Call to Order

Chair Kuhlenschmidt called the meeting to order at 3:30. Every elected senator was present or represented. Betty Fullewood substituted for Marilyn Castro, William Traugott for Dwight Cline, William Meadors for Randall Deere, Dorsey Grice for Sam Evans, Frank Pittman for Terry Leeper, and Richard Weigel for Steve White. President Meredith was absent without representation.

Minutes of November Meeting

The minutes of the November meeting were approved as presented.

Report from the Executive Committee

Chair Kuhlenschmidt has received a letter from Senator Kafoglis in response to our letter to the Governor and the Legislature requesting them to support higher education. Senator Kafoglis is fully supportive of higher education.

Chair Kuhlenschmidt attended a COSFL meeting last Saturday. That organization is revising its constitution. They are preparing an editorial for state newspapers on the importance of higher education.

The next Senate newsletter should come out early next semester. Please send your single-spaced articles to Senator Cobb.

Chair Kuhlenschmidt spoke with Board Chair Mercer to ask for clarification on the state of President Meredith's contract. Mr. Mercer said they are only clarifying President Meredith's contract, not changing any terms. He asked that the faculty give the new board the opportunity to prove themselves to give them the benefit of the doubt.

Yesterday the Executive Committee met with President Meredith and discussed the resolutions to be considered today. He, also, said that his contract was to be clarified, that the length of the contract would not be changed. He said he would welcome an annual evaluation under the same parameters as faculty evaluations, with the evaluation going to him and the board.

We discussed the new procedures for class evaluations. Senator Hackney is on the new computer committee. The new, more stringent plagiarism policy was also discussed. President Meredith seemed amenable to supporting the new policy.

Later in the evening President Meredith called Chair Kuhlenschmidt to say that he had discussed the question of his annual evaluation with Board Chair Mercer. Mr. Mercer said he was comfortable with the procedure if President Meredith were comfortable with it. In that conversation President Meredith also mentioned that the University of Louisville conducts such an evaluation, which they call a perception survey, on their president every three years.

Chair Kuhlenschmidt called Dale Billingsley, the Senate Chair at U. of L. He confirmed the three-year timetable for the survey they conduct on their own. He added that they had "shot themselves in the foot for not making it public." He felt that this had resulted in a decreasing number of faculty completing the forms.

Chair Kuhlenschmidt later talked with Board Chair Mercer. He told her also, that he supported the evaluation if President Meredith does. He was interested in learning of the strengths and weaknesses but felt the results ought to be confidential, as are those on faculty members. He pointed out that the faculty regent would have the information. Mr. Mercer added that the President's contract will not be an action item at the next Board meeting unless the members want to raise some particular issue with regard to the contract.

Report from Faculty Status and Welfare Committee

Senator Neel reported that the committee was studying comparison of benefits at Western with those at benchmark institutions. They are also comparing summer pay with that at other institutions. The salary report, including all budget units, may be ready as early as January. In a follow-up report they may compare salary differences by gender.
Report from Fiscal Affairs Committee

Senator Pong reported that they had looked into a situation in which a particular department had found they could purchase certain supplies at a price much lower than that they would have to pay to Central Stores. Her committee checked to see if departments would be permitted to purchase supplies from outside vendors on their own. They found that departments are not permitted to purchase from outside vendors any materials which are already supplied by Central Stores. There is also a list of other items which may not be purchased from outside vendors.

Because Central Stores must now be self supporting, there is now an automatic 23% surcharge on all items purchased from Central Stores. Because departmental budgets were not increased, this really meant a budget cut for all departments. Mr. Howard said that in regard to the specific item the department had noted, the vendor would not offer the same price to the University as to that one department. The reasons were not clear. Moreover, the Legislature has mandated that all paper goods used by universities must be made from recycled paper. This means that we must purchase a more expensive product.

Because we have suffered this 23% increase in cost, the Fiscal Affairs Committee wants to recommend that the University either increase the operational budgets of departments, allow some means for departments to recoup the losses, or provide some means to support departments from some other source. Right now departments are not free to charge any kind of fees to students to cover laboratory costs. There will be a resolution on this at the next meeting.

Report from the Faculty Regent

Regent Evans talked about President Meredith's contract. "The document as presented to the Board at the last meeting did stipulate that the President's contract would not terminate until August of 1996. So that has been changed, and that language will not be there. There will be no interpretation of what the present contract...means. That will not be addressed until July of next year. The only thing being dealt with now is the subject matter in the audit."

The local newspaper reported that the President's salary was $108,000. That is a misprint because his base salary is still $100,008.

No decision has been made on the computers to be purchased for faculty. No vendor has been chosen. The committee has not met but will meet before Christmas. Every effort will be made to fit the needs each faculty member has, and no one is going to be forced to accept a computer.

Report from the Budget Committee

Senator Hansen said that the Budget Committee has not met since early in the semester when they had considered how to handle a threatened additional budget cut.

Senator Hansen has made a line-by-line comparison of the 1992-1993 budget with the 1991-1992 budget. It appears that the instructional budget has declined by $212,000. However, most of that decline has come from workmen's compensation, which is no longer needed for payments to faculty for injuries that occurred some years ago.

Undergraduate tuition went up 3.08% and graduate tuition 2.78%. However, additional mandatory student fees for the use of facilities increased students' total cost by 4.12% for undergraduates and 3.8% for graduates. Thus, the real increase to students was 7.27% for undergraduates and 6.58% for graduates. The majority of the increase for students was for non-academic reasons. Residence hall charges varying by residence halls, increased between 12.1% and 23.5%.

