

WKU University Senate Meeting Minutes
Thursday, May 14, 2015 -- 3:45 p.m.
Faculty House

A. Call To Order

- A regular meeting of the WKU University Senate was called to order in the WKU Faculty House by Chair Margaret Crowder on Thursday, May 14, 2015 at 3:49 PM. A quorum was present.

- **Members Present:**

Cathy Abell, Heidi Álvarez, Barbara Burch, Mike Carini, Ashley Chance-Fox, Seth Church, Ismail Civilek, Krisstal Clayton, Thaddeus Reed Crews, Margaret Crowder, R. Tucker Davis, Allison Day, Laura DeLancey, Richard Dressler, Marko Dumancic, Karin Egloff, Gordon Emslie, Jody Evans, Joseph Evans, Ann Ferrell, Marilyn Gardner, John Gottfried, Jennifer Hanley, Kate Hudepohl, Angela Jerome, Dean Jordan, Eric Kondratieff, Stephen King, Dominic Andrew Lanphier, Qi Li, Kelly Madole, Sean Marstin, Greg McAmis, Patricia Minter, Yvonne Petkus, Beth Pyle, Jeff Rice, Nancy Ayers Rice, Tiffany Robinson, Julie Shadoan, Beverly Siegrist, Douglas Smith, Michael Smith, Rebecca Stobaugh, Adam West, Aaron Wichman, Elizabeth Winkler, Dawn Gannet Wright, and Zhonghang Xia.

- **Alternates Present:**

Bryan Reaka for Shahnaz Aly, Heather Payne-Emerson for Dora Babb, Neale Chumbler for John Bonaguro, Walter Collett for Robert Choate, Meagan Miller for Jennifer Lynn Howard, Michelle Hollis for Michelle Jackson, Andy Braddock for Ching-Yi Lin, Jerry Daday for Lauren McClain, ? for Beverly Siegrist, Tonya Bragg-Underwood for Lizabeth Price Sturgeon, Patricia Minter for Tamara Van Dyken, and Kevin Williams for Blairanne Williams.

- **Members Absent:**

Erika Brady, Kristi Branham, Jill Brown, Yining Chen, Marth Day, Patricia Desrosiers, Sam Evans, Connie Foster, Lloren Foster, Dennis George, Frederick Grieve, Tom Hunley, Muhammad Jahan, Samantha Johnson, Jeffrey Kash, Jeffrey Katz, Richard Keaster, Hanna Khouryieh, Thomas Kingery, David Lee, Ling Lo, Gayle Mallinger, Alexandria Manglaris, Catherine Martin, Doug McElroy, Richard Miller, Steve Miller, Andrew Mienaltowski, Bella Mukonyora, Evelyn Montcal Oregon, Anthony Paquin, Inma Pertusa, Pam Petty, Shura Pollatsek, Attila Por, Gary Ransdell, Janet Nicki Seay, Jonghee Shim, Cheryl Stevens, Dick Taylor, Kevin Thomas, Rico Tyler, Tanya Vincent, Andrew West, and Kristin Wilson.

- **Guests and/or Incoming Senators Present:**

Robin Ayers, Neale Chumbler, Bruce Crawley, Susann Davis, Molly Dunkum, Sylvia Gaiko, Michelle Hollis, Don Hoover, Laura McGhee, Feng Liang, Mac McKerral, Kurt Neelly, Kelly Reames, Eric Reed, Helen Sterk, Rico Tyler.

B. Approve April Minutes

- A motion to approve the April minutes by Brian Rika was seconded by Kate Hudepohl. The April minutes were approved unanimously as posted with no discussion.

