty members were concerned that the questions were "organization oriented," and did not address "employer-employee" relations.

More on Evaluations of Faculty Members

Senator Howe also reports that the ad hoc committee appointed by Vice-President Davis to review the Purdue Cafeteria-Plan Faculty Evaluations has made its report and recommends:

1. That we continue to use this evaluation,
2. That each department select its own group of cafeteria and core items,
3. That instruction be provided to faculty and administrators on the use and abuse of student critiques,
4. That reliability and validity studies be conducted.

Political Activities

Senator Robe has pointed out that, although newspaper reports have indicated that all state employees will receive a 2% increase in their 1984-85 salaries, Human Resources and Higher Education will actually receive something closer to 1.5%. For Western, this comes to about $630,000 (as reported by President Zacharias in Update).

Faculty Regent Mary Ellen Miller says that now is the time to begin work if we hope to have any influence on next year's political events. We must make the candidates in the upcoming primary elections aware of our concerns and plight. Waiting until the candidate is elected is usually too late, especially if we must re-shape his opinions.

An open letter to Representative Richards is being circulated voicing sentiments regarding his actions (inactions?) as leader of the Assembly's Education Committee. Anyone wishing to read this letter and add his/her signature should contact Mary Ellen Miller.

Two actions taken by the Legislature are:

1. $900,000 was allocated for the Freedom Hall entrance (compared to $630,000 for WKU),
2. English was approved as the official language of Kentucky!

Jody Richards Adresses Senate

At the April 24 meeting, Representative Jody Richards spoke to the Faculty Senate about his involvement with educational issues in past years, and especially in the last session. He said that legislators, in general, are not aware of how paltry our salaries are, that many legislators think we make too much money now, and that things will not get any better

* It is rumored in the Legislature that some faculty wives are able to afford a second dress.
until we work with other University faculties across the state and come up with some kind of plan. Representative Richards told the Senate that we need to keep legislators informed about our situation, and that we don't. Public school teachers meet with him nearly every weekend, he said, and over the years that has an effect; but neither the Chair of Western's Faculty Senate nor Western's Faculty Regent has talked to him during this session. He added that he is willing to meet with us here and talk about any subject, but that he had never heretofore been invited to Western. Richards said that he does all he can for higher education, but that he can't do it alone: we should encourage our alumni throughout the state to talk to their legislators on behalf of higher education.

E. Alford, T. Coohill, P. Trutty-Coohill, E. Dorman