



UNIVERSITY SENATE

Thursday, December 16, 2010

3:45 p.m. – Faculty House

I. Call to Order

The following members were present: Darlene Applegate, Greg Arbuckle, Eileen Arnold, Kristina Arnold, Lauren Bland, Erika Brady, Pitt Derryberry, Robert Dietle, Uma Doraiswamy, Jill Duba, Melanie Duke, Marc Eagle, Karin Egloff, Gordon Emslie, Peggy Gripshover, Charlie Harris, Jan Hunt-Shepherd, Colton Jessie, Molly Kerby, Mikhail Khenner, Randy Kinnersley, Debra Kreitzer, Alex Lebedinsky, Nathan Love, Kelly Madole, Mac McKerral, Andrew Mienaltowski, Patricia Minter, Holly Payne, Yvonne Petkus, Pam Petty, Keith Phillips, Matt Pruitt, Eric Reed, Mark Schafer, Gary Schallert, Richard Schugart, Vernon Sheeley, Christy Spurlock, Martin Stone, Francesca Sunkin, Travis Taylor, Megan Thompson, Huanjing Wang, Carol Watwood, Richard Weigel, Maribeth Wilson, Mary Wolinski

Alternates present were: Wendi Hulse (Barbara Bush), Angela Jones (Nikolai Endres), Andy Ernest (Blaine Ferrell), Chris Ervin,

The following members were absent: Mike Binder, Nathan Bishop, John Bonaguro, Richard Bowker, Barbara Bush, Vladimir Dobrokhoto, Scott Droege, Nikolai Endres, Sam Evans, Blaine Ferrell, Nathan Fisher, Jim Fulkerson, Dennis George, Andrea Grapko, Darbi Haynes-Lawrence, Sonya House, Michael McIntyre, Vicki Metzger, Steve Miller, Roger Murphy, Steve Nagy, Kumiko Nemoto, Ivan Novikov, Mark Pickard, Gary Ransdell, Angela Robertson, Michael E Smith, Mark Staynings, Heather Strobe, Liz Sturgeon, Dana Sullivan, Adrian Switzer, Donald Swoboda, Samanta Thapa, Evelyn Thrasher, Dawn G. Wright, Di Wu, David Zimmer,

II. Approve November 2010 Minutes

Approval: November 2010 Senate minutes approved as posted.

III. Reports:

A. Chair – Kelly Madole

Chair Madole specified two items were on the November 2010 UCC report in error: ENG 410 and Anthropology 341. ENG 410 was pulled from the report and Anthropology 341 was postponed.

B. Vice Chair – Molly Kerby

Vice-Chair Kerby had no report.

C. Coalition of Senate and Faculty Leadership for Higher Education (COSFL)

Representative – Molly Kerby

- COSFL is currently working to get a webpage up and running.
- The last COSFL meeting included discussion of:
 - Voting eligibility of Deans (administrators) in Faculty Regent Elections
 - Recommendations that “Collegiality” be left off of tenure and promotion policies
 - Progress of transferability plans in General Education

D. Advisory

1. Faculty Regent – Patti Minter

- Board of Regents agreed that pay increases of \$5000 or more should be accompanied by a rationale. This procedure is good for internal and external communication and should be shared with COSFL.
- Regent Minter and Chair Madole met with Christian Ryan-Downing to discuss maintaining the heat in the buildings for some period over the break to allow Faculty to wrap-up semester business. A compromise was made and she offered to leave the heat at acceptable levels through Monday, December 20 when grades are due.
- Chair Madole reiterated that the meeting with Christian Ryan-Downing was very positive and that Christian hopes to connect with faculty on sustainability issues and may present to the Senate in the Spring semester.
- Regent Minter thanked everyone for their advice and offered best wishes for the end of the semester.

2. Provost – Gordon Emslie

- Provost Emslie encouraged faculty to work with students to complete final exams and to be flexible with travel plans due to inclement weather.
- All reports from UCC, General Education Committee, and Graduate Council from November were approved through Academic Affairs.
- The recommendation regarding the extension of the probationary period was approved and the policy is being worked on by CAD. There are two classes of events that could lead to an extension including 1.) Birth, adoption, death of immediate family member and 2.) All other requests regarding significant life events (2nd occurrences of events listed in item 1.). The policy will be brought forward to the Senate. Provost Emslie is pleased with the way these processes are working out between the Deans and the Senate leadership.
- The base budget has been set and faculty are being hired to fill vacant slots.
- \$1.2 million from DELO will be distributed to Colleges for Graduate Teaching Assistants (GTA). Sixty new GTA lines are being created across campus and will provide a full stipend, tuition, and health insurance. These new lines should lead to a reduction of 250 course sections or 1/3 of a course reduction for each faculty member.
- The Listening Tour has concluded and Provost Emslie and Vice President Baylis will hold a forum in February to report findings and make proposals.

