

**MINUTES
UNIVERSITY SENATE
OCTOBER 17, 2002
GARRETT BALLROOM**

Chair Robert Dietle called the meeting to order at 3:30 P.M. **The following members were present:** Darlene Applegate, Ray Blankenship, Charles Borders, Barbara Burch, Debra Crisp, Robert Dietle, Joe Glaser, Bill Greenwalt, Richard Hackney, Kacy Harris, Michelle Hollis, Danita Kelley, Wilma King-Jones, Lee Minwoo, Kathleen Matthew, Michael May, Patricia Minter, Russell Moore, Lora Moore, John Moore, Fred Murphy, Sharon Mutter, Jane Olmsted, Anne Onyekuwluje, Kay Payne, Yvonne Petkus, Cassandra Pennick, Ross Pruitt, Troy Ransdell, Sherry Reid, Loren Ruff, Jo-Anne Ryan, Roger Scott, Kathleen Sheldon, Fred Siewers, Byron Sleugh, Doug Smith, Dale Smith, John White, Edward Yager, Uta Ziegler **Alternate members present:** Keith Philips for Lawrence Alice, Dennis George for David Dunn, Carl Filip for Jeffrey Hackett, Shirley Lowman for Beverly Holland, Robert Choate for Stacy Wilson. **Members absent were:** Karen Adams, Katie Alego, Christopher Antonsen, Jim Becker, Michael Binder, John Bruni, Thad Crews II, Claus Ernst, Yalcin Ertekin, Blaine Ferrell, Elmer Gray, Robert Holman, Roy Howsen, Augustine Ihator, Daniel Jackson, Robert Jefferson, Jonathan Jeffrey, Pam Jukes, Frank Kersting, Bruce Kessler, Sean Kinder, David Lee, Cynthia Mason, Ronald Oliver, Richard Parker, Sherry Powers, Matthew Pruitt, Gary Ransdell, Sherrie Serros, Cliff Shaluta, Nelda Sims, Bill Tseng, Judy Walker, Steven White

Approval of the Minutes

The minutes of September 10, 2002 were approved as presented.

University Senate Action Approval

Dr. Barbara Burch, Provost and Vice President for Academic Affairs approved, without exception, the actions taken by the University Senate at its September 10, 2002 meeting.

Report from the Chair

- Chair Dietle reported that the University Senate will, in the near future, sponsor a faculty reception for out-going Faculty Regent, Professor Mary Ellen Miller. Notification of this reception's time and place will be sent electronically.
- Chair Dietle asked that the members of the College of Health and Human Services caucus after this meeting to elect a representative to the Executive Committee.
- Chair Dietle said he would step down as Chair of the University Senate at the close of today's meeting, as he has been elected to serve as Faculty Regent. He announced that Vice Chair, Doug Smith has agreed to serve the remainder of the term as Chair, and at the end of this meeting a Vice Chair will be elected to replace Dr. Smith.
- Chair Dietle said that there is no report from the Budget or Benefit's Committees.

STANDING COMMITTEE REPORTS

A. Report from the Faculty Welfare and Professional Responsibilities Committee

Dr. Jane Olmsted reported that the Committee met on October 10, 2002, she said the Committee is working on three items: a) Developing a method for interpreting the Faculty Work-Life Survey, b) looking for ways to input the data from the Department Head's Survey, and c) discussing a proposed resolution which was presented by Dr. Bill Greenwalt regarding unused medical benefits monies. Dr. Olmsted said the resolution did not go to the Executive Committee, however, Dr. Greenwalt will present this as a motion at today's meeting.

