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XV Volume 2
November 1991
From the Chair

The issue of General Education is still with us. By now General Education has been studied for so long, that most of us have forgotten what has been done and those of us who haven't probably wish we could! In order to refresh everyone's memory Carroll Wells has helpfully reviewed the history of the GE Task Force's work and what is being done currently.

At the September meeting of the Senate, I reported on the Board of Regents' concern with general education. (See Minutes of the meeting in this issue.) No resolution was passed by the Board, but in their discussion they indicated that this matter should be resolved. President Meredith conveyed their view to the faculty at the opening fall meeting.

The concern expressed both by the board and by President Meredith is appropriate, I think. As I indicated in my report to the Senate, the members of the Board are not interested in some particular solution; nor is the President for that matter. Their interest is that we get together and use our collective wisdom to come up with the best possible general education guidelines for Western students. In short, they are encouraging us to do our best, but the task is ours. This is how it should be.

The task is not easy. There are two kinds of difficulties. First, on the material side, there is the fact that knowledge has become fragmented into so many fields. Hence, some selection must be made, both in terms of skills and content areas. The selection must focus on what is fundamental for a sound education.

But what is fundamental? This question reveals the second, and greater, difficulty for us as a faculty. Not only are we subject to the usual tendency to protect our own turf, but the very characteristic that makes each of us an effective teacher--our commitment to our particular specialty--exacerbates the problem. To be really effective, each of us must believe that what we are teaching is of unique worth. Such dedication to one's own specialty is, however, precisely what must be put aside in considering general education guidelines. Instead, the focus must be on what every student needs in the way of basic skills and knowledge so as to be able to live and work most productively the rest of his or her life.

Putting our own interest aside is not easy for us. Given the way we are divided into departments, colleges, etc., we don't have to do this very often. We are not practiced at it. Still, I am sure we can do it. If we do, we will formulate a set of general education guidelines that will serve Western students well right into the next century.

Arvin Vos
The General Education Curriculum has been, and continues to be, a vital part of the educational program at Western Kentucky University. The current General Education Guidelines were approved by the Academic Council during the 1971-72 academic year and were included in the 1972-73 undergraduate catalog. Since that time, new courses have been added but few other changes have been made other than the addition of a history course requirement.

In 1985, Vice-President Haynes appointed a General Education Task Force and asked that its members study the entire issue of general education, review the guidelines in place at Western, and submit their recommendations for the best possible general education curriculum. This group met weekly and reviewed general education requirements and philosophies at other universities, as well as Western's policy and the needs of Western's students. In 1988, the Task Force submitted its report to Vice President Haynes who in turn directed it to the Academic Council. The General Education Committee of the Council circulated this report among faculty and students and solicited comments through assessments requested from each of the undergraduate colleges, Associated Student Government, Faculty Senate, and Library Services. Also two open hearings were conducted in order to encourage student and faculty comments. In April of 1989, the new Proposed General Education Guidelines were presented to the Academic Council. After lengthy debate, the Proposed Guidelines were amended and the document then received the approval of the Academic Council in July 1990.

After Vice President Haynes studied the document as passed, he requested clarification of several items and reconsideration of other issues. The General Education Committee of the Council considered the Vice President’s request and prepared responses and amendments to the Proposed Guidelines. This report was given to the Council at the January, 1991 meeting. However, before these amendments were considered, the motion was made to keep the
current guidelines and to no longer consider the Proposed Guidelines. This motion passed.

Were seven years of working to change and improve General Education wasted? No! During this time, the philosophy behind General Education was revised and updated. Also, administrators and faculty both became more aware of the necessity of conducting general education outcomes assessment. As a result, during this fall semester (1991), the Academic Profile (Short Form) published by the Educational Testing Service has been administered to students enrolled in English 300 and LME 101. Those students in LME 101 will complete a similar assessment again when they enroll in English 300.

Since the Goals Statements included in the July, 1990 document were considered to be appropriate for general education at Western, the General Education Committee of the Academic Council is currently considering the present guidelines in view of this new statement of goals and philosophy. At the December, 1991 meeting of the Council, the Committee will present numerous suggestions and motions intended to update, fine tune and mold our current guidelines so as to better achieve these new goals. The Committee is confident that this forthcoming discussion will result in an updated, improved, and stronger general education curriculum. The Academic Council will be asked to conclude its consideration of these motions by the March, 1992 meeting.