Increases in college budgets varied as follows: Business 3.3%, Education 1.7%, Potter 2.1%, and Ogden 1.3%. There are 490.42 faculty, excluding department heads, in the four colleges. Faculty salaries are as follows:
Funds for supplies and travel have diminished for all departments in all colleges. This is due mostly to the reduction in telephone bills. Telephone bills went down in academic departments but not necessarily in other departments. The dean's budgets decreased by about 27%. Part of that reduction came from the elimination of the graduate dean's office. Budgets were also reduced for the community college, nontraditional programs, and extended campus (except Glasgow). More money was put into the honors program, interactive TV, and summer school. Public service monies, some of which are reimbursed through revenue, went up significantly by $429,000. Part of that is for child care and gifted studies, neither of which had previously been budgeted. The Center for Local Government and the Asian Center went down. Academic support (media, academic computing, and university farm) appropriations were decreased by 17.1%. Student services, however, received an increase of 88.65%. Part of those increases are for funds which will be reimbursed. The athletic director's office went up by $57,420. Fellowships for graduate students went up by $100,000.

Old Business
The resolution encouraging support of academic budgets was brought to the floor for second reading:

The Faculty Senate of Western Kentucky University commends Dr. Thomas Meredith, his administration, and the Budget Committee for their actions in attempting to protect the budget for academics in the face of the serious budget reductions we have experienced over the past year. We encourage the full preservation of academic support in future budgetary decisions.

It passed by a voice vote.

The resolution concerning the vote of confidence was brought to the floor for second reading:

I move that the Faculty Senate of Western Kentucky University conduct a vote of confidence among the faculty on the President.

Senator Murphy moved (seconded by Senator Shannon) to amend the motion by substituting the following:

Whereas,
the Board of Regents indicates that the President's contract is not to be renewed or extended until July, 1993,
and,
there is significant sentiment for a faculty evaluation of the President's performance prior to contract renewal,
Therefore:
The Faculty Senate resolves that a detailed assessment of the President's performance will be conducted among the faculty following a procedure comparable to those used for the appraisal of faculty by students and the evaluation of other administrators' performance by the faculty. The faculty assessment of the President will be conducted annually prior to the end of March. The comprehensive faculty questionnaire, with provision for comments, will be developed by the Faculty Senate, with an opportunity for including survey items suggested by the President and the Board.

rank | number | mean salary
-----|--------|---------
professor | 194 | $45,498 |
associate | 113 | 37,879 |
assistant | 138.87 | 36,139 |
instructor | 44.37 | 28,818 |
dep. head | 32 | 59,220 |

522.24
Senator Deitle moved (seconded by Senator Bruni) to amend the amendment by inserting the words "by the Faculty Senate" after the word "annually" and by adding to the end: "The survey must contain the question: 'I have confidence in the President's leadership.' The results of the question will be made public." This amendment to the amendment passed by a secret-ballot vote of 29 to 21.

Senator Glaser moved (seconded by Senator Deitle) to amend the amendment by deleting the following words: "following a procedure comparable to those used for appraisal of faculty by students and the evaluation of other administrators' performance by the faculty." This amendment to the amendment carried by a vote of 22 to 19 as counted by a show of hands.

Senator Leavy moved (seconded by Senator Garrett) to amend the amendment by substituting, "I have sufficient confidence in the President's leadership to endorse his continuing as president," for the current sentence, "I have confidence in the President's leadership." This amendment to the amendment passed by a hand count of 27-18.

Senator Caillouet moved (seconded by Senator Murphy) to amend the amendment by adding to the answer category the options of strongly agree, agree, undecided, disagree, and strongly disagree. Bob Traugott moved to close debate. The motion passed by a voice vote. The amendment to the amendment failed by a voice vote.

The Murphy/Shannon amendment now read:

The Faculty Senate resolves that a detailed assessment of the President's performance will be conducted among the faculty. The faculty assessment of the President will be conducted annually by the Faculty Senate, prior to the end of March. The comprehensive faculty questionnaire, with provision for comments, will be developed by the Faculty Senate, with an opportunity for including survey items suggested by the President and the Board. The survey must contain the question: "I have sufficient confidence in the President's leadership to endorse his continuing as president." The results of this question will be made public.

It passed by a secret-ballot vote of 25 to 18. The original resolution, for which the above amendment had been substituted, passed by a voice vote.

New Business

A resolution concerning appreciation for service was presented for first reading by the Executive Committee and seconded by Senator Krenzin.

The Faculty Senate of Western Kentucky University herewith thanks Gene Evans for his service as Faculty Regent. The Faculty Senate recognizes and appreciates his concern for Western Kentucky University.

Chair Kuhlenschmidt declared the meeting adjourned at about 5:00.

Respectfully Submitted by Joan Krenzin
Old Business

1. Resolution encouraging support of academic budgets

   The Faculty Senate of Western Kentucky University commends Dr. Thomas Meredith, his administration, and the Budget Committee for their actions in attempting to protect the budget for academics in the face of the serious budget reductions we have experienced over the past year. We encourage the full preservation of academic support in future budgetary decisions.

2. Resolution concerning the vote of confidence

   The Faculty Senate of Western Kentucky University conduct a vote of confidence among the faculty on the president.

New Business

1. Resolution concerning appreciation for service

   The Faculty Senate of Western Kentucky University herewith thanks Gene Evans for his service as Faculty Regent. The Faculty Senate recognizes and appreciates his concern for Western Kentucky University.