MEETING SUMMARY

Since the senate was scheduled to discuss athletics as its special theme for the October 11 meeting, committee reports were all commendably brief.

Academic Affairs

Edmund Hegen (ESTB 434, 4555) announced that his committee will be studying released time and associated concerns at its future meetings. This issue includes such matters as the proposed revision of graduate faculty membership guidelines, the kinds of research and public service deserving university support, the form that support should take, and how the plums should be awarded. Anyone having ideas or information in these areas is encouraged to contact Ed, who will pass them along to his committee.

Committee on Committees

Joan Krenzin announced that Ed Dorman and Burt Feintuch were selected from her committee's suggested list to be new members of the Library Advisory Committee.

COSFL

Harry Robe reported on the latest COSFL meeting, where he was elected president of the organization. With the exception of Morehead, faculty morale around the state appears to be at a low ebb. Everyone is concerned about money, causing the Louisville faculty to go so far as to learn to read the university budget. Predictably, they were appalled at much of what they found there. They are equally upset about merger plans for UL and UK, feeling that they will become a mere satellite of the Lexington campus.

COSFL plans to closely monitor state legislative hearings on higher education. Its next meeting will be at Western on the 20th at 11:30, probably in the Downing Executive Room, and Jody Richards will be there to discuss the political climate in Frankfort. A November 16-17 AAUP/COSFL conference at UK will also give interested faculty a chance to talk to and hear from Senator Maloney, a prominent legislative axe-wielder. Harry has the
agenda and other details and welcomes your interest (2698).

Executive Committee

Responding to the senate with regard to the faculty's wish to evaluate more administrators, President Zacharias professed himself willing to see assistant and associate deans evaluated, but not presently willing to be evaluated by the faculty himself. Evaluating the president, he maintains, is the sole prerogative of the Board of Regents, who may or may not choose to use faculty opinion in their proceedings.

Professional Responsibilities and Concerns

Margaret Howe said her committee will be studying two faculty concerns this month: academic scholarships, and affirmative action (concerning which see the special statement from Margaret later in this newsletter).

She also reported a somewhat nebulous set of results concerning the senate's questions about the Purdue Cafeteria evaluation. President Zacharias and Vice President Haynes want to continue Purdue, but they feel that each department should have its own core of items especially relevant to its mission and circumstances. What is not yet clear is whether these departmental core items would serve in addition to or instead of the present university-wide core questions. Margaret will try to get this uncertainty resolved before the next senate meeting.

The senate had also been troubled about the use to which administrators put the Purdue evaluations. Jay Sloan will hold a series of workshops for administrators, explaining the limits of this evaluation system and what if any inferences about faculty performance its results will legitimately support.

Status and Welfare

Barry Brunson reported that his committee's Consumer Price Index survey will be ready soon. He also said that the advantages and disadvantages to faculty of collecting their pay over a nine-month rather than a twelve-month period are presently under study.

The TV Station

Vice President Haynes reported that plans to expend advance money in pursuit of a television license have been cancelled, although the university has asked the FCC not to shut the door completely on the possibility that Western will someday have its own station. In the meantime, the university already has an option on
a local channel and may cooperate with KET on programming for
this channel. When and if the university goes beyond that level
of involvement, it will be on the basis of outside money. For
now, Western has decided not to spend its own funds to establish
or operate a TV station of its own.

New Business

In Praise of Nick Crawford

Like everyone else at Western, Barry Brunson was impressed by the
service Nick Crawford performed for the local community in this
summer's toxic leak alarm. Barry presented and the senate
unanimously adopted this resolution:

The Western Kentucky University Faculty Senate recognizes Dr.
Nick Crawford of the Department of Geography and Geology for
exemplary public service. Without his persistent and selfless
efforts, a potentially toxic and explosive situation in the
Forest Park neighborhood likely would have been ignored by
the appropriate government agencies, with possibly tragic
consequences. His actions represent the highest standards of
professional responsibility and concern for the public
welfare.

In Disparagement of Football

While Nick Crawford (very probably) was getting a 2% raise last
year, Western's football spending was up 16%, an increase that
came hot on the heels of a 50% raise the year before. Numbers
like these have several faculty members mildly upset. Athletics
were the theme for this meeting of the senate, but very few
fireworks went off--mainly because nobody spoke in favor of
Western's current level of athletic spending or the way it is
financed. (See the attached athletics budget.)

The case against was put mainly by non-senator Gene Evans, who
shed his natural diffidence for the occasion and entertained the
body with an anecdotal history of athletic abuses during the past
hundred years. Gene is opposed to Western's attempt to become a
big-time football power and objects to the way football deficits
have been funded, mainly through mandatory student fees and
inroads on the general budget of the university.

Gene's proposal when it came was surprisingly temperate. Its
provisions:
1. The Faculty Senate opposes further increases in the university athletic budget so long as such increases are opportunity costs for [i.e., come at the expense of] academic programs.

2. The Faculty Senate urges the Board of Regents to reconsider its policy on athletics and redirect its efforts toward enhancing the academic quality of the university.

