Call to Order

The Faculty Senate was called to order by Chair Marvin Leavy at 3:35 p.m. John Peterson sat in for Robert Haynes. Roy Cabaniss, Larry Caillouet, Mary Cobb, Matthew Dettman, Dorsey Grice, Charles Hays, Sharon Whitlock, Bill Howard, Jeff Kent, Glenn Lohr, John Long, Earl Pearson, Shula Ramsey, David Stiles, Sananta Thapa, William Traugott, and Bart White were absent without substitution.

Disposition of the Minutes

The minutes of the March 9 meeting were corrected to show that John Bruni substituted for Eileen Williams. The minutes were approved as corrected.

Reports of Faculty Senate Committees

A. Executive Committee (Marvin Leavy and Sylvia Fulliam):

Leavy reported that progress has been made on the University budget. Fred Murphy, who represents the Senate on the University Budget committee, will report on that later during this meeting.

The President will send out a memo soliciting faculty and staff for 10 task forces that will make recommendations concerning the implementation of the Moving to a New Level document. The task forces are: student assessment, program development monitoring, faculty evaluation, faculty enhancement, student expectations, instruction, student access and quality, academic environment, administration/staff enhancement, and institutional advancement.

Results of the annual Faculty Senate Questionnaire concerning the WKU President were distributed. Secretary Fulliam reported on the survey which was distributed to all faculty in March. She and Leavy took great care to maintain confidentiality and to assure that each person only returned one copy of the questionnaire. Copies of the results, along with comments were forwarded to President Meredith and to the University Regents. Surveys were returned by 256 faculty, which represents 47% of the faculty. Of the 238 responses to the statement, "I have sufficient confidence in the President's leadership to endorse his continuing as President," 60% answered yes and 40% answered no.

Each of the other questions had five possible responses, ranging from Strongly Disagree to Strongly Agree. These were assigned a value from one to five and an average calculated for each question, based only on those who stated an opinion on that particular item. The President's highest rating of 4.02 was for "appears poised under pressure," and his lowest ranking of 2.49 was for "allocates available funds equitably to all areas of the university." The overall average of responses was 3.11.

B. By-Laws, Amendments, and Election Committee (Joyce Wilder):

Senator Wilder distributed a roster for Senate XIX and encouraged new senators to caucus together to learn about committees and to express their interest in them. College representatives to the Executive Committee should notify Senators from their college of the time and place for these caucuses. Committee members who remain on the Senate will also remain on their committees unless they request a different assignment. She requested that committee lists be returned to her by April 25.
Wilder expressed appreciation for those who served on committees and as senators this year. Leavy agreed, stating that certificates have been prepared for all outgoing Senators.

C. Faculty Status and Welfare Committee (Eileen Williams):
   Senator Williams distributed a Gender Salary Summary, summarizing the average contract salary and 9-month equivalents by rank and by department within rank. Overall, males earn more than females, with differences ranging from $1000 to $6000. This is also true at most ranks and in most departments, although females earn more than males at some ranks in some departments.

D. Professional Responsibilities and Concerns Committee:
   Roy Cabaniss had indicated that there was no report to be made at this time.

E. Fiscal Affairs Committee (David Keeling):
   There was no report but Senator Keeling stated that the committee would be presenting a resolution later during the meeting.

F. Academic Affairs Committee:
   No report at this time.

G. Communications Committee:
   Bart White had indicated that there was no report to make, but if enough funds can be found, one more Senate Newsletter will be distributed this semester.

H. Ad Hoc Committee on Faculty Ethics (Larry Snyder):
   This committee included Senators Larry Snyder, Nancy Baird, and Lowell Shank, and non-senators Sally Kuhlenschmidt and Larry Finley. The committee distributed a report with suggestions concerning faculty responsibilities to students and to colleagues. This statement does not address administration or ethics related to research; these could be addressed at another time. This is a working document; it is intended to initiate discussion, not to force their ideas on others. The charge from the Executive Committee was entirely proactive and not a response to any situation. Professional groups such as AAUP encourage faculty to set their own agenda about what they expect from the academic environment.
   A resolution from the committee will be presented during the business session.

