## CONTENTS OF THIS ISSUE

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>FROM THE DESK OF THE CHAIR</td>
<td>1</td>
</tr>
<tr>
<td>ANNOUNCEMENTS</td>
<td>2</td>
</tr>
<tr>
<td>ELECTION FOR FACULTY REGENT</td>
<td>4</td>
</tr>
<tr>
<td>CHAMBER OF COMMERCE: Invitation to Participate</td>
<td>4</td>
</tr>
<tr>
<td>A BRIEF HISTORY OF THE SENATE</td>
<td>6</td>
</tr>
<tr>
<td>WHAT THE CHAIR DID WITH HER SUMMER</td>
<td>8</td>
</tr>
<tr>
<td>COMMENTARY</td>
<td>9</td>
</tr>
<tr>
<td>A PERSPECTIVE ON FACULTY COMMENTS AND A REQUEST</td>
<td>10</td>
</tr>
</tbody>
</table>

---

**WESTERN KENTUCKY UNIVERSITY**

**FACULTY SENATE communications committee NEWSLETTER**

XVI Number 1

September 1992
From the Desk of the Chair

We appear to be functioning under that ancient Chinese saying, "May you live in Interesting times." This year will bring a number of interesting topics. The results of the Arthur Anderson special procedures report (aka "the audit") are public as well as the President's response. I hear concern about the Preston Center fees as well as the requirement to contribute to the Hilltopper Athletic Foundation in order to purchase certain seats for basketball games. I understand that we may experience more Commonwealth budget cuts. One long term goal worth beginning work on is improving the retirement compensation system. The Senate will follow up on liability concerns and smoking and many other topics. Finally, we have a Regent election this semester.

The economic and political times are forcing us to redefine ourselves as a nation and as advocates of higher education. In the midst of change we have opportunity, individually and collectively. We have the opportunity, as always, to influence the perceptions of our students and friends in the community. We have the opportunity as citizens and taxpayers to be involved in how our community is run. We have the opportunity to affect how our profession and our university is perceived. Concerned individuals have the opportunity to use their emotional energy toward constructive action. We have lived through a time of easy cynicism which avoided responsibility by saying "nothing will change"-- and sure enough, nothing did. If change is desirable, then we must earn it. We cannot assume that the greater community will understand the value of education relative to other needs and automatically support it. We will have to take a greater responsibility for bringing in resources to the tasks of education. We will have to act more as a unit in order to achieve the goals we desire collectively.

In this newsletter you will find some ways to act. For citizens a list of public leaders' addresses is provided. As an employee of Western it is possible for you to participate for free in the Chamber of Commerce, an activity which would allow you the opportunity to interact with influential individuals of the larger community. You will find a form for indicating interest in a Chamber Committee and a brief description of the committees. In order to be active you need to be informed about higher education and you will find a variety of articles on various topics. I wish you the best in the coming school year.

- Sally Kuhlenschmidt
Announcements

Joe Rains invites all interested faculty to attend student government meetings, held every Tuesday at 5:00 in DUC 305.

You have received a Student Discount Card courtesy of the student government. (Your departmental representative was directed to place one in your box).

********

The executive committee of the Faculty Senate is asked to provide nominees for various university committees. If you are interested in service, please tell the secretary of the senate (Joan Krenzin) or one of the other executive committee members. There is no guarantee you will be selected from our list of nominees but your volunteering will certainly be appreciated.

********

This Fall we will hold the election for a new Faculty Regent. Please participate in the process. Our regent is our most direct link to the "powers that be." Thanks to retiring regent, Gene Evans, who has been a tireless advocate for education.

********

Copies of both the Arthur Anderson audit and the institutional response are available from your representative on the Faculty Senate Executive Committee:
Bowling Green College of Business Administration
Rick Shannon, Grise 510: 3097
College of Education and Behavioral Sciences
Ogden College of Science, Technology and Health
Charles Henrickson, TCCW 419: 6238
Potter College of Arts, Humanities, Social Sciences
Fred Murphy, Cherry 206: 5725
A copy is also in the Reference Assistance Office, Cravens library. The report is easily understandable by persons without training in accounting and is very informative.

