

**University Senate Meeting Minutes**  
**Thursday, February 20, 2014 -- 3:45 p.m.**  
**Faculty House**

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**Call to Order:**

- Chair Margaret Crowder called the regular meeting of the WKU Senate to order on Thursday, February 20, 2014 at 3:45 pm in the Faculty House. A quorum was present.
- **Members Present:**  
Heidi Álvarez, Lauren Bland, Jill Brown, Mike Carini, Yining Chen, Robert Choate, Ismail Civelek, Krystal Clayton, Margaret Crowder, R. Tucker Davis, Patricia Desrosiers, Robert Dietle, Marc Eagle, Frieda Eggleton, Karin Egloff, Gordon Emslie, Joseph Evans, Jody Evans, Ann Ferrell, Barbara Fiehn, Lloren Foster, Marilyn Gardner, Jennifer Hanley, Don Hoover, Nancy Hulan, Angela Jerome, Richard Keaster, Stephen A. King, Alison Langdon, Sonia Lenk, Qi Li, Sean Marstin, Greg McAmis, Patricia Minter, Isabel Mukonyara, Yvonne Petkus, Pam Petty, Attila Por, Matt Pruitt, Beth Pyle, Mark Reeves, Jeff Rice, Janet Nicky Seay, Jonghee Shim, Beverly Siegrist, Dick Taylor, Rico Tyler, Tamara Van Dyken, Adam West, and Dawn Gannett Wright.
- **Alternates Present:**  
Danita Kelley for John Bonaguro, Jack Montgomery for Tammera Race, Ron Mitchell for Julie Shadoan, and Eric Reed for Mary Wolinski.
- **Guests Present:**  
Sylvia Gaiko, Danita Kelley, Ron Mitchell, Wade Pinkard, and Beth Plummer.
- **Absent:**  
Cain Alvey, Shahnaz Aly, Keyana Boka, Kristi Branham, Imelda Bratton, Christa Briggs, Chris Brown, Amy Cappiccie, Diane Carver, Ashley Chance-Fox, Christopher Costa, Bruce Crawley, Brittany Crowley, Laura Delancey, Amanda Drost, Sam Evans, Connie Foster, Ron Gallagher, Dennis George, Steven Gibson, Becky Gilfillen, John Gottfried, Frederick Grieve, Samantha Johnson, Dean Jordan, Jeffrey Kash, Jeffrey Katz, Suellyn Lathrop, David Lee, Ling Lo, Gayle Mallinger, Alexandria Manglaris, Catherine Martin, Lauren McClain, Doug McElroy, Richard Miller, Steve Miller, Samangi Munasinghe, Ngoc Nguyen, Jane Olmstead, Inma Pertusa, Shura Pollatsek, Gary Ransdell, Kelly Reames, Kateri Rhodes, Nancy Rice, Nancy Richey, Janice Smith, Michael Smith, Cheryl Stevens, Dana Sullivan, Janet Tassell, Kevin Thomas, Carrie Trojan, Aaron Wichman, and Blairanne Williams.

**A. Approve January 2014 Minutes**

- A motion to approve the January minutes was made by D. Taylor was seconded by J. Hanley. The minutes were approved as posted.

**B. Reports:**

1. Chair – Margaret Crowder

- The Senate documents are posted online. 1. Budget Council; 2. Council on Post-Secondary

Education (CPE); 3. Ransdell memo to Board of Regents; 4. Ransdell memo to M. Crowder regarding cost funding priorities for 2014-2015.

- At the last Senate meeting, the Graduate Council Faculty Policy, the Provost accepted “will pursue approval” from the Academic Council of Deans. This came through the Senate and the Executive Committee and was sent back to the Graduate Council for comments.
- The UCC item suspension of the Computer Information Technology Program was not approved by the Provost and it was sent back to the UCC to clarify.
- The SEC Faculty Governance document was tabled indefinitely due to a lack of interest at the Faculty Forums and online Blackboard group. The SEC feels some items would be good to adopt in the future.
- The information item about the Provost’s Budget Advisory Committee, the 4<sup>th</sup> advisory (budget) advisory committee was formed through SEC nominations and volunteers. The list is posted online. The Provost listed all nominations, including the two existing members, E. Reed and I. Chhachhi.

## 2. Vice Chair – Jennifer Hanley

- The sample ballot has been turned into IT. Nominations are officially closed. A few colleges have empty seats. The election will begin Wednesday, Feb. 26 and will close on Feb. 26. Please vote. Thank you to those who are willing to serve.

## 3. Secretary - Heidi Alvarez

- Sign-in process was clarified (yellow folder), please report any corrections to the roster.

## 4. Coalition of Senate and Faculty Leadership for Higher Education – Molly Kerby

- The officers are talking about an emergency meeting. Anyone who would like to come is invited.
- The WKU website will be up around spring break.