3. SGA President – Colton Jessie

- SGA conducted the Diamond Decision Makers Event where 18 top decision makers and 50 students participated in an open forum. Members of the Board of Regents were present the forum was a great success.
- SGA officers are planning for the March 1 annual rally at the Capitol in Frankfort to support funding for higher education.
- SGA is excited about participating in the plans for the DUC renovation but have decided that the plans are not ready to move forward because they would like more student input. They are planning an information campaign to solicit input.

IV. Standing Committee Reports:

A. Senate Executive Committee (Information items)

Chair Madole reviewed the three information items below. These are policies reviewed by the Senate Executive Committee. The travel policy includes an improved per diem. The SEC recommended a few tweaks to the severe weather policy (See track changes comments in the attached policies). Chair Madole asked that all faculty review the pedagogical faculty tracks and provide feedback.

- a. Travel Policy Revision (see draft document)
- b. Policy 0.2010 Procedures during severe weather (see draft document)
- c. Policy 1.1990: Pedagogical Faculty Tracks (see draft document)

B. Graduate Council (see attached report) – Nevil Speer

Chair Nevil Speer moved approval of the GC report.
The Graduate Council Report Passes.

C. Undergraduate Curriculum Committee (see attached report) – Pam Petty

Chair Pam Petty moved approval of the UCC report.
The UCC Report Passes.

D. General Education Committee (no report)

E. Faculty Welfare & Professional Responsibilities (see attached report) – Eric Reed

Senator Reed moved that the last three FWPR resolutions on the agenda (regarding Variable Employer Contributions for Health Plan, Benefits Committee Representation, and a Tobacco Free campus) be moved to New Business. Motion passes.

Senator Reed presented a resolution requesting an increase in employer contributions to health care benefits. He distributed a report from the Employee Benefits Advisory Committee showing how employer contributions from WKU are significantly below those of its benchmark institutions and other Kentucky institutions. A larger WKU contribution is needed to halt the continued erosion of plan value.

Regent Minter commented that the benefits committee approved this, but it was rejected.

Motion passes unanimously.

F. Academic Quality – no report

V. University Committee Reports

A. Athletics Committee – no report

B. Benefits Committee – no report

VI. Unfinished Business:

A. Charter revision: University College Representation (see document)

At the November senate meeting an amendment to the charter was proposed that would allow any faculty members holding tenure with a college but not a department representation on the senate. This was referred back to the SEC for consideration. The attached charter revision was proposed.

Motion passes unanimously.

VII. New Business:

a. Charter Revision: Senate Procedures for University Policies (see document; first of two readings)
First reading of a charter revision on Senate procedures for University Policies.

Senator Payne recommends clarifying what happens when a policy is not approved by the Senate and returned to the SEC (V.3.ii.). Chair Madole states that the procedure in V.A.2. would be followed where the SEC can forward the policy to a standing/ad hoc committee.

Motion passes unanimously.

b. Policy 1.000 Academic Affairs Overall policy (see draft document)

A new policy on policies was presented from Academic Affairs. It enumerates the various sources, in addition to official Policies Repository, in which Academic Affairs policies are to be found, and defines which policies are active and which take priority. Policies in the Academic Administrative Handbook, Official University Undergraduate and Graduate Catalogs, and sections of the Faculty Handbook have the status of policies.

Discussion on policy:

- Regent Minter states that the handbook is official policy so doesn't this policy on policies state this as truth?
- Chair Madole points out that the current handbook is not all policy.
- Senator Dietle asks who deems what is/isn't policy? For example, what if the administration says something does not fall within the purview of the Senate?
- Provost Emslie states that all Academic Affairs policies must come through Senate as per 1.0000. We will treat the Handbook, Academic Affairs Handbook, and Catalogs as policy.
- Regent Minter states that there have been "conflict of laws" between groups. We need to clarify that the handbook is policy (that the handbook rules).
- Provost Emslie disagrees because the handbook currently states things that are not currently practiced such as that faculty are on 4/4 teaching loads.
- Regent Minter cautions that this may present difficult discussions. Faculty need to know where to go to find the answers.
- Chair Madole hopes that the Senate will play a key role in making sure there is consistency between documents.

