FACULTY SENATE
Garrett Ballroom
March 16, 1989
3:30 P.M.

Senator Murphy called the meeting to order. Those absent without observers were: Cam Collins, Betty Fulwood, Keith Gabehart, Robert Haynes, Carolyn Houk, Ruth Meredith, Connie Mills, John Russell, David Shull, Doris Thayer, and Terry VanderHeyden.

A grammatical error was corrected in the minutes as follows: Paragraph 3, last sentence which reads, "asked to urged..." was changed to, "asked to encourage..." The minutes were accepted as corrected.

I. Senator Murphy introduced President Meredith who addressed the faculty on the following topics:

1) Basketball allegations. President Meredith was pleased with the NCAA results. The NCAA representative was on campus and no one knew it.
   a) NCAA’s policy on satisfactory progress:
      Western Kentucky University monitors each athlete’s academic program before eligibility is declared.
      The computer flags if an athlete drops a course.
   b) Athletic budget – most athletic programs have gone over budget. No area will do it in future.
      It’s being monitored.
      1. To budget short has been the practice, we will now budget realistically.
      2) Football is over budget. Jimmy Feix was told to keep all athletics within the budget.
   3) Income from athletics: Not much comes in. What does come in, goes into the general fund to be used for general expenses.
   4) Scholarships: These are divided into many pieces to bring students who would not be here otherwise.
   5) Salaries for minor sports coaches are very small.

   Dr. Meredith will be glad to share any of this information with anyone who asks. The NCAA will be on campus in June. Terry Rife will go through the athletic department (free service) and will recommend changes, if needed.

II. Publications report will be coming out before too long.

III. The Department Head versus Chairs report will come out after the Publications report.

IV. Western Kentucky University hosted a luncheon for outstanding High School students. Of these, twenty-two
have applied to Western.

V. Western Kentucky University will continue to improve relationship between Western and the area.

VI. Our Enrollment is a positive statement for Western. There are 405 more this year than last year, and over 200 more students have been accepted over and above last year's figures.

VII. Insurance - Skyrocketing costs opened up the entire process. A team went around campus explaining and answering questions.

Senator Fred Murphy was invited to the insurance board's meetings. Western plans to bring in a consultant to see what can be done to remedy our problems. (University of Kentucky provides no insurance for the first year.)

VIII. Minority students and faculty - Every effort is being made to recruit them.

IX. Library funding - Western is doing well, the State is not.

In our library, we are now buying less - despite an increase of 73.8%. Western has made a decided effort. Inflation is taking its toll.

X. Fund raising - Western must start from scratch. A committee has been formed to:

Raise $628,000. We must raise this amount to get 10 million for the student activities center. Incredible benefits will accrue to faculty and students. Later, an academic fund raising campaign will take place. Money to be used only for academics.

XI. Inauguration - The President hopes all will attend, encourage townspeople to attend.

XII. Graduation - Western is a personal institution. Students like being here. Currently graduation consists of standing in groups. This year, we're calling out individuals' names. Many are first generation students and the recognition will mean a great deal to them. It will move fast. This will mark an important event in the lives of students and families.

We hope the faculty will attend in large numbers.

XIII. Staff vacations:

1. It is a concern that all 12 month people get the same number of vacation days. We want to establish a reward for longevity.

We're exploring it. During spring break, an $83 million corporation shuts down completely. (Not
XIV. Pay raises - Some have complained that evaluations were in after pay raise information came in. Dates were changed to make sure that would not happen. Western raise money is 5% (University of Kentucky is giving 7% - they are giving away seed corn.) Western gave part of seed corn out with last year's 2.4% increase. Even with the 2.4%, Western had to come up with 21% for fringe benefit money.

XV. Evaluation System - It is a long-term process.
1. Every department will be engaged in setting standards for what is required for promotion, etc. within that department. Each department will be different. Everyone should know criteria for excellence leaving room for some subjectivity. These criteria will originate in the Departments. It will go to the Dean who will agree that those criteria are livable. The Vice-President for Academic Affairs must finally agree, and President must know. Some have this in place, but not all.

XVI. Department Heads - The President's thought is that they serve as: a) a mentor, b) a leader, c) one to sit with and to talk about individual improvement, and d) a people person.
If they don't have these skills: 1) make a change, and/or 2) offer workshops to help them acquire them. It won't be perfect, but we will pull it off because it is necessary.

XVII. Formula - use policy:
- few changes: 1) basic
  2) all new money
The formula is 67%, 33% for how far you are away from 100% funding.
First Year - 50-50
Second Year - 67-33

XVIII. What have I done for faculty?
1) All is done for Western Kentucky University.
2) Initiated forty-two new things. President Meredith's style is not to do the flashy, but to quietly and effectively implement changes.

Questions:
1) Q. In some colleges, raises are issued by quotas.
   A. Each Vice-President had 5% and could handle it as they saw best.
2) Q. Are there salary limitations on the Athletic director in hiring?
   A. Athletic director does not hire. President Meredith does, and tells candidate what salaries go with what positions.
3) Q. How do you feel about Faculty Senate conducting a
survey about administrative performance?
A. Some campuses do it. President Meredith would be interested in its results. Make sure all things are handled well and constructed well. (Board will evaluate President Meredith.)
4) Q. What do you think of the University's obligation to keep salaries up with inflation?
A. The University must work towards this. The state does not provide sufficient money to keep up with the cost of living.

COMMITTEE REPORTS

A. EXECUTIVE COMMITTEE:
No report.

B. BY-LAWS, AMENDMENTS, AND ELECTIONS:
1) Elections: Deadline, Friday 4:00 p.m.
   April meeting - names of
   2) Constitution revisions will be considered at the
      March 30th meeting.

C. ACADEMIC AFFAIRS:
   Senator Veenker reported on Off Campus Services.
   Results are before the Senate.
   A resolution along with written comments will come under
   General Education questionnaire still being tabulated.

D. COMMITTEE ON COMMITTEES:
   Senator Rasdall continued to submit names for
   committees. They will be reported to update a master list of
   faculty committee involvement.

E. FACULTY STATUS AND WELFARE:
   No report.

F. FISCAL AFFAIRS:
   Senator Vos had no report.

G. PROFESSIONAL RESPONSIBILITIES AND CONCERNS:
   Senator Wesolowski reported on and encouraged senators to vote on part-time faculty resolution.

H. COSFL:
   Senator Cambell - pick up membership forms and join
   COSFL Annual Meeting the 31st of March and the 1st of April
   at Eastern.

I. FACULTY REGENT'S REPORT:
   Delayed to second March Meeting.

First meeting adjourned at 4:50 p.m.
Second March meeting on March 30th at 3:30 in the Regents Room.