********
Key Senators to Lobby for relevant academic issues:
1. Senator N.Z. Kafogloli: 1008 Newman Dr.: Bowling Green, KY 42101
2. Billy Ray Smith (House): 2005 Barren River Rd: Bowling Green, KY 42101
3. Jody Richards (House): 817 Culpepper St.: Bowling Green, KY 42103

********

Western Kentucky University Board of Regents

Mrs. Kristen T. Bale; 205 Norris Court; Glasgow, KY 42141
Dr. Eugene Evans (Faculty): Dept of Management; Grise Hall:
Western Kentucky University; Bowling Green, KY 42101
Mr. Robert Earl Fischer; Western Kentucky Gas Co.; P.O. Box
866; Owensboro, KY 42302
Mr. C.C. Howard Gray; 250 W. Main St., Ste. 2500; Lexington,
KY 40507-1760
Mr. Monnie L. Hankins; 1403 Lancaster Essex Court;
Louisville, KY 40241
Mrs. Peggy W. Loafman; The Cumberland; P.O. Box 3290;
Bowling Green, KY 40104
Mr. Burns E. Mercer (Chair); P.O. Box 489; Brandenburg, KY
40108
Mr. Fred N. Mudge; Logan Aluminum Inc.; P.O. Box 3000;
Russellville, KY 42276
Mr. Raymond B. Preston; Adams Street Development Corp.; P.O.
Box 56; Henderson, KY 42420
Mr. Joe Rains (Student); 501 Eric Ave., APT H-54; Bowling
Green, KY 42101

********

The Senate secretary is Rose Trail who will hold office
hours from 1 to 2:30 every day. The office is in Cherry 224
and the phone number is 5325.

The Senate chair is one of those dispossessed from Tate
Page Hall during the renovations. Accordingly, if you need
to reach me you may leave a message at the Psychology
Department (2695), the Senate office (5325) or on my
answering machine (782-1665). I will return your call as
soon as possible. I regret the inconvenience. About
November I should be at my regular office number (4417).
Election for Faculty Regent

The initial balloting for the position of faculty regent will occur in early October.

Eligible faculty can declare candidacy for the faculty regent position or be nominated by another faculty member. Nominated faculty who agree to serve should forward a statement of consent to Jeff Jensen, Chair of the By-Laws, Amendments, and Elections Committee, no later than 10 working days prior to the initial ballot. If you have any questions contact Jeff Jensen in the Art Department, at 3944.

**************

Chamber of Commerce

WKU employees are eligible to participate in the Chamber of Commerce for free. This is an opportunity to show university concern for the community and to network for higher education with influential individuals. Following a brief description of each committee is a Committee Preference Form you may complete and send in.

Membership Services promotes a speakers bureau about Chamber activities; assists with WKU homecoming; works with the media; manages "Welcome Back Western"

Governmental Affairs sponsors forums for elections and on special topics; hosts appreciation luncheons for officials

Culture and the Arts contributes to the International Festival; promotes local art, historical & cultural centers

Health & Human Services prints the Community Resource Guide; sponsors wellness seminars; works on health care costs in Warren Co.

Education Development supports Business/Education Partnerships and Junior Achievement; promotes quality education; seeks maximum funding for schools

International Relations supports the International Festival and the Sister City program; implements seminars

Small Business Council enhances training programs; provides information

Industrial Relations communicates with and recognizes area industries; subcommittee on regulatory, environmental and other issues facing industry

Agri-Business promotes and recognizes agri-business

Transportation works for regional air service, the completion of the inner beltway and supports the Interstate 66 project.

4
COMMITTEE PREFERENCE FORM

YES, I WANT TO GET INVOLVED! I WOULD LIKE TO SERVE ON:
( ) ONE, OR ( ) TWO COMMITTEE(S).

INTERNAL/PUBLIC AFFAIRS DIVISION

___ Membership Services
___ Governmental Affairs
___ Culture and the Arts

HUMAN RESOURCES DIVISION

___ Health & Human Services
___ Education Development
___ International Relations

COMMUNITY DEVELOPMENT DIVISION

___ Small Business Council
___ Industrial Relations
___ Agri-Business
___ Transportation

NAME __________________________

FIRM __________________________

MAILING ADDRESS __________________________

WORK PHONE __________________________
The Faculty Senate was established in 1976. A number of events flowed into its making. 1. Disputes on tenure issues revealed how little input faculty had on their own destiny. The tenure policy established in 1965 was woefully inadequate, far short of AAUP standards. 2. Many felt there should be a mechanism for faculty input on university policies in general. That view was supported by a review committee of the Southern Association which strongly recommended that the administration adopt plans for a committee to advise the administration on faculty affairs. 3. The administration had initiated intermittent student evaluations of faculty since 1969. Many faculty felt that if they were to be evaluated from both sides (students and administrators) they should also be able to evaluate members of the administration. 4. Dismissal of students for establishing an underground newspaper raised the issue of academic freedom.

The AAUP chapter (at that time the only officially organized body to represent faculty) appointed an ad hoc committee to draft a constitution for a proposed Faculty Senate. At the same time, other faculty, informally organized, were lobbying the administration for the establishment of an advisory committee. A plan for such a committee was delivered to President Downing by faculty regent Lowell Harrison. There it died.

