Call to Order
The first meeting of the Senate XVIII was called to order by Chair Dietle at 3:32. R. Simpson substituted for Shula Ramsay, Karen Samson for Bill Howard, Betty Fulwood for Louella Fong, and Patricia Minter for Charles Bussey. Absent without alternates were Eugene Evans, Carolyn Eichenberger, Richard Patterson, John Crenshaw, Matthew Dettman, Rita Hessley, Daniel Jackson, David Stiles, Jim Brown, Lou-Ann Crouther, Patricia Lockett, Fred Murphy, Brent Oglesbee, and Charles Smith.

Consideration of the Minutes
The minutes for the April 14th meeting were corrected to read "The Faculty Morale Survey" (in the first sentence for the Announcements) and were approved as corrected.

Committee Reports
Report from the Executive Committee (Robert Dietle)
The results from the 1994 Faculty Morale Survey were distributed to all the senators. From the responses (total responses 262) it seems that the faculty is not particularly happy about a number of things. With respect to the Faculty Senate, the lack of a consistent newsletter might be a problem. The chair indicated that he read all the handwritten comments on the surveys and recommends the new officers to do so as well. The surveys are available in the Senate Office (224 D Cherry Hall).

All the senators should caucus with their committees immediately after this senate meeting to elect a committee chair and report back to the new Senate Chair.

Report from the Committee on By-Laws, Amendments and Elections (Larry Snyder)
A list of the senators for the Senate XVIII were distributed to all the senators.

Report from the Faculty Regent (Ray Mendel)
The budget and the agenda for the meeting of the Board of Regents on May 10, 1994 has been set. The salary increases are in the budget as discussed (6% on average for full professors, 5% for associate professors, 3% for assistant professors, and 2% for instructors). The salary increases for last year and this year were the largest in the state and Western made progress towards adjusting the salaries of employees to benchmark institutions.

Mendel compared the average salaries of Eastern Kentucky University, Northern Kentucky University, and Middle Tennessee State University with the average salaries at Western Kentucky University from 1979 through 1994). (Eastern and Northern are the benchmark institutions which are used by the salary plan; MTSU is the benchmark institution President Meredith used for a similar comparison of salaries, the results of which have never been made public.) For the level of instructors and assistant professors, Western is about equal with the other institutions. (Eastern is ahead on both categories.) For the level of associate professors, Western’s average salaries are below the average salaries of any of the other three institutions (and have been since at least 1984). For the level of full professors, Western’s average salaries are even further below the average salaries of any of the other three
institutions. However, in 1988, Western was on top (with MTSU) for full professors.

Other items on the agenda are changes in the admission requirements for social work, the possible resurrection of the MBA program, approval of expenditures for the 3rd quarter report, recommendation for approval of salary guidelines (known as the uniform personnel policy which deals with employees paid by soft-money, recommendation to approve the use of money from the reserve funds for essential instructional equipment as requested by department heads and deans for some time. Another item on the agenda is a recommendation to approve that the university changes how bids for the external audit are evaluated.

New Business

Election of Officers

The following officers were elected:
Chair: Marvin Leavy (nominated by Nancy Baird)
Vice-Chair: Larry Snyder (nominated by Lynn Newhart)
Secretary: Sylvia Pulliam (nominated by Joan Krenzin)
Parliamentarian: Joan Krenzin (nominated by Ed Dorman)

Announcements

The committees should caucus after the meeting is over and let the new chair know who was elected chair of each committee by campus mail before the end of the semester.

Adjournment

The meeting adjourned at 4:25.

Respectfully submitted by Uta Ziegler