3. The Faculty Senate authorizes that these views be transmitted to President Zacharias and the Board of Regents.

President Zacharias spoke next and agreed with everything Dr. Evans had said. The President is equally concerned about excessive athletic spending and has tried to curtail it, initially with some success. But he got little support at the time and was, it appears, as disappointed as anyone when the Board decided to give Coach Feix the support he said was necessary to turn the football program around. That was the year, 1983/84, when the football budget ballooned to well over half a million dollars. The new money reflected Feix' request that football scholarships increase and that the coaches be excused from their teaching duties.

In short, the President also has reason to be displeased with the present state of affairs. But at the same time he wanted to point out that Western is still third in the state in average faculty compensation and spends a larger percentage of its budget on instruction than any other state institution.

Senator Coohill next argued that the net effect of large, visible athletic programs has been to lower the reputation of higher education, not to enhance it. Athletic scandals and public cynicism about amateur competition in the major sports have left the idea of a university deeply tainted. It would be better and more effective, in his view, to concentrate our efforts on academics and students, who according to polls are attracted by strong academic programs, not by sports achievements.

Finally, Bill Buckman pointed out that the debate really concerned football. Joining the Sunbelt was a move into major competition for basketball and perhaps a good one. But it is impossible for the football program to keep pace. Western will never be a major football power. Football deficits will persist and the return will continue to be very small. Eventually the legislature will rule that no state money can be used to support uneconomical athletic programs— as legislatures in other states have already done. Buckman also warned that athletic spending at
Western is often difficult to trace. He warned the senate to look beyond the official figures in its attempt to get a picture of the real situation; the official figures may not be complete.

The senate will continue to probe athletic spending through a subcommittee of Fiscal Affairs. Because this subcommittee will not be limited to senators, anyone who would like to be part of the investigation should contact the chair of Fiscal Affairs, David Lee (3841). David will appreciate any help he can get.

Meanwhile, as an interim measure, the senate unanimously passed the Gene Evans motion recorded above. It was made clear, however, that this plea for a stop to further increases may not be the senate's last word. As soon as a report is available from the subcommittee on athletic spending, the matter will be opened again.

Southern Hospitality

If you want to do research at Vanderbilt, take your checkbook and a note from your dean. Starting now, reading privileges at Vandy will require a library card. To get one, you must apply at the office of the Joint Libraries Director (between 9 AM and 4 PM, Monday through Friday) and present a) your Western ID and b) a note from your dean stating that it isn't a phony—that you really work here. If you want to take books out there's a step c: you have to pay $35 a month. Earl Wassom may have additional details. It would be good to check with him before you make the trip. Otherwise, you might come back without your shirt and/or blouse.

November's Theme

Next month's meeting (November 8 in the Regents' Room) will focus on special assignment time: how much is available for what and how it's parcelled out. Come if you can. There was a large gallery of athletophiles and athletophobes at the October meeting, and while they undoubtedly all left dissatisfied, they left with something to think about.
AFFIRMATIVE ACTION

These comments came from Margaret Howe, Philosophy and Religion:

What is Affirmative Action?
Or, Is Western EO/AAE?

A brief investigation this week produced the following information concerning the role of women in the upper echelons of Western's administrative hierarchy. Women feature in these positions as follows:

Central University Administration--none.
Deans--none.
Assistant and Associate Deans--none.
Department Heads--Mary Hazzard, Nursing
Ruby Meador, Allied Health

My question is simply this: do we have a policy at Western for attracting and retaining highly qualified women in administrative positions?

The only statement I seem to have heard is to the effect that we would GLADLY appoint women to these positions as they become vacant, but that suitable candidates are simply not presenting themselves. I would like to respond to that statement. My understanding of affirmative action is:

1. that we set goals for the institution in this respect--such as, "By the year 1990, we will have at least 5 women in line positions in central university administration, at least 2 woman deans, at least 10 woman department heads."
2. that we go out and look for such women and recruit them onto our staff at whatever salary it takes to get them.
3. that we develop a system for training women who are at present employed by Western and who have shown some aptitude in administrative tasks so that in a few years they will be ready for higher administrative positions. We could do this by creating positions for these women (assistant department head, assistant dean, etc.) and by nominating such women for national training programs which usually amount to a year's leave of absence with pay.

I deplore the present attitude which seems to be to sit back and see if anything happens while at the same time we are claiming to be Equal Opportunity/Affirmative Action Employers. Admittedly I have not studied the Chronicle of Higher Education on this issue,
nor am I fully acquainted with the situation in every institution across the country, nor do I have the time to devote to such investigation. I am just a mere woman faculty member asking for information.