A faculty poll showed faculty supporting a senate by a 7 to 1 margin. President Downing appointed a sixteen member committee to study means of "faculty participation." But it was primarily the AAUP proposal around which the debate centered. Some modifications were made by both the administration and the board. About a year after it was formally submitted, April 24, 1976, the board of regents approved the formation of the Faculty Senate.

The first Senate meeting was called to order by Dr. Delbert Hayden, co-chair of the drafting committee, Oct 22, 1976. Dr. Philip Constans, Jr., was elected chairman. Other officers included Hugh Thomason, Joan Krenzin, and James Sanders.

There was immediate tension between the Senate and the university administration. The Senate sought a greater role in the selection and retention of administrators. President Downing maintained that such appointments were the ultimate authority and responsibility of the President. A second major issue involved a controversial evaluation of the administration in 1977. The AAUP had conducted a "survey" on some administrators as early as 1967, but did not include an evaluation of the President himself. Of the 520 faculty who participated in the 1977 evaluation, 48% gave the President a vote of confidence, 33% no confidence, 19% abstained. The regents reaffirmed the position that only they could officially evaluate the President, but there is
little doubt that this evaluation played a role in the President’s resignation the following year.

A new president, Dr. Zacharias, welcomed an evaluation upon his arrival, but later insisted that he would not be evaluated by the faculty. In a narrow vote, the Senate decided to not evaluate the president of the University. In recent years the Senate has renewed its role as poll taker of faculty attitudes toward the President and his leadership.

Not all issues have been adversarial. Under President Zacharias, and later President Alexander, the Senate worked cooperatively with the President through several budget crises. But issues such as athletic expenditures, faculty participation in governance, abuse of administrative power and privilege, and the faculty evaluation of the president have been persistent points of departure on which the Faculty Senate has provided a voice.

* Information sources include *Western Kentucky University* by Lowell Harrison and conversations with charter members of the Faculty Senate.

***************

Tell on Your Friends!!!

If you know about a special accomplishment of one of your faculty friends or a student take a minute to drop a note to Fred Hensley, University Relations Director (WAB 122; 4295), telling him about it. He will spread the good news thus enhancing the image of the university and the faculty and hopefully having an impact on funding down the road. Besides, you also get to tease the person when it appears in the paper.
The summer has been a busy one for me in my role as Chair of the Senate. Dr. Meredith invited me to attend the Administrative Council retreat, I have caucused with faculty groups regarding various concerns. I met with Dr. Marciani to discuss athletic issues and with Nancy Givens regarding the Preston Center, and sat in on the training for the new Board of Regents. As you know from the Herald I tried to meet with each of the Regents. I have one meeting scheduled at this time. The Executive Committee has also held two meetings with Dr. Meredith.

In June I attended the day long retreat of the Administrative Council. I wish every faculty member could share in the overview of the complexities of the University this experience provided. A very brief (and thus subject to misinterpretation) summary of the highlights include: The first cycle of Western XXI reviews will begin. National accreditation trends and plans for easing faculty participation in graduation were discussed. University supervisors will be participating in a series of leadership seminars. A sexual harassment policy brochure will be distributed. Money was available for salary equity adjustments and was to be disbursed by July 1. Dr. Heck will be in charge of facilities utilization on campus. Major ongoing construction projects were discussed. Dr. Meredith urged all units to stay in budget. With regard to smoking, I interpreted the discussion to mean it is up to the inhabitants of a building to get together and agree on a policy, presumably supervised by the building coordinator. Dr. Meredith talked about development/fund raising and that people who give money are investors looking for winners. He urged participants to "listen more," saying that "people want to feel like they've been heard." Dr. Meredith also urged them, "If you understand something, explain it to everyone else."

Another summer activity was meeting with executive committees of various faculty groups (e.g., Women's Alliance, AAUP, Academic Council, etc.) in order to increase communication. I will be receiving minutes from each group which will be kept on file in the Senate office for those who wish to read them. We discussed long term goals for the faculty and felt that working on the retirement compensation system would be worthwhile as well as increasing faculty awareness of liability risks and prevention. We are interested in hearing about other long term goals worth initiating for faculty. We also plan to continue to monitor athletic spending, especially football.

Dr. Marciani and I discussed ways of increasing faculty awareness about athletic issues. In two different meetings (one with Ms. Givens and one with Dr. Meredith) the Preston Center fee schedule was discussed. Concerns about the process of setting the fees and the loss of benefit (free
access to facilities) were discussed. After the meetings the fee schedule was somewhat altered. And that is what I did with my summer.