Motion approves unanimously.

c. Policy 1.9800: Eleven Month Administrator Compensation (see draft document)

Policy 1.9800 allows more flexible administrative appointments allowing administrators to teach or work on external grants. Administrators with a 9/11 or 9/10 salary conversion are eligible to earn additional compensation.

Discussion on Policy:

- Senator Pruitt asked if this policy could potentially allow summer/winter teaching opportunities to be taken from faculty members.
- Chair Madole suggested the change in the policy that would require department heads and/or administrators to gain approval from their deans, but still "yes" it is possible.
- Senator Irvin asks if all Department Heads are on an 11-month contract. Dr. Emslie states that most Department Heads are on a 12-month contract paid at 11/9 salary. Just like a faculty member can work three more months in the summer/winter, this would allow administrators to work for one additional month. He is asking the deans to determine what is part of the 2/3 load.
- VP Miller stated that only two department heads were allowed to teach last summer because they had expertise in a specific area.
- Senator Petty stated her support for the policy because she feels it will bring administrators back to the classroom and encourage people to consider Department Head positions. Many do not consider these positions because it cuts earning potential.

Motion passes unanimously.

d. FWPR Resolution on Variable Employer Contributions for Health Plan

This resolution requests that the University explore implementing a variable employer contribution plan for WKU's health plan.

Discussion points:

- Senator Kinnersley points out that this proposal will take money away from "single" plan employees and give money to the family plan. Unless the "single" is funded in full, then the implementation of this variable rate plan would result in 1000+ employees paying more and 900 employees paying less.
- Senator Reed states that the resolution asks administration to look at this option and the full ramifications. Ideally we want to increase funding and we are not currently in line with our benchmarks.
- Regent Minter states that the Benefits Committee would find it unacceptable to drop the free plan for singles.

Motion passes, two opposing votes.

e. FWPR Resolution on Benefits Committee Representation

This motion requests that faculty representation on the Benefits Committee be expanded and that the President appoint two additional faculty members.

Discussion Points:

- Senator Bland requests clarification on the current faculty on the committee.
- There are currently 14 members on the committee. Three faculty members are nominated by the Senate and three faculty members are appointed by the President. The proposal would expand the committee to 16.

Motion passes, one opposed.

f. FWPR Resolution Supporting a Tobacco Free Campus by Spring 2012

This resolution requests that WKU adopt a plan to create a tobacco free campus by Spring 2012.

Discussion included:

- Senator Pruitt noted that the survey conducted by the FWPR committee last year was not scientifically valid since participants self-selected into the survey. He thinks we should be careful about infringing on personal rights.
- Senator Kinnersley asks if we know the percentage of employees and students are smokers? What will this kind of policy mean for hourly workers who take breaks? Can we not figure out a way to get smokers to stay off the main paths?
- Senator Dietle is open to ideas on enforcing smoking areas as currently it's difficult to enforce.
- Senator Reed refers to UK, UL, and NKU as having developed successful smoke-free policies.
- Senator Wilson recommends a longer time frame for implementation and emphasizes the importance of cessation programs.
- Senator Schafer has worked in three hospitals prior to coming to WKU where smoke-free policies were implemented. This is extremely important to health and health status and the university should set an example. There might be growing pains and enforcement difficulties but it's beneficial and we should do it.
- Senator McKerral expressed concerns about enforcement but also the risks to WKU employees who have to remove and clean tobacco products from classrooms.
- Senator Bland recommends clearly distinguishing tobacco use and smoking in the resolution.
- Senator Pruitt further notes the slippery slope with limiting personal freedoms. Is our concern public health or personal health when considering smoking versus all tobacco products?

Motion to close debate carries (3 opposed)

Motion to adopt resolution passes (13 opposed)

g. Resolution to express thanks for many years of excellent service by **Lou Stahl** and wishes for a wonderful retirement.

Motion passes unanimously.

Respectfully submitted by Darbi Haynes-Lawrence, Secretary