The review of general education must continue in order to assure the best possible education for our students. Faculty and students alike are encouraged to give comments and recommendations to Academic Council members. The Revised Goals Statement is given below to assist in this review.

Carroll G. Wells, Chair
General Education Committee
Academic Council
Western Kentucky University through its general education program provides students a broad academic preparation in basic areas of human knowledge and endeavor in order to orient them to the intellectual, social, and natural world. The program is designed to enable students to acquire certain fundamental knowledge, to improve basic communication and thinking skills, to develop intellectual curiosity, to strive for synthesis of knowledge and understanding, and to make informed decisions. Such a program will nurture in our students values such as independence, tolerance, responsible citizenship, and an appreciation for the art and quality of living, as well as for the means of living:

We hope to foster in our students the development of:

1. the capacity for critical thought, the ability to acquire and organize large amounts of knowledge, and proficiency in reading, writing, and speaking.

2. the ability to understand and apply mathematical concepts.

3. a historical perspective and an understanding of connections between past and present.

4. an understanding of the scientific method and a knowledge of natural science.

5. the capacity for objectivity and an appreciation for values which govern moral and ethical choices.

6. an informed acquaintance with the major forms of literary and artistic achievement and an ability to make aesthetic judgments.

7. an appreciation for the complexity and diversity of the world's cultures.

8. an understanding of the interdependence between humans and the Earth.

9. an understanding of humans as social beings.

10. an understanding of healthful living.
A Call To Action: YOU Can Make A Difference!
Charles J. Bussey, History

A sub-committee of the KY General Assembly met in Frankfort on October 30, 1991, to consider re-writing the 1976 Open Records Law to make it fully applicable to UNIVERSITIES. This committee re-wrote the law; it will be introduced in the General Assembly. If passed, it means that university faculty will have access to ALL information in their files--including promotion/tenure letters and memos.

University lawyers were present at this meeting and argued against it. The chair of the committee held up a bundle of letters and said, "Out of all the letters we've received, ONLY ONE is opposed." [Emphasis mine.]

This is one example of what a 29 cent stamp can do. There are numerous issues coming before the General Assembly which need our lobbying efforts: (1) the proposed bill to change the regent selection process for regional universities; (2) the proposed open-records law; (3) the proposed open-meetings law. And there are others.

We plan to join with other universities across the state to get volunteers to go to Frankfort and lobby their representatives beginning in January. Even if you can't do that, YOU CAN WRITE LETTERS to your representatives in the General Assembly AND to the appropriate committee members. The Political-Action Committee will provide model letters for you to use. You certainly can write your own. It is important to make them brief and to the point.

LET'S WORK TOGETHER AS PROFESSIONALS.
Reflections on Travel Budgets
by
Arvin Vos

Money talks. The way we spend our money reveals our values. Similarly, the budgets of institutions express the values of those who direct them. It appears that at Western athletic travel is valued more than professional faculty development.

Several faculty members have remarked to me about the increase in the Athletic Director's travel budget. From $5,000 last year it has increased to $45,000 this year. For some faculty, I suspect, the sheer size of the AD's budget will lead them to conjure up an image of our new athletic director flying around the country amassing frequent-flyer miles. The reality is different. Indeed, the item in question represents a significant step toward truth in budgeting. In this regard, Lou Marciani, our new athletic director, and the rest of the administration is to be commended.

The additional $40,000 originally budgeted for the AD's office was allocated to cover the cost of team travel to Sun Belt Conference Championships for this year--something never included in the budget before and thus one source of the athletic budget deficits. At the recent meeting of the Board of Regents on October 31st, a more up-to-date estimate was presented and approved. The following figures represent only funds to be taken from Western's General Fund and do not include amounts from the Hilltopper Athletic Foundation and like support!