C. Reports:

1. Chair – Margaret Crowder

- The SEC met with representatives from Human Resources, including Tony Glisson and Patty Booth, who explained various aspects of the HR Interview Exchange website that is being tried out in engineering.
- Senate faculty concerns regarding benefits were also shared with HR.
- Chair Crowder noted the health services and benefits committee reports.
- Referencing the book “Women Speak Up and Women Shut Up,” which was shared with her by Molly Kerby, Chair Crowder thanked the faculty for the opportunity to serve as the chair for the university senate, noting that this role in governance, communication, and faculty leadership is primarily about people. She thanked those who have helped her over the years and who have been advocates for the faculty, and urged the faculty to “rise by lifting others” and “speak up when it counts.” She added, “don’t be afraid and use others who will speak first,” citing that we are \$7.9 million in the hole, colleges are making cuts of \$.5 million or more, and asked “Why is 70% of the cut happening in academics? How do we have money to spend on other things when there is not enough money for academics?” Chair Crowder suggested finding answers and seeking transparency, and finding out what is going on in our own house. She said “look around you, get to know and support your fellow faculty. Work together for answers to the hard questions. Speak out -- we are an amazing faculty and with a united voice, we can make positive change.”

2. Vice Chair – Jennifer Hanley

- Vice-Chair Hanley seconded Chair Crowder’s statements, and thanked everyone for a positive three years and for their trust.

3. Secretary - Heidi Alvarez

- No report.

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

- No report.

5. AAUP President - Eric Reed

- Eric Reed stated that he is the outgoing chair of this committee and that he has enjoyed watching Margaret as has become a strong faculty leader. Margaret Crowder will be taking over this committee over the summer.

6. Advisory:

a. Faculty Regent – Barbara Burch

- Regent Burch applauded Margaret Crowder for her leadership as Chair of the University Senate.
- Regent Burch said that the budget is on everyone's minds. The Budget and Finance Committee is meeting soon; Dr. Burch will tell us what is being proposed.
- She added that this is a special university with wonderful attributes, students, and faculty that we are proud of.
- The faculty voice for things that matter the most is very important.
- RDP, Resource Dependency Theory, has a direct relationship between positive/productive things and the degree to which they are resourced. What are our priorities and how does that affect everyone else? The faculty voice is very important in finding answers. More faculty need to take opportunities to respond. The University Senate body needs to know what faculty need to serve students and find a voice in this. Please share your thoughts with Dr. Burch; she will be happy to talk to you.

b. Provost – Gordon Emslie

- Provost Emslie thanked Chair Crowder for her leadership, cooperation, and collegiality.
- The four recommendations from Graduate Council, University Curriculum Committee, and Colonnade were all approved. Policy 1.3001 shows up later on the agenda.
- Provost Emslie noted that he had a productive meeting with the Research Council and the Ad Hoc Committee, which included changes in the criteria for FUSE. He also noted the internal appointment of Larry Snyder as Interim Associate Provost for Research and Creative Activity, who officially begins on July 1 but is already off to a great start.
- SACS-COC: we are waiting for approval of the SCI-D, the 4th doctoral degree to take WKU to level 6, and the MFA in Creative Writing which will be implemented this fall.
- There is a slightly smaller than 70% reduction in academics; it is a \$.5 million change. There are two steps for the deans in fiscal 2016; recurring budget, and the remaining is reallocated for next year.
- See you at commencement.

c. SGA President – Nicki Taylor

- No report. Seth Church noted that there were two things brought up at the last meeting and nothing passed.

D. Committee Reports and Recommendations

1. **Graduate Council: (Report posted, Endorsed by SEC)**

Kurt Neely made a motion for approval of the Graduate Council report as posted. There was no discussion. The report was approved unanimously by graduate

faculty only. The report includes a recommendation on charter changes.

