

WKU UNIVERSITY SENATE MINUTES

November 16, 2006

I. Call to Order

The regular meeting of the WKU University Senate was called to order Thursday, November 16, 2006, at 3:45 P.M. in the Garrett Ballroom by Chair Michelle Hollis. A quorum was present.

The following members were present: John All, Mustafa Atici, Johnathon Boles, Scott Bonham, Charles Borders, Barbara Burch, Stuart Burris, Mike Carini, Janice Chadha, Eddy Cuisinier, Judy Davison, Terry Dean, Robert Dietle, Freda Embry, Nancy English, Janice Ferguson, Tim Gilbert, Jerry Gotlieb, Deana Groves, Joe Hardin, Kathleen Hennessey, Michelle Hollis, Heather Johnson, Kaveh Khatir, Scott Lasley, Sherry Lovan, Karen Mason, Richard C. Miller, Patricia Minter, Roger Murphy, Dan Myers, Thanh Lan Ngugen, Johnston Njoku, Laurin Notheisen, Katharine Pettit, Katrina Phelps, Heidi Pintner, Gary Ransdell, Eric Reed, Krist Schell, Bud Schlinker, Julie Shadoan, Vernon Sheeley, Nevil Speer, Stacy Wade, Samanta Thapa, Tom Tutino, Carol Watwood, Jeff Willis, Jacqueline Wofford, and Mary Wolinski.

Alternates present were: Greg Mills for Greg Arbuckle, Ed Bohlander for Jerry Daday, Andy Ernest for Blaine Ferrell, Beth Plummer for Anthony Harkins, Darlene Applegate for Kate Hudepohl, Denise Gravitt for Debbie Kreitzer, Cassandra Pinnick for John Long, John Faine for John Musalia, Kumi Ishii for Holly Payne, and Tammie Stenger-Ramsey for Peter St. Pierre.

The following members were absent: Mike Binder, Marty Boman, John Bonaguro, Robert Bowker, Tim Brotherton, Walter Collett, Richard Dressler, Sam Evans, James Gary, Jens Harlander, Dominic Lanphier, David Lee, Cynthia Mason, Terrence McCain, Laura McGee, Andrew McMichael, Timothy Mullin, Keith Phillips, Sherry Reid, Angela Robertson, Jeffrey Samuels, Peter Sepanski, Sandra Starks, Carol Stowe-Byrd, Don Swoboda, William J. Tallon, and Judy Walker,

II. Minutes

The Minutes of the October 19, 2006 meeting were approved as read with no additions or corrections.

III. Deviation from Agenda

a. President Ransdell

By request of the Executive Committee, Dr. Ransdell attended the Senate meeting to talk about salaries and give perspective about how faculty salaries relate to the rest of the budget. We are at the point now where we know what our state appropriation will be for next year because it is the second year of the biennial budget; it will be roughly a \$5.8 million dollar increase in state appropriations for the next fiscal year. Tuition has not been set; it might be around a 7.5% increase (CPE will set this in a few

weeks). That cap for WKU will be 9.5%. Our total revenue variable of tuition increase will likely be around 7.5%. The budget council meets each month. Merit evaluations need to be completed before figuring salary into the budget. There are several factors that are very important to keep in mind. A 1% increase in salaries costs approximately \$1.15 million. President Ransdell is hesitant to give a target increase because he does not want to make promises that cannot be kept, but last year there was a 3.5% increase and he hopes to at least match that for next year. There will be no increase to the university budget or employees on health care. He also stated that priority will be given to Assistant Professor and Associate Professor salary levels because this is where the greatest need is. These categories were third in Kentucky. It will cost between \$300,000 and \$400,000 to do that. An increase in minimum wage will cost the university between \$3/4 million and one million dollars. He also mentioned that the increased cost of utilities, will cost between 3/4 million and a million dollars and the cost of operations in new buildings could cost as much as a million dollars. The increase in staff support has not kept pace with the growth in student enrollment and increased number of faculty. There will be an increase in need-based student aid as well as merit-based student aid. Library Serials, Graduate Studies, Commercialization and Technology Transfer Programs, Expanded faculty positions in Elizabethtown and Owensboro, the Doctoral Program in Education Leadership, the Honors Program, Study Abroad, and Minority Student Recruitment will also be budget priorities. Compensation vs. strategic investments and necessary expenditures will all figure into budget priorities for the coming year. Dr. Ransdell stated that in recent years we have made progress in faculty promotions and money will continue to be invested in that regard.