B. Report from the University Curriculum Committee

Dr. Darlene Applegate moved approval of the University Curriculum Committee's Consent Agenda from the meeting of September 26, 2002. Chair Dietle asked if any Senator would like to remove any item from the consent agenda to the action agenda. No such requests were made. (* denotes action items of the UCC)

COLLEGE OF HEALTH AND HUMAN SERVICES

I. Creation of New Courses *

HCA 383	Statistical Applications in Healthcare
HCA 447	Information Systems Laboratory

II. Revision of Program *

Ref. # 559	Health Care Administration [add two required courses, move three required courses to electives, reduce hours from 72 to 70]
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COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

I. Revision of Program *

Ref. # 579	Major in Middle Grades Education [add option; drop teaching fields of library media education, foreign languages and exceptional child education]
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POTTER COLLEGE OF ARTS, HUMANITIES, AND SOCIAL SCIENCES

I. One-Time-Only Course Offerings [for information only]

RELS 389	Introductory Pali
AFAM 110	Ndebele/Zulu Language and Culture
ANTH 110	Ndebele/Zulu Language and Culture
FLK 110	Ndebele/Zulu Language and Culture

II. Revision of Courses

GOVT 361	Governments and Politics of Europe [title]	
GOVT 367	Government and Politics of Russia and Eastern Europe [title, catalog]	*
GOVT 370	Political Parties and Interest Groups [title, catalog]	*
GOVT 400	Selected Topics in Government [title]	
DANC 211	Ballet II [prerequisites, catalog]	*
DANC 311	Ballet III [prerequisites, catalog]	*
DANC 318	Ballet IV [prerequisites, catalog]	*
DANC 411	Ballet V [prerequisites, catalog]	*
DANC 418	Ballet VI [prerequisites, catalog]	*
DANC 451	Ballet VII [prerequisites, catalog]	*
DANC 458	Ballet VIII [prerequisites, catalog]	*
DANC 217	Modern II [prerequisites, catalog]	*
DANC 317	Modern III [prerequisites, catalog]	*
DANC 417	Modern IV [prerequisites, catalog]	*
DANC 213	Jazz II [prerequisites, catalog]	*
DANC 313	Jazz III [prerequisites, catalog]	*
DANC 319	Jazz IV [prerequisites, catalog]	*
DANC 413	Jazz V [prerequisites, catalog]	*
DANC 419	Jazz VI [prerequisites, catalog]	*
DANC 453	Jazz VII [prerequisites, catalog]	*
DANC 459	Jazz VIII [prerequisites, catalog]	*
DANC 215	Tap II [prerequisites, catalog]	*
DANC 315	Tap III [prerequisites, catalog]	*
DANC 415	Tap IV [prerequisites, catalog]	*
THEA 461	Theatre Practicum [prerequisites, catalog]	*

III. Suspension of Courses

DANC 130	Concert Dance Repertory I
DANC 131	Concert Dance Repertory II
DANC 230	Concert Dance Repertory III
DANC 231	Concert Dance Repertory IV
DANC 330	Concert Dance Repertory V
DANC 331	Concert Dance Repertory VI
DANC 430	Concert Dance Repertory VII
DANC 431	Concert Dance Repertory VIII
DANC 140	Musical Theatre Dance Repertory I
DANC 141	Musical Theatre Dance Repertory II
DANC 240	Musical Theatre Dance Repertory III
DANC 241	Musical Theatre Dance Repertory IV
DANC 340	Musical Theatre Dance Repertory V
DANC 341	Musical Theatre Dance Repertory VI
DANC 440	Musical Theatre Dance Repertory VII

DANC 441	Musical Theatre Dance Repertory VIII
DANC 220	Stage Movement
GOVT 417	Local and Regional Government
THEA 202	Voice for the Stage

IV. Deletion of Courses

GOVT 413	Policies of Social and Family Welfare
GOVT 432	Early Political Theory
GOVT 433	Modern Political Theory
GOVT 434	Contemporary Political Theory
HUM 194	Seminar on Ancient Greece and Rome
HUM 184	Seminar on the Modern Western World
HUM 174	Seminar on Medieval and Renaissance Europe

