The meeting was called to order by the Chair Arvin Voss at approximately 3:30 p.m. Absent without representation were Senators Ann Cline, Ed Dorman, Norman Hunter, Cheryl Keyes, and Robert A. Otto. The following Senators were represented by substitutes: Larry Caillouet by Jim Wesolowski, Louella Fong by M.O. Jenkins, Susan Gore by Becky Leavy, Jackson Kesler by James L. Brown, Sally Kuhlenschmidt by Ray Mendel, and Michael Klein by Michelle Coakes. The Senate meeting began with an open forum on the budget. Initial comments were made by President Thomas Meredith, Senator Robert Hansen, and Senator Fred Murphy.

President Meredith began by introducing the Budget Committee consisting of Dr. Robert Hansen, Dean Charles Kupchella, Dr. Stephen Schnacke, Dr. James Heck, Dean Jerry Wilder, Vice President Robert Haynes, Dr. Paul Cook, Dr. Cecile Garmon, and Dr. Tom Harmon. The Committee has met and will continue to meet until budget cuts are approved. The Committee is reported to have read all of the departmental scenarios regarding 3% and 6% budget cuts. The President announced that the Council of Higher Education asked for funding in the next bi-ennium at the 90% and 100% levels, but that the Council also forwarded to the Legislature other scenarios with lower funding levels, against the counsel of the university presidents. The President had met with the Revenue Cabinet on October 9th and the announcement of the need for a cut was made October 15th. President Meredith explained that budget cuts are mandated whenever the revenues are forecast to fall 5% or more short of budget requirements. A second budget cut is forecast, possibly in the January-March time frame. It was announced that higher education absorbed 16% of the Kentucky state budget, but received a disproportionate 37% of the budget cuts. Grades K-12 on the other hand received 64%-65% of the State budget, but received no cuts. The President remarked that in the last session Western Kentucky University's allocation rose to 88% of full formula funding which was the highest ever, but with the budget cuts WKU is now at its lowest level of funding ever, at 79%. It was reported that the Budget Committee, in looking at possible areas for cuts, is committed to the instructional budget.

Senator Robert Hansen rose at this point to announce that the emergency fund balance should be satisfactory through the rest of the year if the next budget cut is not large. However, he also noted that future allocations to WKU will be based on a base which is $2.4 million less than the current base of $54 million allocated by the State. One of the challenges of the Committee is the question of how to gear the cuts to Western XXI and meet the budget at the same time. The need to have a contingency fund in the face of budget cuts was also addressed. The policy of the Committee will be to cut first from those areas which are felt to be least useful relative to Western XXI. It is anticipated that 3% and 6% cuts in departments and support areas are to be the last means to achieve a balance. Furthermore, it was announced that no one's pay would be cut, nor would anything else of that sort be done in seeking the $2.4 million cut. Senator Hansen noted, however, that some positions will remain vacant, while additional faculty is being accepted in other areas depending on circumstances. Again, the Committee is doing its best to keep the academic area unaffected. Senator Murphy then rose to briefly state that the Committee is being driven very importantly by Western XXI.

At this point the forum was opened for questions and comments. Senator Bruni asked to be informed as to what other areas were being looked at for cuts, how they fit into Western XXI, and how these other areas would relate to the policy of "not impacting
Senator Hansen replied that the University consciously underestimated revenues and devised a conservative budget which implied that there might be no cuts this year, at least in the instructional area. While there is a surplus, the surplus dollars are expected to fluctuate and it is too early to be specific as to what areas might be cut. Senator Murphy suggested that research and service may have to take a secondary role under these circumstances and the President informed the Senate that the review of the budget includes further University review, a Board of Regents review, and expected approval of the plan on December 2nd.