- a. **Recommendation (Posted; Endorsed by SEC)**
2. **Undergraduate Curriculum Committee: (Report posted; Endorsed by SEC)**
Ashley Chance-Fox made a motion to approve the UCC report as posted. The report was approved unanimously.
3. Academic Quality: No Report.
4. **Faculty Welfare and Professional Responsibility: (Report posted; Endorsed by SEC with contingency on 4.a.)**
 - Patricia Minter made a motion for approval of the Faculty Welfare and Professional Responsibility Report as posted. There was no discussion. The report was approved.
 - There are two items that will be addressed separately: Course Related Field Trips, and the Prayer Policy Resolution.
 - Under new business, please consider the resolution drafted by the Faculty Welfare and Professional Responsibility Committee.
- a. **Policy 1.4180 Course Related Field Trips**
 - Referring to Policy 1.4180, Course Related Field Trips, the contingency from SEC has been met. Information for course-related field trips, exceptions to clinicals, and study abroad, are all included.
 - Patricia Minter made a motion for approval of Policy 1.4180 (2nd Jennifer Hanley). There was no discussion. Policy 1.4180 was approved unanimously.
- b. **Prayer Policy Resolution**
 - The Prayer Policy Resolution went through governance; Patricia Minter made a motion for approval of the Prayer Policy Resolution (2nd Seth Church). There was no discussion. The Prayer Policy Resolution was approved unanimously.
5. General Education/Colonnade Implementation Committee: No Report
6. **Budget and Finance Committee: (Report posted; Accepted by SEC)**
 - John Gottfried made a motion for approval of the Budget and Finance Committee report. The report was approved unanimously.
7. **Faculty Handbook Committee: (Report posted)**
 - Kelly Madole made a motion to accept the Faculty Handbook report as posted (2nd Doug Smith). The Faculty Handbook report was approved as posted.
 - Two substantive items, the Provost/President Recommendation timeline, and Instructor Ranks, were addressed separately, as was the Board of Regents approval of the handbook (see below).
- a. **Provost/President Recommendation timeline (Endorsed by SEC)**

- A motion to approve the Provost/President recommendation timeline by Patricia Minter was seconded by Kate Hudepohl. The item, which was endorsed by the SEC, was approved unanimously with no discussion.

b. Instructor Ranks (Endorsed by SEC)

- A motion to approve the Instructor Ranks timeline by Jennifer Hanley was seconded by Yvonne Petkus.
- Kelly Madole said she is glad to see the clinical ranks for instructors and would like to see some discussion regarding “three members outside of the discipline,” because this puts instructor status ahead of those with expertise in the discipline. If there are five tenured faculty members within the department, then why would it be necessary to go outside of the department?
- Mac McKerral, a member of the Faculty Handbook Committee, said “for purposes of context, it came through the senate last academic year and was sent back to Faculty Welfare for review.”
- Patricia Minter, Chair of the Faculty Welfare Committee, said that “this document was unanimously approved in Faculty Welfare and went through Senate.”
- Mac McKerral suggested that perhaps someone on Faculty Welfare or the Provost might want to comment on it.
- Patricia Minter deferred to Provost Emslie, who stated that it went through CAD 18 months ago; and much was made with a transitional phase in mind. It was written as a transitional clause to get it going.
- Patricia Minter said that in a few departments, this is not the scenario; history only has one instructor. This never bubbled to the top; after six meetings, it was not brought up. She added that she would hope the department has the appropriate expertise.
- Mac McKerral said they did discuss in relation to going outside for promotion and tenure. If going outside the department, one would want to make sure it is synergistic.
- Kelly Madole asked why an instructor in a different department would be better than a tenured faculty member in the same department.
- Ashley Chance-Fox stated that she has multiple instructors in her department and wondered if maybe there should be flexibility.
- Kelly Madole made a motion to amend the top of page three, section 2 under 3G32 (5th line down on 2nd page). Motion to amend (Madole) was seconded by Aaron Wichman. The amendment reads as follows: “For departments with fewer than three faculty members with instructor rank higher than the candidate, a sufficient number of tenured faculty members will be added by the department head. If there is an insufficient number of tenured faculty members, faculty members will be added by the dean from within the college (or, if necessary, university) to bring the number of faculty on the Promotion Committee equal to five (5).” There was no further discussion. The motion to amend passed unanimously. The original motion to approve passed unanimously.

c. Board of Regents approval of Handbook (Endorsed by SEC)

- A motion to approve the Board of Regents approval of Handbook, endorsed by

the SEC, by Patricia Minter, was seconded by Jennifer Hanley. There was no discussion. The motion to approved passed unanimously.

- Mac McKerral added that he is happy to pass two years of the handbook on to Margaret Crowder, and thanked Dana for “carrying the water.”