## 5. AAUP Report – Eric Reed

- No report

## C. Advisory:

### 1. Faculty Regent – Patricia Minter

- State-wide bodies are starting to move. Minter is participating in a conference call with several other regents in the state next week.
- Funding is posted. Please look at the Funding Priorities document sent by President Ransdell. Minter emphasized that this is HIS vision. It is posted online. Please send questions/comments to the following four people: Regent Minter, Chair Crowder, and the two members of the Budget Council: Indudeep Chhachhi and Eric Reed.
- The legislative presentation that the CPE did is posted on the Senate website. It is imperative that \$2.5 million be restored to the budget for KT & KTRS. We want this money to remain in the budget. Regent Minter asked the faculty to please call their state senator and house of representatives member, saying that you concur with the CPE’s presentation, and to please restore the \$2.5 million and fund KTRS and the \$48 million state bonding initiative in state budget. Mention the Thompson Complex and the Gatton Academy (fully funded is always good). Regent Minter stressed that this is the best single thing that you can do to consider the quality of work life will continue.
- Regarding academic and athletic funding, Minter referenced the Herald’s front page and mentioned that President Ransdell’s statement on page A2 was “unfortunate” and she will

continue to seek clarification on it. If there is a problem with this, how can we handle it so that the mission of the university is not affected.

## 2. Provost – Richard Miller speaking for Gordon Emslie

- Following up on the budget council, the list is on the website and includes an alternate. The committee will meet the first or second week of March.
- SACS efforts update: the Provost has an updated draft of the document that includes the standards. An internal review committee has assessed as to whether or not we have met each of the standards, and also gave suggestions to the SACS leadership team so they can revise. They are also in the process of sending some of the standards to an external reviewer at another university who has quite a bit of experience with SACS reviews. We will continue to update the faculty, and we have every expectation of being renewed. Miller feels it is an even stronger document than the one created in 2005. The status of the QEP is that we will continue to update; the SACS committee will be here in April of 2015.
- The legislative session that is going on now has many issues that relate to faculty. House Bill 333 changes the rules and landscape for who is eligible to retire and work at the university. It has effects on the Faculty Transition Program (12 hours per year or 100 days per year). The change in rules will make it difficult for faculty under age 60 to retire and come back for optional retirement. This has major implications for faculty. Miller will keep the faculty informed. Effective July 1, 2014, those less than age 60 won't be able to retire under this plan. Eric Reed asked if this also applies to administrators, and Richard Miller said yes, it affects anyone under KTRS.

## 3. SGA President –Keyana Boka

- Keyana Boka said that Tuesday, the Provost had a Q & A with the SGA. To streamline the change of major process, one change per semester is allowed and it can be processed electronically. One must declare a major before the 16<sup>th</sup> hour. A resolution was made.
- Tomorrow she will be meeting with the other Kentucky student body presidents to see how they can protect funding during this time of budget cuts.
- Scholarship applications for Study Abroad and Summer Scholarships are posted online. The deadlines are March 1 & March 17. Please encourage your students to apply.

## **D. \*Standing Committee Reports and Recommendations**

### 1. Graduate Council (Beth Plummer): Report posted; endorsed by SEC

Beth Plummer presented the January 16<sup>th</sup> Graduate Council report for Senate consideration. Eric Reed made a motion to approve the Graduate Council report as posted; the report was approved unanimously with no discussion.

### 2. University Curriculum Committee (Ashley Chance Fox): Report posted, endorsed by SEC

Ashley Chance Fox requested a motion to approve the January 30<sup>th</sup> UCC report as posted; Matt Pruitt seconded her motion to move the Sociology Proposal to Revise to the action table. Dick Taylor made a friendly amendment that 512, 514, 515 should include prefixes in parentheses (AD, PR, PJ). The motion to approve as amended was seconded by Hanley, and the motion as amended was approved unanimously. The Sociology major concentration change was clarified and was approved unanimously without discussion.

### 3. Academic Quality:

No report.

4. Faculty Welfare and Professional Responsibility (R. Tucker Davis):

The January Faculty Welfare report was approved unanimously without discussion.

5. General Education: (Lloren Foster)

No Report.

6. Colonnade Implementation Committee (not a standing committee):

R. Dietle made a motion for approval that was seconded by M. Pruitt. The report was approved unanimously.

**E. Old Business**

No old business to report.