V. Reactivation of Suspended Courses

GERM 332	Advanced German Translation
GOVT 365	Government and Politics of the Middle East

VI. Creation of New Courses *

DANC 300	Dance Company
GOVT 457	Theories of War and Peace in International Relations
THEA 203	Acting Audition Workshop
THEA 205	Stage Voice and Movement I
THEA 305	Voice and Movement for Stage II
THEA 405	Voice and Movement for Stage III
THEA 307	Music Theatre Workshop
MUS 307	Music Theatre Workshop
THEA 312	Stage Management Practicum
THEA 410	Playing Shakespeare

OGDEN COLLEGE OF SCIENCE AND ENGINEERING

I. One-Time-Only Course Offerings [for information only]

GEOL 495	Earth System Science for Teachers
GEOL 106	Geology in the Movies
GEOL 107	Backyard Geology
ME 450	Materials Processing and Selection
ME 480	Heating, Ventilating, and Air Conditioning
CE 451	Water and Wastewater Treatment
CE 412	Foundation Engineering

II. Revision of Courses

CHEM 105	General Chemistry I [catalog]
CHEM 104	Chemistry and Technology [title, number, prerequisites, catalog] *
MATH 305	Introduction to Mathematical Modeling [prerequisites]
MATH 307	Introduction to Linear Algebra [prerequisites]
MATH 310	Introduction to Discrete Mathematics [prerequisites]
MATH 327	Multivariable Calculus [prerequisites]
MATH 331	Differential Equations [prerequisites]
PHYS 140	Measurement and Analysis of Physical Phenomena [title, catalog] *
STAT 301	Introductory Probability and Applied Statistics [prerequisites]

III. Suspension of Courses

MATH 120	Elements of Calculus I
MATH 207	Matrix Algebra with Applications
MATH 220	Elements of Calculus II
MATH 320	Elements of Calculus III

IV. Deletion of Courses

CHEM 103	Basic Chemical Techniques
CHEM 118	Preliminary College Chemistry
CHEM 301	Consumer Chemistry
CHEM 305	Introduction to Coal Chemistry
CHEM 307	Coal Chemistry Laboratory
CHEM 432	Modern Methods of Chemical Analysis
CHEM 495	Environmental Sampling Measures
CS 248	Computer Science II Lab
CS 343	File Management
CS 447	System Simulation

V. Deletion of Program

Ref. # 556 Science

VI. Creation of New Courses *

CHEM 490	Materials Chemistry
MATH 122	Calculus of a Single Variable I
MATH 132	Calculus of a Single Variable II
MATH 232	Calculus of a Single Variable III
WOMN 421	Women and Science

- VII. Revision of Programs *
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|------------|------------------------------|
| Ref. # 728 | Mathematics Major |
| Ref. # 528 | Mathematics Major (extended) |
| Ref. # 417 | Mathematics Minor |

[for each program, accept either MATH 126, 227 or MATH 122, 132, 232 for single variable calculus requirement]

GRADUATE COUNCIL

I. One-Time-Only Course Offerings [for information only]

COMM 504	Ethnographic Methods of Communication Research
FLK 434G	Historic Preservation Planning
HCA 545	Managerial Finance in Health Services
ADED 520	Methods of Teaching Adults
ADED 510	Introduction to Adult Education

II. Deletion of Courses

GOVT 403G	Field Studies in Politics
GOVT 410G	Seminar in National Government
GOVT 411G	Seminar in State Government
GOVT 413G	Policies of Social and Family Welfare
GOVT 505	Washington Internship and Academic Seminars

III. Suspension of Courses

GOVT 417G	Local and Regional Government
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IV. Creation of New Courses *

COMM 504	Ethnographic Methods of Communication Research
WOMN 421G	Women and Science

V. Revision of Programs *

Ref. # 109	Master of Arts in Communication [add COMM 504 as alternative to COMM 501 in research tool requirements]
Ref. # 089	Master of Arts in Education with a Major in Music [decrease program hours from 32-35 to 30-33 by dropping two elective hours in music education component; substitute EDU 596 for EDU 598]

OFFICE OF THE REGISTRAR

I. Revision of Academic Policies *

Revision of Residence Requirement for Baccalaureate Degrees
Revision of Residence Requirement for Associate Degrees

The motion carried.