<table>
<thead>
<tr>
<th>Sport</th>
<th>Estimated Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men's Basketball</td>
<td>$11,600</td>
</tr>
<tr>
<td>Women's Basketball</td>
<td></td>
</tr>
<tr>
<td>(Will be played here)</td>
<td></td>
</tr>
<tr>
<td>Baseball</td>
<td>9,950</td>
</tr>
<tr>
<td>Men's and Women's Cross Country</td>
<td></td>
</tr>
<tr>
<td>Indoor &amp; Outdoor Track &amp; Field</td>
<td>32,100</td>
</tr>
<tr>
<td>Men's Tennis</td>
<td>1,575</td>
</tr>
<tr>
<td>Men's Golf</td>
<td>2,150</td>
</tr>
<tr>
<td>Swimming</td>
<td>3,000</td>
</tr>
<tr>
<td>Soccer</td>
<td>5,545</td>
</tr>
<tr>
<td>Women's Tennis</td>
<td>1,375</td>
</tr>
<tr>
<td>Volleyball</td>
<td>6,630</td>
</tr>
<tr>
<td>Women's Golf</td>
<td>2,510</td>
</tr>
<tr>
<td><strong>Total Estimated Cost</strong></td>
<td><strong>$76,435</strong></td>
</tr>
</tbody>
</table>

How does this $76,435 relate to the additional $40,000 in the original budget? What the AD and his staff have discovered is that the additional $40,000 is in fact not going to be adequate. A more precise estimate nearly doubles the original figure--and then remains only an estimate, it must be remembered. Still, the attempt to budget realistically must be applauded.

To repeat, the above is the cost of travel to the Sun Belt
Conference Championships. Since numbers by themselves do not mean much, it is useful to compare these figures with the budgets for faculty travel. As most faculty know, the university allocates $235 for travel to professional meetings for each full-time person. For the entire university, about 550 faculty members, this amounts to approximately $135,000.[1] Hence, it appears that the administration has budgeted less than twice as much for all professional faculty travel as it has allocated just for travel to end-of-season tournaments by the athletic teams.

To bring the figures down to more manageable size, the tournament travel budget for the Cross Country, and Indoor & Outdoor Track and Field Teams is larger than that of the entire College of Education. The budget for the Baseball team to travel to its tournament in Orlando, Florida, is $9,950, which is only slightly less than the $10,205 that has been allocated to the 50 faculty members of the Department of Teacher Education. The cost of sending the Men's Basketball team to its conference tournament in Biloxi, Mississippi, is estimated at $11,600, which is not much less than the professional travel budget for the entire College of Business Administration at $14,365. Even the Volleyball team, which will go either to New Orleans or to Jonesboro, has been budgeted approximately the same amount as for the more than 30 members of the Psychology Department ($6,680) and more than such departments as Agriculture ($6,125), Biology ($6,345), and Educational Leadership ($6,345).

These travel costs indicate the enormous expense that is involved in the far-flung conferences which have evolved over the past few years. Even a brief glance at the figures budgeted for regular season travel indicates how expensive the team travel has become. The football team weighs in at a modest $60,550, which is still more than the $52,840 for Ogden College's 200 faculty, the largest amount for any college. The biggest spender in this category is Men's Basketball. With $148,000 for regular season travel it has a larger budget than that for all faculty travel to all professional meetings. The Women's Basketball travel budget of $103,000 is approximately the same size as the total travel budget for the two largest colleges, Potter and Ogden, or for approximately 400 faculty members. The season travel budget for Women's Volleyball is approximately double the budget allocated to the Department of Teacher Education for travel to supervise student teachers—a department which had to use professional travel money to cover travel for supervising last year.

One more aspect of the athletic travel budgets should be noted. The revised athletic budget approved at the recent Board of Regents meeting included a doubling of the travel budget for the

1. The total in the budgets for departmental travel is more than this amount because it includes such things as travel for supervision of student teachers from departments in the College of Education, the $18,000 for large ensemble travel for the Music Department, etc.
Men's and the Women's Basketball teams. They are each now allocated $10,000 in university funds for travel. Again, I would note that this amount is larger than the travel funds allocated to the English Department ($9,030), which has 41 faculty and is the largest department in Potter College, or the approximately $7,000 allocated to Mathematics and its 32 members, which is the largest department in Ogden College.

The sum for all athletic travel that was included in the revised budget approved by the Board of Regents at the October 31st meeting was a little over $600,000. This item constitutes more than 25% of the total athletic budget. Three things should be said about this item. This amount does not include all travel expenses, since some travel funds come from other accounts. For example, the swim team has access to additional funds, and the budget does not include any travel money for the football coaches, etc. Secondly, travel expenses are rising each year and there is every reason to expect the trend to continue. In Western's case the full cost of participating in the new Sunbelt Conference and joining the Gateway conference has not yet been felt. We can expect an even larger jump in travel costs than what other schools will be experiencing. Thirdly, there can be no question that travel expenses are real expenses and not just an accounting item, as is sometimes claimed with other athletic expenses. That old chestnut cannot be used in this case, since these expenses are paid to airlines, motels, restaurants, etc.--many, if not most, of them out of state.