Jim Wesolowski rose to inquire as to additional sources of revenues the President had alluded to, or other items not included in the conservative budget. Senator Hansen replied that tuition from summer school and higher than expected student enrollment would be included. Those, plus the surplus from last year, and reserve funds for contingencies made up the additional amount available. President Meredith noted specifically that about $200,000 extra is available from summer school enrollment, and $200,000 is available from extra fall enrollment, and that the surplus emergency contingency fund has approximately $2.3 million in it. However, it was noted that there is a danger in dipping into the emergency contingency fund, which must not be depleted completely. Dr. Wesolowski observed that the emergency fund of at least $2 million and $400,000 available in extra summer and fall tuition seemed to measure up well versus a total budget cut at this time of $2.4 million. Senator Hansen replied that it might be possible to cut expenditures before going into the funds, but it in any event it was not anticipated that measures such as removing telephones, or cutting back on assistants, secretaries, or student services would occur. The President noted that of the slightly more than $2 million available in the fund $100,000 - $150,000 had gone immediately to pay for extra faculty, etc., associated with increased student enrollment.

Ray Mendel noted an inconsistency in that it had been suggested that there would be no cuts in the academic areas, and instructional integrity would be maintained, but courses with low enrollment might be dropped. Dr. Mendel also noted the contrast in the operating budget in the Athletic Department which he estimated at perhaps $2,000 per football player, versus an operating budget of perhaps $5 per student in various academic areas.

Senator Carl Kell rose to ask what was learned as a result of department analyses of the impact of 3% and 6% budget cuts. Senator Murphy characterized what was learned as a disaster if a 3% cut were made and that the consequences of a 6% budget cut in departments was unimaginable, that it would mean wiping out the operating budget in many departments. Senator Hansen noted that in academic departments faculty and secretarial wages account for 80% - 90% of the operating budget, so that the amount available for 3% and 6% cuts is minimal. Implementation problems exist also in that some departments could not make cuts in operating budgets since the funds had already been spent. It was also noted that the Athletics Department is said to have responded that their 3% cut could be managed by the football team taking a bus rather than flying to its final game. The President noted that contractual relationship tend to hamstring what the institution can do. Senator Pulliam wondered whether there would be cuts in research support and expectations of faculty and the implications of same on tenure and promotion because of the budget cuts. Vice President Haynes replied that not many resources are put into research in the first place, therefore there is not much to be taken out, and that the administration will try to keep faculty workloads what they are at present. The Vice President did not expect the University to lower faculty expectations in line with the budget cuts. Regarding the size of classes, the minimum size is six for graduate classes, ten for advanced undergraduate classes, and fifteen for lower level classes.
Professor Dunham (Biology) then stepped forward with a plea that the administration remember its policy of flexibility when push comes to shove. For example in his department faculty had already undertaken to fund their own travel so that their travel funds could be diverted to instructional purposes. Therefore, an across the board dictum that travel funding would be suspended would negatively impact their instructional programs. Senator Bruni suggested that the Western XXI priorities may not be the best in a contracting economy, that it might be prudent to reorder priorities since Western XXI was made in another, better, economic climate. To this, Senator Murphy's rejoinder was that Western XXI was made with the expectation that conditions would shift and that Western XXI was not focused simply on the good times ahead, but also attempted to encompass the possibility of lean times as well. The open forum closed at 4:37 p.m.

At this point the Faculty Senate moved into its regular business, beginning with consideration of the October meeting Minutes. There were no corrections, and therefore the Minutes were approved as submitted.

Executive Committee Report: Chair Arvin Vos reported that the Executive Committee had met with the President; that Robert Otto, the Vice Chair, is an Athletic Committee member and so the Faculty and Senate are represented on the Athletic Committee at this time, that the sexual harrassment policy is on a side burner at this time because, the President quickly averred, of the budget issues.

Academic Affairs Committee Report: Senator Murphy reported on student evaluations of Faculty. The Committee has their report in progress, and calls upon the Faculty Senate and others for examples of evaluation instruments other than the one currently used by Western Kentucky University.

Professional Responsibilities and Concerns Committee: Senator James reported that the study is under way on travel costs and budgets, and that the deadline for survey responses is November 15th.