Dr. Ransdell also mentioned that he is confident that there will be a budgetary provision to address the ORP discrepancy that exists; there will also be an effort to address this on the Council on Post-Secondary Education and perhaps legislatively, but it only affects five campuses and it could be literally over \$100 million to address the matter of funding the unfunded liability that has prompted this issue in the first place. Dr. Ransdell would like us to get to the point where at least 8% in a retirement context is being funded by the university for ORP employees on a recurring basis. This would be comparable to KTRS employees.

IV. Reports

a. Chair

Michelle Hollis, Chair of the Senate, reported that Senate name tags are ready. She also went over the procedure for signing in -- cross out your name on the left. If you are subbing for someone, write your name to the right of the person you are subbing for. Anyone who speaks at the meeting must speak directly into the microphone so it can get recorded. Individuals giving reports should limit their reports to ten minutes or less.

The Annual Report Committee is in the process of being formed. This committee will create a report that is a public document that is a collation and synthesis of faculty and staff's ideas, opinions, and suggestions on important issues and debates.

This will be a chance for faculty to participate more fully and contribute in a more concrete manner to the campus community conversation about the university's overall goals, direction, development, and management. There will be one representative from each college and one staff member as well.

In response to the discussion at the previous meeting regarding faculty workload, many faculty members were unaware of the new method of evaluating workload at the departmental level; a faculty workload template was handed out at the November meeting.

The Executive Committee voted unanimously to recall the entire athletics committee and send new names to Dr. Ransdell because they did not give a representative vote of the feelings of the faculty on the move to I-A football.

b. Vice Chair

The Vice-Chair, John All, reported that he worked with Nevil Speer on the results of the Faculty Survey to condense the results into a short paragraph. ORP was the number one concern, and there are more details on the website.

c. Faculty Regent

The Faculty Regent, Robert Dietle, stated that the Division I-A Football item was voted on during the November 2 meeting in Owensboro with the full Board of Regents. Dr. Dietle will continue to remind the other board members of the potential cost of this move, pointing out the budgetary constraints and how they were not mentioned when we were talking about financing the move to I-A football. He is concerned because athletics is not a budgetary constraint. He wants to keep track of the expenses and benefits and if they fail to meet the targets that have been set, we should let them know. We should also protect our academic budget. The board of Regents needs to have a clearer view of where we are from an academic prospective. Dr. Dietle wants to inform the board about our academic duties and responsibilities. Dr. Dietle mentioned to his fellow regents that the purpose of Parliamentary procedure is so the majority rules but the minority is heard; Dr. Dietle will continue to voice his opinion on this issue.

d. Provost

The Provost, Barbara Burch, reported that if anyone wants to set up a discussion regarding salary distribution, she is happy to lay out factors that contribute to salary distribution. There is a base salary increase for satisfactory performance and everything above that is merit. She stated that last year the Gender Committee looked at the data and across the board for the academic division, there does not appear to be a real gender equity issue. There are also runs for minority status, rank, years of comparable experience, discipline-based (mean and median), overall college, distinguished university professors, evaluation rankings and merits, departmental performance factors, and compression. Regarding compression, there have been increased promotion rates; the amount that we spend on promotions is four times what it was two years ago. We constantly track nineteen benchmarks and compare;

Professor is 97.2% of the mid-point, which is less than our benchmarks. Associate Professor is 97.7% of midpoint, Assistant Professor is 96.7% of midpoint, and instructors are 91.9% of midpoint. Data regarding this is on the Senate website. She stated that it is being tracked and compression will be one of the factors that will be looked at this year.