**F. New Business:**

- Colonnade courses for approval: Motion to approve all courses on the colonnade committee report (Dietle), seconded (D. Taylor), the entire slate of courses was approved unanimously.
- CEBS has had several requests for the Senate to consider movement of the south campus into the main campus. Some issues brought forth for senate consideration included the different guidelines for tenure and promotion and the different guidelines for the ability to be granted different levels (ie. Terminal degree is required on main campus). Some expressed that this is unfair to full-time instructors on the main campus who are not eligible for tenure-track positions.
- R. Miller responded by saying that the faculty located on the south campus will move their tenure home into the department on the main campus. The criteria for promotion on the south campus is a written agreement, and that tenure criteria will not change. Those criteria for tenure and promotion are in writing and have to stay in place. Faculty members who are relocated from the south campus to the main campus cannot have a change in tenure criteria. Though concern has been expressed, this cannot be changed due to the existing written agreement.
- L. McClain (Sociology) brought up two issues. One issue included workload differences (those with a master's degree from south campus might have four classes and no service or research requirements, vs. those on the main campus with terminal degrees might teach three classes). Another issue within the sociology department was that sociology is losing one person this year and the line is not being replaced; so some feel that they are getting the "short end" of the stick.
- R. Miller responded by saying that if a department is eliminated, the university has to have good faith to try to find a new home on campus. He also added that the department head has no prior agreements to "minimum" workloads. If the south campus employee had a 5/5 teaching load, the department head can change that workload.
- R. Dietle stated that he applauds the university for finding a way to move them rather than eliminating tenured faculty or firing them. He said that the issue at hand is how can we raise the status and security to the full-time instructors on the main campus who have served for many years. Dietle stated that he wants the university to focus energy on improving the status of full-time instructors on the main campus. The real inequities are for the full-time instructors. Dietle advocates a move toward tenured instructors.
- R. Miller asked if we are referring to the lack of mobility for instructors.
- E. Reed stated that the AAUP standard is to grant tenure to long-term instructors. He feels that instructors provide great service and they are often exploited. The way we do tenure for long-term teaching faculty here at WKU is not up to the AAUP standard.

- R. Miller said that typically instructor lines and research lines are non-tenure eligible.
- Promotional mobility for instructors (3 levels) is possible. Moving toward tenure eligibility is a major question.
- J. Brown clarified that the department on south campus that got canceled was responsible for service as well as other duties.
- Comments from outside the floor included that every person moving to the main campus is tenured already. The south campus also requires service.
- L. McClain brought up the fact that tenured associate professors would be serving on committees where the qualifications for tenure are different.
- R. Miller strongly cautioned departments on excluding south campus members and said “do not treat individuals differently.”
- E. Reed said that every department has rules about tenure and everyone has to follow them. Every faculty member granted tenure will eventually be evaluated by people in other departments.
- M. Smith (Biology) asked if there will be a distinction between [full-time] instructors and the faculty [from south campus]; will there be a grey line? He feels that discussion needs to take place about this. He also brought up a question regarding the distinction between instructors and pedagogical faculty lines.
- P. Minter said that the governance did an outstanding job three senates ago. They spent a year on pedagogical issues. It is all documented on the senate website. She added that instructors could have also applied for the pedagogical faculty lines. She urged senators to become educated about this before having troubled work relations. There is much misperception, so she urged senators to look at the documentation. It is an issue of solidarity. Look at the records. Look at the faculty handbook. If questions still exist, then please ask.
- S. Lenk (Modern Languages) was concerned that someone with a MM in modern languages would only be qualified to teach classes at a certain level. She asked if there was a SACS issue with the level, and asked what they are qualified to teach.
- R. Miller said that we have to approach how we treat the south campus faculty with equity. The departmental qualifications are determined by the department.
- M. Price stated that she checked; discipline-specific does not change their teaching load just because their home department has changed.
- M. Hollis (University College) stated that Q. Hollis will read the guidelines and the department will vote according to those.
- 14 faculty members are moving to the main campus. University College is the sixth largest college on campus; 8 from math, 6 from English. They are required to teach up to 12 credits per semester; the load will not change. She requested that these faculty members be treated equally.
- The instructor on the main campus is the elephant in the room; those who are not tenure eligible. The issue is that there are people who are doing the same job but they are not as respected because they are not tenure eligible. How can these important people be put on a path to have the same security and respect at the university?
- R. Miller: this is a broader conversation. Tenure-eligible instructor lines will be a great departure from the history of the campus. It will require a compelling proposal from the President to the Board of Regents.
- M. Crowder asked if we want a standing committee to look at this issue along with AAUP?
- E. Reed suggested an ad-hoc committee. P. Minter suggested that Faculty Welfare look at this.
- R. Miller stated that he feels it is disturbing that full-time instructors who have been here

for years feel disenfranchised.

- J. Hanley added that she feels the regional campus voices should be heard in this discussion.
- E. Reed made a motion to ask Faculty Welfare to look into the questions that have come up today (2<sup>nd</sup> R. Grieve). The motion passed unanimously.

**F. Information items:**

1. The revised copies of the proposed IT policy are posted on the agenda. B. Owen says that maintaining a log of the General Council's requests is not an IT issue. M. Crowder asked if the Senate would like to say something now in response to the IT policies that are going through. M. Reeves (SGA) stated that he does not think the SGA received the email from IT and said that he wants to know why it is in the IT policy if it is not an IT issue. Reeves wants a response on this issue from the "pertinent body". E. Reed made a motion to request that the General Council speak with the Senate about these issues (2<sup>nd</sup>: D. Taylor).

2. M. Crowder asked the Senate to please look at the SEC nominations for the Provost's Budget Advisory Committee. She read the name of each person nominated for the committee. There were no comments.

A motion to adjourn by D.Taylor was seconded by R. Dietle. The meeting adjourned at 4:59 PM.

Respectfully submitted,  
Heidi Álvarez, Secretary