FACULTY SENATE MINUTES
November 8, 1990

The meeting was called to order by Chair White at 3:35 p.m. The minutes of the October 11 meeting were approved with one change. Senators absent without representation were: Georg Bluhm, Gabe Buntzman, John Faine, James Flynn, Rita Hessley, Norman Hunter, Gordon Jones, Michael Lasater, Eric Pennington, Sylvia Pulliam, Arnold Redman, Barbara Strande, Carolyn Stringer, William Traugott, Jo Ann Verner.

Executive Committee Report: The last article in the Herald was in error as reported regarding faculty salaries. The Herald money bag graph reported figures as WKU average faculty salaries and it should have been lowest five year average raises, not salaries. Senator Kuehn published a correction letter in the Herald, Letters to the Editor section. The committee’s meeting with the President seemed positive. All budget unit heads are having to justify their budgets this year to the University Budget Committee which the President attends and which the Senate also has member representation in Robert Hansen, Department of Accounting. The idea of a business manager to oversee the athletic budget was discussed as a possibility. Sixty(60) different budgets come under athletics and it is felt that a business manager would more than justify the salary expense in savings. The Executive Committee endorsed the idea. The Herald also wrote an article favoring this idea. The Chair was pleased with the President’s attempt at getting the athletic budget spending under control. At the most recent Board of Regents meeting, the Western XXI report was delayed until November 30 for input from the Administrative Council. Budgets are to be related to the Western XXI report. The issue of part-time faculty was discussed as to low pay, large class sizes, and enrollment caps. The President seems sensitive to the issues. A budget surplus of 2 million dollars was put into the reserve fund, which was depleted, to established university fiscal responsibility. A reserve fund for the size of Western should be around 3 to 4 million dollars. A method for periodic evaluation of deans is being formulated and faculty will be involved in the process.

Faculty Status and Welfare Committee: Senator Kuehn reported that the annual faculty salary study is almost complete. A study of faculty benefits at other state universities is underway. A response from 150 faculty was received regarding a study of a smoking policy.

Professional Responsibilities and Concerns Committee: Senator Hackbarth reported that the university is going to take action on a past Senate resolution for periodic evaluation of deans. A full scale evaluation of deans will occur. A study of the total percent of credit hours taught by part-time faculty will be studied. The committee has requested the Chair to appoint an ad hoc committee to study the efficiency of the Audio-Visual Service Center.
Faculty Regent's Report: Regent Evans reported that we are not the lowest paid, state university faculty. In fact, after UK and UL, Western, including combined ranks is $805 on the average below Eastern with all other state schools falling below us for the 1989-90 year. The board is very concerned about faculty salaries and Regent Evans will monitor Western's position when the 1990-91 state university figures are available.

Old Business

A. Resolution on Faculty Salaries- Second Reading

WHEREAS:
The cost of living is projected to be above the 5% level, more likely in the 7 - 8% range,

BE IT RESOLVED THAT:
The Faculty Senate recommends to the President for the 1991-92 academic year that salary increases be at the level equivalent to cost-of-living increases for satisfactory faculty performance. Merit pay would be considered if an amount above the cost of living increase becomes available.

The motion passed.

New Business

Senator Bussey asked an information question for his department concerning whether the Senate evaluates the President. The Board of Regents has the designated responsibility to evaluate the President. The Senate climate survey last year did have one item regarding the performance of the President. If a desire is expressed, the Senate or a committee may study the issue.

Announcements: The next Senate meeting will be moved up to December 6 because of finals week. The meeting room location has not been arranged yet so watch for a possible location change in the agenda. Adjournment occurred at 4:05 p.m.