8. **Ad Hoc Committee on Research: (Report posted; follow-up; informational)**

- Aaron Wichman made a motion to accept the Ad Hoc Committee on Research Report (2nd Kate Hudepohl). Wichman added that the committee is tying in this report with the Provost’s. The motion to accept the report passed unanimously with no discussion.

9. **Ad Hoc Committee on Senate Charter Revisions: (Draft posted - 2nd reading)**

- A motion to accept the Senate Charter revision by Jennifer Hanley was seconded by Kate Hudepohl.
- Kate Hudepohl then offered a friendly amendment (2nd Angela Jerome). Page 5, under 4A, add Budget and Finance Committee and Graduate Council to the list for consistency of standing committees of the senate. Adding this in cleans up the language.
- The Provost added “official title: Faculty Welfare and Professional Reponsibilities.” Kate Hudepohl then amended the amendment: “Correct name of committee and add Graduate Council and Budget and Finance Committee.” Jennifer Hanley seconded the change.
- The original motion for the second reading of the charter as amended passed unanimously with no discussion.

10. **University Benefits Committee: (Report posted, informational)**

- A motion to accept the University Benefits Committee report by Eric Kondratieff was seconded by Kate Hudepohl. This year was a big change in moving to a consumer-driven model. At the end of 2015, we will know the effects. How will we evaluate the success of the plan? The focus of the committee was saving money, but the focus should also be on how it affects the population. The motion to accept the University Benefits Committee passed and will be accepted into Senate records.

11. **Health Services Committee: (Report posted, informational)**

- A motion to accept the Health Services Committee report by Beverly Siegrist was seconded by Angela Jerome. The motion to accept the report passed unanimously with no discussion. Anyone with questions should contact Beverly Siegrist.

12. **Campus Library Advisory Council: (Report posted, informational)**

- A motion to accept the Campus Library Advisory Council report by Ashley Chance-Fox was seconded by Doug Smith. The motion passed unanimously; the report is accepted into Senate records.

13. **Legislative Committee: (Report posted, informational)**

- A motion to accept the Campus Legislative Committee report by Jennifer Hanley

was seconded by Kate Hudepohl. Patricia Minter said that next year is the “big” session and urged faculty to read local papers, the Lexington Herald, and other news sources to advocate as necessary for Higher Education. The report was accepted unanimously.

14. **Budget Advisory Committee: (Report posted, informational)**

- A motion to accept the Budget Advisory Committee by Marko Dumancic was seconded by Kelly Madole. Eric Reed said he is happy to answer any questions. The report was accepted unanimously.

D. Old Business

- There was no old business.

E. New Business

1. **Colonnade courses for approval BIO 131; BIO 207; BIO 208; CS 146; HCA 347; HIST 307; METR 322; MUS 320; PH 365; THEA 341 (Course proposals posted)**

- Molly Dunkum made a motion to approve the entire slate of Colonnade courses (2nd Patricia Minter). There was no discussion. The entire slate of Colonnade courses was approved as posted.

2. **Policy 1.2130 Faculty Compensation for On Demand Teaching (Endorsed by SEC)**

- Rico Tyler made a motion to approve Policy 1.2130, Faculty Compensation for On Demand Teaching (2nd Doug Smith). There was no discussion. Policy 1.2130 was approved unanimously.

3. **Policy 1.3002 Equal Treatment of Students (Endorsed by SEC via email)**

- Jennifer Hanley made a motion to approve Policy 1.302, Equal Treatment of Students, which was endorsed electronically by the SEC. The motion was seconded by Aaron Wichman. Seth Church made an amendment to change “gender” in the second section (third line) to “sex” and to insert “national origin.” He stated that it does not matter where it goes. A suggestion was to place it before “ethnicity.” Aaron Wichman said there is a big difference between gender and sex, and it might be losing the original intent. Patricia Minter quoted parts of the Title 7 Civil Rights Act of 1954; and said that it is consistent with Federal law. There was no further discussion. The Amendment of the policy was approved unanimously. The original policy as amended passed unanimously. Seth Church will send the change in wording.