************************************************

COMMENTARY

Last year when faculty, staff, and students had to tolerate the inconveniences associated with construction of the Preston Center - loss of parking, loss of trees, dust, blasting that shook the floors, etc. - many of us consoled ourselves with the rationalization that it would all be worth it when we had the nice new facility to use. Now we have come back from summer break to discover that construction of the Preston Center has resulted in the loss of an employee benefit.

Western faculty and staff and their families have for years enjoyed the privilege of using athletic and recreational facilities in Diddle Arena and Smith Stadium without charge. Now we learn that not only have university administrators decided to charge us rather sizeable fees to use the Preston Center (for my family of four, the fees would amount to $300), but they have also taken away free use of the facilities in Smith and Diddle. In other words, we have lost one of the few employee benefits we had.

Such a loss of benefits in any year would be cause for protest, but to take this benefit away in a year when we are getting no raises, and when we've been told to expect no raises next year either, is unacceptable. Everything is going up but our salaries, and many of us have become accustomed to doing without things we used to be able to afford. Now we find we must also do without access to a swimming pool, locker facilities, a weight room, etc. Compared to doing without things like health insurance, as some Western employees must do, the loss of recreational facilities is relatively less important, but the opportunity to use such facilities does reduce stress and add to quality of life.

An administration with even a remote amount of concern for the welfare of its employees would have recognized the importance of maintaining benefits, especially when our standard of living continues to drop. Apparently our administration doesn't give a damn about us.

Retta E. Poe
Professor of Psychology
A Perspective on Faculty Comments and a Request
Sally Kuhlenschmidt

As a representative of the faculty I have the responsibility to reflect faculty concerns and attitudes to the administration. I wish to do this accurately which depends on my hearing a representative sample of opinions. Good listening requires checking that you are hearing a message accurately by reflecting or restating the feeling or the content of the message. I have been listening to comments on the audit for about 2 months now. I am not hearing much diversity in opinions. Most often I hear anger and betrayal. I hear some despair. I hear bitterness and a loss of respect. I hear confusion. The most positive comments I have heard so far are statements from one individual that it is common for the "higher-ups" to have lots of perks and from another that perhaps there were agreements to spend money in that manner. One other person seemed to admire someone who could accrue financial resources.

In terms of content, the people who talk to me all cite a section of the audit report as revealing the most troublesome behavior to them. The section with that designation varies from person to person. Some of the more commonly mentioned figures are: $121,527 spent for improvements and maintenance of the home taxpayers rent, excluding the $56,000 allowance (p. 7); $1,995 for an entertainment center (p. 45); $45,104 for travel for 3 years for the President and Mrs. Meredith (p. 7); $1,167 for umbrellas purchased during the inauguration (p. 51); $7,790 for bathroom renovation including the installation of a whirlpool (p. 19). One individual calculated that if the amount covered in the audit could be directly allocated to departments each year, it would work out to about $2,800 per department per year.

Faculty have objected to me that multiple purchases were made out-of-state when businesses are available here in Bowling Green (i.e., Oxford Floral in Oxford, MS, p. 33). They have felt his written contract was clear regarding the allowance as it states "Not as compensation, but for the benefit and convenience of the University" immediately prior to listing the household allowance (Exhibit II, p. 2 of 3). One person complained that even the Governor's wife does not get travel paid by the taxpayers. Another pointed out that the Governor makes less than the President of our university. Faculty have told me they also suffer from lower back pain in jobs that require sitting and that they also deserve a whirlpool at the end of a long day. Most seem to object to the pattern of spending, more than to any single item.

I have also listened to Dr. Meredith explain the material covered in the audit and have read the response. Dr. Meredith says in the response (p 1) that he was not consulted about conducting the audit and was not given the
opportunity to respond adequately. I heard the Arthur Anderson people say Dr. Meredith had been given a chance to read and make changes in the audit and made one change. I have understood Dr. Meredith to say that he followed what subordinates and Regents indicated were customary procedures at this University. He has said he was implementing verbal agreements to build community and media relationships (response, p2). He has written he was "asked to host friends of the University" and "to project a family image" (response, p2). I believe Dr. Meredith feels he has been singled out for practices that have been occurring for a long time. I have heard him point out his accomplishments with regard to budget deficits and fund raising (about $1.4 million in one year). Dr. Meredith said in his press release and in the audit response (p. 3) that all funds are accounted for and there is no evidence of intentional wrongdoing. He has publicly stated (beginning of Year speech) regret that procedures were not more clearly outlined.

I urge you to read the original audit and the President's response. Then I ask you to tell me your opinion, especially if it is divergent from the faculty who have so far talked to me, but even if it is the same. I want to accurately and fairly represent faculty opinion.