Surveying these figures, I have two comments. First, short of eliminating sports, which I have argued before is not desirable, the only way to contain this portion of the athletic budget is to limit teams to regional play.

Secondly, as already noted, our budgets are a reflection of our values. Western XXI states that the university should "provide sufficient support for appropriate scholarly activities on the part of faculty, staff and students"--and travel funds is listed as one of the items. This priority was addressed because it was recognized, I am sure, that $235 in travel funds per year does not represent a realistic amount of what it really costs faculty to attend regional or national professional meetings. The figure has remained unchanged for several years. Also, more emphasis is being placed on professional development. Such activities as the presentation and publication of papers are being used in the evaluation of young faculty for promotion and tenure. It hardly seems fair both to demand such participation and at the same time to expect the faculty member to take the funds from her own pocket. Still, nothing has been done in the present budget to address this problem. On the other hand, athletics was included among essential services in Western XXI, each of which was directed to "strive for excellence." To support this goal, in a recent budget revision two coaches had their travel budget doubled, and one athletic team’s travel budget was increased by $19,000.

The budget figures I have cited were approved after Western XXI
and so are presumably in accord with its guidelines. They show that for the administration and the Board of Regents athletics really is essential to WKU. And that is why more than four times as much money has been allocated to athletic travel as to faculty travel. Professional faculty development is commended, but no additional funds have been allocated toward achieving this goal. These budget figures send a clear message to faculty and all others interested in Western as an institution "committed to excellence in carrying out its fundamental mission of educational service" (Western XXI p. 1): while professional faculty development is a desirable goal, participation in athletics around the country at the present level is essential. I disagree.

Postscript

Unfortunately, even before I was able to get this comment off to the editor of the Faculty Senate Newsletter, the budget figures I have cited are likely obsolete. I have no idea what will happen to athletic travel budgets, but it appears that, because of the budget cut, in department after department faculty travel money is earmarked for elimination. If there is no similar curtailing of athletic travel, it will be even more clear what has priority at Western.

FACULTY SENATE XV MINUTES
September 12, 1991

The September meeting of Senate XV was called to order by Chair Vos at 3:30 p.m. The minutes of April 23, 1991 were approved as submitted. Senators absent without representation were: Donna Blackburn, John Crenshaw, John Faine, and Jeffrey Jensen. In addition to Senators present, President Thomas Meredith and Vice President Robert Haynes also signed in.

Chair's Executive Committee Report: Chair Vos indicated that his meetings and the executive committee's meetings with the President had been good, and touched on several other topics as follows. Part-time faculty is still under study, including appropriate level of part-time faculty usage and remuneration. Student health services were also mentioned briefly. Chair Vos indicated that there was still a question about tuition grants for stepchildren of faculty, wherein the President advised that this had been taken care of and that stepchildren were to be included as eligible for the grant. The Chair deferred comments about new positions in the Athletic Department to the Fiscal Affairs Committee. The Chair advised the Senate that the regents were interested in general education reflecting the priorities of Western XXI, but would not be interested in getting involved in the "nuts and bolts" of that project. Chair Vos announced that the shuttle now runs until 5:00 p.m. and may run until after 8:00 p.m. eventually. Senators were asked to notify colleagues and students of the service. The Chair then specifically mentioned a small controversy regarding reserved parking for the athletic director and coaches and advised that the offer had been rejected.
The President then rose to announce that structural problems on the ramps in the parking structure would result in the loss of 250 to 300 parking spaces and that efforts were under way to have the ramps repaired as soon as possible. In the interim, it will be possible to use the parking structures by using one silo for ingress and one for egress. Chair Vos then announced that a smoking policy for the university would be forthcoming. Finally, it was announced that Tammy Clemens is the new Senate Secretary, and her hours are expected to be approximately 1 to 3.

**Academic Affairs Committee Report:** Senator Murphy reported the results of the January 1991 survey by the Academic Affairs Committee. The faculty responding to the survey indicated that: The first priority is an outcome assessment survey, the second priority is plagiarism, the third priority is evaluation of teaching faculty by freshmen, the fourth priority is cheating, and the fifth priority is cross listing of community college courses with regular courses. Senator Murphy then indicated that the committee would welcome other suggestions for topics for investigations through the year.