Report of Faculty Regent and COSFL (Ray Mendel):
   Regent Ray Mendel reported on the recent meeting of the Coalition of Senate Faculty Leadership (COSFL). Gary Cox, of the Council for Higher Education, also attended the meeting. The group drafted a statement supporting the efforts of Morehead University's President to have the OVC accept their request for a reduced number of football scholarships.
   If Western's plan for an overall salary increase of 5% holds, WKU will do well compared to other state universities. EKU is also proposing a 5% salary increase; other schools will probably be in the 3.5% to 4% range.
   Since the last Senate meeting the Board of Regents has met once and will meet again next week to look at the New Level document. He found little sympathy on the Board for his concerns with respect to requiring public service or to the contents of a rising junior exam.
   Discussion of the budget will be delayed until May or June.
At its next meeting, the Board will review third quarter financial reports and requests to approve personnel practices.

In continuing to report on new positions, Mendel reported that 1.75 new academic positions have been proposed, none of these for faculty, with a total budget impact of $32,000. One new position has been proposed in student affairs, at a cost of $12,000; and three new positions in institutional advancement, at a combined cost of $64,000. All funds come from the existing budget.

Report from Senate Member of University Budget Committee (Fred Murphy) Reporting efforts to date have included "great incertitudes" such as anticipated expenses for health insurance. Indications concerning this increase vary widely.

An expected 5% increase in operating expenses will not represent an across-the-board increase. This money will be given to Vice Presidents to distribute as they see appropriate, based on unit needs and recommendations from Western XXI.

A 5% salary increase is also expected for faculty and staff.

The committee has not met again since Charles Hays reported to the last Senate meeting. The committee should hold a meeting for faculty and staff before the end of the semester, giving them an opportunity to comment on the proposed budget.

Old Business

A resolution was on the floor from the last meeting to accept the report and resolution concerning part-time faculty. David Keeling read the resolution again for the Senate. Resolution is stated at the end of the minutes. Motion passed unanimously.

New Business

Lowell Shank presented a recommendation from the ad hoc committee on faculty ethics. Resolution is stated at the end of the minutes. This was a first reading; it will be introduced for a vote at the next Senate Meeting.

Announcements

Commencement is scheduled for Sunday, May 7. Leavy encouraged all faculty, especially Senators, to attend this important event.

The new edition of the Faculty Handbook is currently being distributed.

The next Senate meeting is scheduled for Tuesday, April 25, in Gerard Auditorium in Barratt. This will be the first meeting of the next Senate.

The Faculty Morale Survey will be distributed to all mailboxes tomorrow. They must be returned to Mary Leavy no later than Monday morning, April 24, the day before the next Senate meeting.

Mendel reported that programs ranked as prominent by Western XXI will be allowed to waive out-of-state tuition for graduate students with above-average GRE scores and GPA standards.

Respectfully submitted,

Sylvia Clark Pulliam
Resolution passed on second reading:

Whereas, part-time faculty play a vital role in the success of Western Kentucky University,
Whereas, this role should be acknowledged and adequately rewarded,
The Faculty Senate recommends the following actions:
1. Increase base salaries by $10,000 across all grades.
(2) Institute a semester-based course evaluation system for PTF.
(3) Institute a review process where PTF meet at least once a semester with their department head to discuss problems and to review course evaluations from the previous semester.
(4) Change the payroll system so that PTF receive their first paycheck no later than the fourth Friday of the semester.
(5) Encourage Department Heads to include PTF in departmental meetings and functions.
(6) Encourage an attitude of respect and appreciation for PTF.
(7) Establish two categories of PTF: Continuing and Occasional, as detailed in the 1992 Task Force Report on PTF.
(8) Encourage Department Heads to apprise PTF of their potential employment situation prior to the beginning of the semester.
(9) Encourage the Administration, Deans, and Department Heads to continue reducing WKU’s reliance on PTF. Adequately remunerated Full-Time faculty will serve the long-term goals of WKU better than a continued reliance on PTF.
(10) Support and recognize the efforts of PTF at the College and University levels. Most PTF are exceptional teachers, dedicated to the educational mission, and eager to be a full partner in Western’s academic community.

Resolution presented for first reading:

Whereas, faculty status confers both rights and professional responsibilities,
Whereas, discussion of ideals is a valuable activity, profitable in itself,
whereas, a statement of ethical responsibility expresses the aspirations of a community of people, that community should be involved in the development of the statement,

It is resolved that the Senate present the proposed Statement on Faculty Ethics and Professional Responsibilities to the faculty, and seek ideas from them over the course of the Fall 1995 semester. At the beginning of the Spring 1996 semester the Executive Committee of the Senate will be empowered to revise the working document in light of the obtained ideas. The committee will present the revised document to the entire faculty for a vote on the acceptability of the Statement.