CALL TO ORDER

The Faculty Senate was called to order by Chair Arvin Vos at 3:35 p.m. Vice President Robert Haynes and Faculty Regent Ray Mendel were present. Ed Dorman substituted for Douglas Harper, Dean May for Bill Howard, and Cassandra Pinnick for Larry Snyder. President Thomas Meredith, Jeannette Askins, John Bruni, Catherine Carey, Patricia Daniel, Charles Daniel, Matthew Dettman, Joe Glaser, Delbert Hayden, Herman Manakyan, Zubair Mohamed, John Petersen, Joel Philhours, Joyce Rasdall, Jianliang Wang were absent without substitution.

DISPOSITION OF MINUTES

The minutes of the January 11 meeting were approved as distributed.

REPORT OF FACULTY REGENT - Ray Mendel

At the last Board meeting the modification/alternative retirement plan for new faculty - choice of KTRS or more transportable plans, such as, TIAA-CREF. The University will pay less to the transportable plan (8%) than to KTRS (13.5%). The remaining 5.5% will go to KTRS.

There is a tentative meeting February 26 to address the Caroon study of staff salaries. Ray is concerned about the University spending a disproportionate amount on the non-instructional side.

Ray discussed the January 26 letter from the President stating that Institutional Research reports that the average faculty salary is at 99% of the average salary of our benchmark institution. Ray received three phone calls about this. His finding are:

Based on IPEDS reports for 1995-1996 academic year

<table>
<thead>
<tr>
<th>Rank</th>
<th>Benchmark Mean</th>
<th>WKU Mean</th>
<th>N</th>
<th>Difference</th>
<th>% Difference</th>
<th>$ Deficiency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full</td>
<td>57,686</td>
<td>53,983</td>
<td>210</td>
<td>-$3,701</td>
<td>93.6</td>
<td>-777,210</td>
</tr>
<tr>
<td>Asso</td>
<td>45,492</td>
<td>44,165</td>
<td>135</td>
<td>-$1,329</td>
<td>97</td>
<td>-179,415</td>
</tr>
<tr>
<td>Asst</td>
<td>37,744</td>
<td>36,141</td>
<td>134</td>
<td>-$1,603</td>
<td>95.7</td>
<td>-214,802</td>
</tr>
<tr>
<td>Inst</td>
<td>27,964</td>
<td>30,602</td>
<td>56</td>
<td>+$2,638</td>
<td>109.4</td>
<td>+147,728</td>
</tr>
</tbody>
</table>

Ray addressed a question concerning the MBA program being discussed for the Business College. The Board has not formally addressed it. Vice President Haynes explained the process of establishing the graduate program in Accounting and the need to re-establish the MBA program.

REPORTS OF STANDING COMMITTEES

A. Academic Affairs - Mark Robinson

At least one member of the committee will be attending the Academic Council meetings. The University Libraries' Advisory Committee met in December and Al Peterson, Geography and Geology, was elected chair. New Level items: concern about courses needed the first year for majors and pre-professional programs - a list is currently in the advising handbook, pg. 65-82; a packet of materials and a training program will be developed for advising in the University College; time table - admission requirements Fall '96, Kyle Wallace feels other areas will be difficult from the implementation standpoint and by Fall '97 everything will be in place. New admission standards are already in place. This spring Advising Center will be asking academic departments to provide details for "pre-majors", programs/areas of study which would lead to majors in these departments. "Pre-majors" will have computer codes to identify them. Some thought is being given to offering a pilot program for the orientation class this fall. A new catalog is scheduled for 1997, with no 1996 supplement planned. Admissions does prepare a supplement in the off years which would handle the new admission requirements.

B. By-Laws, Amendments, and Elections - Nancy Baird

Department elections will be held for Management, Allied Health, Chemistry, Engineering Technology, Geography & Geology, Industrial Technology, Mathematics, Nursing, Psychology, Government, History, Music, and Sociology. At-large elections will be the first of March for College of Education and Behavioral Sciences (1) and Ogden College (4).

C. Faculty Status and Welfare - Randall Swift

No business currently. The article in the Heralds about the salary study erroneously reported the top five salaries and the five bottom salaries. They failed to distinguish between 9 month and 12 month salaries. A correction was printed in a later issue of the Herald.
D. Fiscal Affairs - David Keeling

Senator Yager discussed efforts to obtain information from the WKU Foundation. A letter has been sent to Steve Catron requesting various Foundation report.

Senator Keeling discussed a report distributed related to the use of personal vehicles for University business.

F. Professional Responsibilities and Concerns - Marion Lucas

The committee met with those who responded to the ethics document on the Senate Home Page. Discussion included: need for the code, duplication of other policies/guidelines already in place, tone of the document. The committee in conjunction with Sally Kuhlenschmidt and the Center for Teaching and Learning will hold two open forums to discuss the draft policy: February 27, 2:30 pm and March 12, 3:30 pm., Grise 335.

G. Senate Communications - Bart White

The committee is gathering information for the next newsletter. Senator White thanked Senator Rose Davis for getting Senate information on the Home Page.

H. Executive Committee - Arvin Vos

Chair Vos explained that Deborah Wilkins, University Council, has withdrawn the request for an Attorney General's opinion on the KRS statue regarding the employment of relatives of Regents. The Executive Committee also discussed with President Meredith his concerns about the Senate Newsletter editorial related to this issue.

In a meeting with President Meredith, it was explained that the Governor has asked university presidents to accept a 3.2% increase with a promise that he will call the Legislature back next year to give higher education a top priority at that time.

OLD BUSINESS

Senator Lucas opened discussion on the Statement on Faculty Ethics and Professional Responsibilities. Chair Vos requested permission for faculty not members of the Senate to speak. No objections were voiced and the floor was open for discussion.

NEW BUSINESS

None.

ANNOUNCEMENTS

None.

Meeting adjourned at 4:45 pm.

Respectfully submitted,

Rose Davis, Secretary