Faculty Status and Welfare Committee: Senator Kuehn reported that Faculty Status and Welfare Committee is active in several areas. First the annual salary survey is underway with the hope that it will be out by the next Senate; regarding the Employee Dependents Program he reported that 110 students take advantage of the 50% tuition waiver, and that as might be expected several unusual situations that have come up. As an example, Senator Kuehn noted the question of whether children of retired employees would be eligible for tuition waivers, and the answer in that case is negative. Second, Senator Kuehn addressed the relationship of the University non-smoking policy and the Drug-Free Workplace Act. WKU may not be fully in compliance with the mandated non-smoking policy. As required, a brochure has been distributed regarding a drug-free workplace.

Communications Committee Report: Senator Garrett reported that the forthcoming Faculty Senate Newsletter will include the Minutes of the October meeting as well as the unapproved Minutes of the November meeting.

Political Actions Committee: Senator Bluhm announced that a Political Action Committee had been formed pursuant to the October resolution of the Faculty Senate to lobby the Legislature. The Committee members are Carl Chelf, John Bruni, Charles Bussey, Sylvia Pulliam, and Georg Bluhm. The Committee has had contact with faculty from other State universities for concerted action, and has been in touch with
Representative Scorsoni of the Kentucky Legislature as well. The forthcoming Faculty Senate Newsletter will have a related article by Senator Bluhm. It was noted that a proposed open records law would open personnel files to University employees for their inspection.

**Faculty Regents Report:** Regent Gene Evans rose to report on several matters. First, he noted objections raised at the Council of Higher Education against granting Western Kentucky University the right to offer a doctorate in education. One objection was that if Western were granted the authority to have a doctorate similar universities would have to have it as well. Additionally, Western should not have the doctorate because Western's output would not supply all of the demand in Western's forecast. Another objection was that doctorates may not be necessary for public school administrators; that is, it may not be necessary to have a doctorate to be a principal of a public school.

On the subject of the Credit Union, Regent Evans reported that a subcommittee of the Board of Regents had formulated a proposal for the Executive Committee of the Board of Regents which will be passed on to the Finance and Administration Cabinet at the appropriate time. Finally, Regent Evans noted that he had been misquoted in a letter in the recent College Heights Herald with respect to the Credit Union. According to Regent Evans, the sense of his statement regarding banking on campus was that faculty would want to do all of their banking on campus. In contrast, the sense of the story was that faculty would do all of their banking on campus if the credit union were replaced by a bank. Regent Evans noted that he had taken no position on the credit union itself. Considering a gender bias resolution, Regent Evans noted that while a law on the subject may exist, a law on the subject is not enough. The purpose of a resolution is to help to make sure that a law is enforced. Regent Evans noted a plethora of sex harassment cases and the like reported in the press, which amply demonstrate that simply having a law on the books does not guarantee enforcement.

Finally, Regent Evans discussed the issue of the President's entertainment allowance. Regent Evans read a clause from the President's contract announcing first that he would have no comment whatsoever on the clause that he would be reading, but hoped that once he had read it there would be no further discussion on the topic. The clause Regent Evans read, which he felt the Faculty Senate is entitled to know of, is as follows: "An annual allowance will be provided in each annual operating budget for expenses incidental to official University functions held at the residence, including those accompanied by social amenities and activities subject to cost approval and periodic review by the Finance and Investment Committee of the Board of Regents."

**New Business:** The first new business was the election of COSFL representatives. COSFL is composed of the Faculty Regent, the Chair of the Faculty Senate, and two Senators. Nominations were opened for the two Senators to be elected. Senator Sylvia Pulliam was nominated by Senator Krenzin, second by Senator Bruni. Senator Charles Bussey was nominated by Senator Bluhm, seconded by Senator Bruni. As there were no further nominations, nominations were closed. The Senators were elected by acclamation. There being no further business and no announcements, the Senate adjourned.