**By-Laws, Amendments, and Elections Committee Report:** Senator Kaiser indicated that there were no by-laws pending, but that the committee is ready to assist Senators with elections when advised of the need.

**Communications Committee Report:** Senator Garrett reported that the Communications Committee produces the Faculty Senate Newsletter and invites articles regarding the life of the university from Senators and non-Senators alike. Those contemplating articles are invited to contact Senator Garrett. Senator Garrett indicated that the Faculty Senate Newsletter will contain at least one innovation, that being a table of contents.

**Faculty Status and Welfare Committee Report:** Senator Kuehn indicated that the Faculty Status and Welfare Committee will produce the annual salary survey, that the Committee is looking into questions regarding the credit union, a smoke-free environment, and will follow up on tuition waivers as old business. New issues being looked into include the question of the status of women faculty, maternity and child care leave, health issues, liability of faculty taking students off-campus for fieldwork, and other issues as may arise.

**Fiscal Affairs Committee Report:** Senator Glaser reported on fiscal affairs matters. Concerning athletics, the addition of a new Budget Manager was noted, with the hope that future Athletics Department budgets should be more realistic. However, with Western in a new conference this year the opinion was expressed that the department is likely to be over budget, and furthermore that participation at the NCAA-1A level is expected to be a money losing proposition. A Coordinator of Equipment and Facilities was hired at a salary of about $17,000. Additional personnel changes having an impact on the Athletics Department expenditures include hiring of a Director of Marketing and Promotions at a salary in the low $20,000's, and promotion of an individual to Associate Athletic Director. All new positions are expected to at least partly pay for themselves according to Senator Glaser. Senator Glaser noted that his committee, like others, is open to new topics.

**Professional Responsibilities and Concerns Report:** Senator James reported that the committee is studying procedures regarding faculty sick leave, and is interested in suggestions for more issues.

**Faculty Regent Report:** Regent Evans began by noting that he does not speak for the Board, but believes that the Board is interested in athletic spending, pursuit of "greatness in football" is not a high objective for the Board, and that many Board members think education is the main game.
Regent Evans noted the long time to get the budget passed, and acknowledged concerns of some board members about the disparity in raises accorded to individuals, and a wide gap in salary from top to bottom.

Regent Evans reported to the Board the Senate's position with respect to Board involvement in questions relating to comprehensive examinations, and noted that the Board will meet shortly to revisit the question of the credit union on campus. Regent Evans noted some of the concerns that the Board of Regents had, including most particularly the questions of whether the Western Kentucky University can legally have a credit union on campus, and if so the circumstances under which that might be possible. Regent Evans stated that the Board deliberated carefully before acting and took its position vis-a-vis the credit union with no animosity towards the credit union.

A lively colloquy followed Regent Evans' report and involved several Senators including Senators Bruni, Bluhm, Caillouet, Dorman and Murphy. Questions arose concerning whether the University attorney had looked adequately into the question, whether the needs of employees and students were considered, whether the diversity of membership was a relevant issue, and concern about the lack of an Attorney General's opinion specifically on the Western Kentucky University credit union. Regent Evans replied that the regents relied on the advice of attorneys in coming to their decisions, that he was not aware of any specific ruling on WKU's credit union, and that in any event the Regents had no objection to bringing up the issue again.

New Business: Senator Murphy proposed a resolution as follows: "In response to widespread faculty and staff concern, the Faculty Senate asks the Board of Regents to reconsider and modify its decision of July 29, 1991 regarding the Western Kentucky University Credit Union." Senator Murphy moved to approve the motion on its first reading, which motion was seconded by Senator Otto. Following discussion, a motion was made by Senator Bluhm and seconded by Senator Foley to amend this resolution by substituting the word "rescind" for "modify". This motion was carried by both voice vote. Following discussion, the amended resolution was passed on voice vote. Senator Glaser moved to accept the motion on a first reading and, no objection being registered, the motion was accepted by the Chair. Following this item the Senate session was adjourned.

RESOLUTION OF FACULTY SENATE XV
September 12, 1991

RESOLVED, In response to widespread faculty and staff concern, the Faculty Senate asks the Board of Regents to reconsider and rescind its decision of July 29, 1991 regarding the Western Kentucky University Credit Union.