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 Onyekwuji, 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]

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]

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 447System 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 *
    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

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]
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:

- **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

- **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 rational 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,

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Uta Ziegler, Secretary

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Lou Stahl, Recorder