C. Report from the General Education Committee

Dr. Patti Minter presented the report and moved approval of the following:

a. Course Deletions

MATH 120 Elements of Calculus I
HUM 174 Seminar on Medieval/Renaissance Europe
HUM 184 Seminar on Modern Western World
Hum 194 Seminar on Ancient Greece/Rome

b. Additions to General Education

Category B:
MATH 122 Calculus of a Single Variable I

The motion carried.

NEW BUSINESS

The Chair asked if there was any new business to be brought before the University Senate.
Dr. Bill Greenwalt presented the following motion:

Motion:

The Faculty Welfare and Responsibilities Committee recommends that the University Senate request that the Benefits Committee and President Ransdell stop the current practice of depositing unused medical benefits funds (of employees who elect not to participate in Western's medical insurance program) into the general insurance fund. Instead, these unused benefit monies (currently 50% of the amount each employee receives) should be deposited into Western's salaries budget.

Comments: The above motion received a majority vote in the Faculty Welfare and Professional Responsibilities Committee. Since this is a complex issue that requires a lengthy rationale, the committee did not write a rationale which was approved by the whole committee. The rationale below has been written by Bill Greenwalt and does not reflect the diverse opinions of the members of the Faculty Welfare and Professional Responsibilities Committee on this issue.

Rationale:

WKU employees receive a medical benefit from the University. That benefit is communicated to the employees as a dollar amount which they can use for health insurance. Two years ago the University established their own health coverage. If an employee wanted more coverage than the medical benefit provided, the employee was responsible for paying the difference. Those who opted out of the insurance program were allowed to place the dollar amount into a flex account. To get any money out of the flex account, a legitimate medical receipt was sent into the managing company for reimbursement. Any monies left in the flex account after the end of the insurance year reverted back to the University. The first year the University had their own medical insurance, the insurance fund was seriously short. This resulted in the University having to pay considerably more than budgeted for insurance. The Benefits Committee in an effort to increase the amount of monies available for the insurance budget decided to reduce by half the amount of monies placed into the medical flex accounts of those who opt out of the University Insurance Program. They then took the other half (approximately \$1800 for each one who opted out of the insurance program) and placed it into the University Insurance budget. This in effect took benefit monies from a small group of employees and gave it to the majority.

The Benefits Committee does not believe that it has done anything out of the ordinary by taking these monies from the small group of employees for two reasons: first they argue, the University is not under any obligation to provide a flex account for those who opt out of the Insurance Program. That is a true statement. The University can decide to do away with the flex accounts altogether. (In fact this is one thing the benefits committee discussed for this year because of another shortage of funds in the self insurance program.) Since the University is under no obligation to provide any medical benefits to anyone, one could also say the University does not have any obligation to provide any employee with a medical benefit. This benefit is offered to assist the employee and to make WKU employment more attractive. So the Benefits Committee's logic is valid to the point that flex accounts are not an entitlement, but the committee neglects the other side of the same logic _ medical insurance is not an entitlement. However, medical insurance is a very valuable employee benefit and it should be maintained. In the same manner, flex medical accounts are a valuable benefit to those who select that benefit and should be maintained.

The second reason the Benefits Committee does not think it has done any thing out of the ordinary follows this reasoning. Because some people opt out of the insurance program, this increases the cost for those in the program by creating a smaller pool of individuals to share the medical costs. If those who opted out of the program remained in the insurance program then the University would have a larger pool of funds. More people means more money. This very argument speaks against the logic of the Benefits Committee. A self insurance program should be paid for solely by those who participate in the program. By taking part of the benefit monies designated for one employee who is not in the insurance program the Insurance Program is not being paid for by its participants. It is being supplemented by those not in the program. This takes benefits intended for one employee and gives it to another employee without any accounting procedures to account for the shift of funds.