YOUR NEWSLETTER

The next time you come across something your colleagues should know about, jot it down and send it to Joe Glaser, English, 3043. We want to keep the Newsletter a forum for faculty opinion and concerns, not just a record of senate proceedings.
### Annual Budgets

<table>
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<tr>
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<tr>
<td>Athletic Director</td>
<td>$76,810</td>
<td>$63,933</td>
<td>$115,113</td>
<td>$131,564</td>
<td>$163,874</td>
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<td>Football</td>
<td>$367,117</td>
<td>$391,546</td>
<td>$420,955</td>
<td>$420,767</td>
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<td>Basketball</td>
<td>$197,656</td>
<td>$212,784</td>
<td>$226,941</td>
<td>$257,172</td>
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<td>Baseball</td>
<td>$59,872</td>
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<td>$49,714</td>
<td>$59,362</td>
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<td>$94,790</td>
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<td>Track and Field - men</td>
<td>$73,299</td>
<td>$65,536</td>
<td>$49,208</td>
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<td>Tennis - men</td>
<td>$26,615</td>
<td>$27,762</td>
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<td>Golf - men</td>
<td>$26,158</td>
<td>$26,544</td>
<td>$25,175</td>
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<td>Athletic Trainer</td>
<td>$69,044</td>
<td>$67,893</td>
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<td>$92,775</td>
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<td>Swimming</td>
<td>$41,536</td>
<td>$43,593</td>
<td>$36,178</td>
<td>$36,920</td>
<td>$40,193</td>
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<td>Rifle Team</td>
<td>$11,358</td>
<td>$13,053</td>
<td>$12,478</td>
<td>$12,237</td>
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<td>Men's Coordinator</td>
<td>$2,068</td>
<td>$1,988</td>
<td>$1,728</td>
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<td>Women's Coordinator</td>
<td>$2,793</td>
<td>$2,982</td>
<td>$3,017</td>
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<td>$3,153</td>
<td>$3,138</td>
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<td>Basketball - women</td>
<td>$73,043</td>
<td>$97,740</td>
<td>$83,264</td>
<td>$103,782</td>
<td>$160,844</td>
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<td>Golf - women</td>
<td>$20,470</td>
<td>$22,430</td>
<td>$18,688</td>
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<td>Gymnastics</td>
<td>$21,780</td>
<td>$10,865</td>
<td>$9,764</td>
<td>$41,033</td>
<td>$42,863</td>
<td>$49,690</td>
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<tr>
<td>Tennis - women</td>
<td>$27,990</td>
<td>$29,406</td>
<td>$17,348</td>
<td>$17,609</td>
<td>$19,033</td>
<td>$19,473</td>
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<tr>
<td>Track and Field - women</td>
<td>$41,927</td>
<td>$48,703</td>
<td>$41,033</td>
<td>$42,863</td>
<td>$49,690</td>
<td>$48,586</td>
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<td>Soccer</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>$10,555</td>
<td>$13,455</td>
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<td>Volleyball</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>$5,830</td>
<td>$10,542</td>
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<td><strong>Total Athletic Budgets</strong></td>
<td><strong>$1,139,367</strong></td>
<td><strong>$1,183,207</strong></td>
<td><strong>$1,215,309</strong></td>
<td><strong>$1,307,023</strong></td>
<td><strong>$1,704,048</strong></td>
<td><strong>$1,940,004</strong></td>
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### Revenue

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<tr>
<td>Athletic Fees</td>
<td>$171,300</td>
<td>$256,000</td>
<td>$265,072</td>
<td>$268,125</td>
<td>$256,500</td>
<td>$249,500</td>
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<td>Basketball Receipts</td>
<td>$141,500</td>
<td>$187,500</td>
<td>$280,000</td>
<td>$267,000</td>
<td>$271,500</td>
<td>$271,500</td>
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<tr>
<td>Football Receipts</td>
<td>$98,500</td>
<td>$98,500</td>
<td>$148,000</td>
<td>$167,000</td>
<td>$105,000</td>
<td>$180,000</td>
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<tr>
<td>Hundred Club - Reimbursement</td>
<td>-</td>
<td>-</td>
<td>$35,500</td>
<td>$41,595</td>
<td>$47,706</td>
<td>$65,903</td>
</tr>
<tr>
<td>Other Receipts</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>$25,000</td>
<td>$25,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Fee Allocation</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>$256,500</td>
<td>$249,500</td>
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<tr>
<td>Sports Network</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>$8,000</td>
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<tr>
<td>Endowment Income</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>$1,660</td>
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<tr>
<td><strong>Total Athletic Revenue</strong></td>
<td><strong>$411,300</strong></td>
<td><strong>$512,000</strong></td>
<td><strong>$728,572</strong></td>
<td><strong>$768,720</strong></td>
<td><strong>$971,866</strong></td>
<td><strong>$1,054,403</strong></td>
</tr>
</tbody>
</table>

% of Revenue | .95 | 1.04 | 1.39 | 1.37 | 1.56 | 1.62 |

Difference Income/Revenue | ($728,236) | ($671,307) | ($496,737) | ($538,303) | ($732,182) | ($885,601) |

% of Athletic Budgets | 63.91 | 56.73 | 59.95 | 58.81 | 42.97 | 45.66 |

% of Total Budget | 1.69 | 1.37 | .93 | .96 | 1.17 | 1.36 |

**Total Budget** | **$43,210,990** | **$49,059,576** | **$52,555,748** | **$55,942,544** | **$62,333,064** | **$65,215,149** |

% Athletics of Total Budget | 2.64 | 2.41 | 2.31 | 2.34 | 2.73 | 2.97