Nevil Speer and Bob Cobb have been analyzing faculty workload; 9.4 – 9.6 is the average teaching load on campus. Dr. Burch is surprised and disappointed to learn that many faculty members have not seen their workload distribution and urged people to ask about and look at this. She also mentioned that out of every twelve faculty positions, one position is devoted to advising; they are trying to work with the departments to give more acknowledgement and performance rewards and time for quality advising.

We are doing lots of growth planning. 49.1% was our graduation rate last year; the target number for 2020 to meet state goals (this is tied to funding) is 27,000+ students (it is more likely that we will have lower-to-mid-20's). Dr. Burch is working with the college deans and wants to agree on targets where there is growth potential.

Our “academic report card” in January will show where we compare to our benchmarks.

V. Standing Committee Reports

a. University Curriculum Committee

Julie Shadoan, Chair of the University Curriculum Committee, moved for approval of the consent agenda. The course proposals passed unanimously as presented without discussion.

There was one action agenda item that was removed by the Executive Committee for discussion (Bachelor of Science GIS) because of some unclear wait period guidelines. Julie Shadoan moved to approve the item on the action agenda. She also stated that there will be a meeting to address the unclear guidelines next week. In light of this, Patricia Minter made a motion to postpone this item definitely until the next meeting until the matter is cleared up. Dr. Keeling stated his reasons on why we should proceed with this program. Dan Myers called the question and made a motion to vote on it immediately (rather than next month) without any more discussion. The Senate voted unanimously to accept the question as well as to accept this item. Throughout this discussion, there was much confusion in the Senate about parliamentary procedure.

b. General Education

Patricia Minter, Chair of the General Education Committee, stated that there was no report at this time.

c. Faculty Welfare and Professional Responsibilities

Nevil Speer, Chair of the Faculty Welfare and Professional Responsibilities Committee, stated that there is no report at this time.

d. Committee on Academic Quality

The Chair of the Committee on Academic Quality, Andrew McMichael, was not present. No report was presented.

e. Graduate Council

Tim Gilbert, the Chair of the Graduate Council, made a motion for support and approval of the Graduate Council agenda items for University Senate consideration. The consent agenda passed unanimously with no discussion on the items.

VI. Old Business

There was no old business.

VII. New Business

The Senate had the opportunity to vote whether or not to accept the Executive Committee's motion to recall the entire Athletics Committee and send new names to Dr. Ransdell. The rationale was that when the Senate did the faculty referendum against the move to I-A football, the Athletics Committee did not represent the vote of the Senate. A member of the Athletics Committee voiced that the Athletic Committee met prior to the Senate meeting (and the referendum vote). In addition, he pointed out that the Committee's role is to protect the interest of the student athletes and meetings centered on that. Several concerns about this issue were raised in the Senate meeting: (1) three names were submitted by Michelle Hollis to Dr. Ransdell in September and the names on this list were not used in forming the committee; (2) some members of the Athletic Committee were not regularly attending meetings but still had the opportunity to vote; and (3) there were some feelings that receiving season tickets to athletic events in exchange for serving on the Athletics Committee was a conflict of interest. A motion to table the Senate vote of recalling the Athletics Committee until the Chair of the Senate and the Athletics Committee have had a chance to talk about these issues passed 26 to 15. As a result of this, the Athletics Committee will be invited to meet with the Executive Committee. After much additional discussion, the meeting lost quorum and we could not vote on anything else.

VIII. Announcements

There were no announcements.

IX. Adjournment

Dan Myers questioned whether we had quorum; we did not, so the meeting was adjourned. The meeting adjourned at 5:05 P.M.

Respectfully submitted,

Heidi Pintner, Secretary