The third reason the Benefits Committee provides for this practice being reasonable is that the monies are really not designated for individual employees but to pay for insurance coverage. This

may not be a completely accurate restatement of the argument, because it completely contradicts the second reason and the way the benefit is presented to employees. If it is not individually designated, why do some employees have to pay more because they want more coverage than that paid by the University? How is this additional cost figured? Is it not based upon the designated amount established for each employee? When the total compensation for an employee is figured it includes an amount for the medical coverage. This amount is clearly established by the University and most people can quote an amount.

If the Benefits Committee decides that one group of employees do not deserve a full medical benefit and reduce it by 50%, then the monies saved from such action should return to the pool of monies available for salary increases. Last year that amount was approximately \$175,000. It should not be slipped under the table to increase the benefit of other employees who are using their allocated benefits. If any other benefit is not used by one employee, it is not then made available to those who do use the benefit to increase the benefit. For example, if an employee has a child who receives a scholarship and thus does not use the employee scholarship, the money not used does not go into a fund to increase the monies available to those who do use the employee tuition benefit. The basic unfairness of the practice of taking benefit money from one employee and giving it to another has double consequences for the one who loses the benefit. Not only is the benefit lost, but the possibility of gaining some of that back by a salary increase is also lost. An argument has been presented that adding the \$175,000 to the salary pool would not add much money to the total pool. If you break it down to each individual employee at the University it would amount to approximately \$10.00 each month increase for every full time faculty and staff employee of Western (last year the fact book stated the University had 599 full time faculty and 1060 full time staff). That amount is significant to many people. If the amount is so insignificant, why does the Benefits Committee think it is necessary to add it to the benefits of those who are in the Insurance Program. In reality those who elect not to be a part of the University Insurance Program provide a total salary increase of \$10 to every other employee of the University. They not only do not receive the benefit, those monies are given to others without the money being properly budgeted. Faculty and Staff members should be very concerned when the Benefits Committee takes away benefit monies from one employee and gives it to another without it being computed into the compensation package of those who receive the increase. If more monies is needed for the self insurance program, then the committee needs to look at ways to legitimately increase those funds. That can be done by increasing the benefit, by increasing the cost to the employee or by reducing the amount of coverage. Some say this is unfair to those who can least afford it. We have many faculty members working at the University at salaries significantly below benchmark. It is unfair to take monies away from these individuals as well. If the Benefits Committee does not think those who opt out of the Insurance Program deserve a full medical benefit, then the monies not provided the employee should be returned to the salary compensation budget and made available to all. That is fair and just. The present practice is not. Therefore the Senate should recommend that the Benefits Committee and President Ransdell stop the present practice of placing benefit monies not given to the employee into the Insurance Account.

After considerable discussion, Chair Dietle called for a vote on Dr. Greenwalt's motion. The motion failed.

Next, Dr. Darlene Applegate said she, and on behalf of all other Senators would like to thank Chair Dietle for serving for so long and in such a dedicated way as Chair of the University Senate, and wished him well in his role as Faculty Regent. This received applause from the members.

Next, Chair Dietle opened the floor for nominations for Vice Chair. Dr. Patti Minter nominated Dr. John White, who said he was willing to serve. Dr. Richard Hackney moved that nominations cease. The motion was seconded. Dr. White was elected by acclamation as Vice Chair of the University Senate.

Chair Dietle then stated this was his official verbal resignation as Chair and as a member of the University Senate in order to accept his newly elected duties as Western Kentucky University's Faculty Regent.

The meeting adjourned at 4:10 P.M.

Respectfully submitted,

Uta Ziegler, Secretary

Lou Stahl, Recorder