4. **Resolution in support of HR 275 on intercollegiate athletics (Endorsed by SEC)**

- a. **Coalition on Intercollegiate Athletics (COIA) request for Senate vote**
- b. **Resolution template**
- c. **Bill – HR 275**

- Chair Crowder received an email that was sent by COIA (Coalition of Intercollegiate Athletics). WKU is not a member. The resolution is in support of HR 275. The resolution was endorsed by the SEC.
- Jill Brown made a motion to approve the resolution (second Marko Dumancic).
- Bryan Reaka said he deals with athletics, who seem to get priority treatment on this campus. He asked if this is appropriate for us to support at the Senate level. He asked why we aren't worried about all of academics. Aaron Wichman said that people are hoping that the university as a whole will have a better academic balance. Comment: UNC uncovered ways that independent studies were reported, and this will help with checks and balances.
- The approval of the resolution passed with one opposed.

5. **Vote on University Academic Complaint Committee membership (ballot posted; please vote for FOUR faculty and TWO students)**

- There are two votes; both ballots were distributed by Vice Chair Hanley. The first is a two-sided ballot for the University Complaint Committee. The faculty are listed on one side and the students are on the other side. The members in attendance were instructed to vote for four faculty and two students.
- Election Results: University Academic Complaint Committee (Term August 1 – July 31)

The following two faculty members received the highest number of votes and will be regular members of the committee (via the Senate Charter):

- *Steve Huskey – Biology
- *Kirk Atkinson – Information Systems

The following two faculty members received the next highest number of votes and will be alternate members of the committee (via the Senate Charter):

- *(alternate) Crista Briggs – School of Nursing
- *(alternate) Chris Byrne – Engineering

6. **Vote on Senate nominee for the Parking and Transportation Committee (ballot posted; please vote for ONE nominee)**

a. **Statements of interest from the candidates**

- Chair Hanley distributed ballots and noted that there are statements of interest that are stapled to the ballot. Due to a person retiring, please vote for one member of the Parking and Transportation Committee.
- Election Results: Parking and Transportation Committee

The following faculty member received the highest number of votes and was selected to be the Senate nominee for this committee:

*Rhonda Patterson – Biology

6. There is one other item of new business from the floor: Resolution from the Faculty Welfare and Professional Responsibilities Committee. This resolution was drafted after the SEC met. It was unanimously approved (electronically) by Faculty Welfare. The salary data is the most recent available. At President Ransdell's appointment in 1997, which was 18 years ago, President Ransdell promised that salaries would be brought to benchmark. Athletics, brick and mortar projects took precedence when there was money to do this. Patricia Minter made a motion for approval of the resolution (2nd Jennifer Hanley). Eric Kondratieff made a friendly amendment, which was to correct a typo in the 4th whereas: "a" shifting emphasis. Patricia Minter accepted the friendly amendment. There was no discussion. The Resolution was approved unanimously. The Resolution passed.

*Copy of resolution (Distributed on the floor of the Senate meeting to voting members and provided electronically to secretary following meeting by Patricia Minter):

University Senate Resolution for Appropriate Emphasis: Academics

WHEREAS, the faculty and staff have not experienced a merit raise or merit pool since 2007; and

WHEREAS, faculty salaries at WKU at all ranks are below benchmark (averaging 15th out of 18 institutions)* while faculty remain concerned about tenure-line student/faculty ratios and the large number of part-time faculty persists; and

WHEREAS, the university's funding and continued viability as a state-supported entity are based upon retention and graduation rates controlled primarily by actions and productivity of the faculty; and

WHEREAS, spending in non-academic areas suggests to faculty and the public a shifting emphasis away from the university's primary mission —academics; and

WHEREAS, the current \$7.9 million budget shortfall takes \$5.5 million (69.6%) from the Academic Affairs budget

WHEREAS, these priorities and conditions not only prevent departments and programs from attracting quality faculty and staff but make it increasingly difficult to keep employed the quality faculty and staff the university currently enjoys; and

WHEREAS, these conditions and circumstances severely damage the faculty and staff's confidence in the administration's ability to appropriately support the essential components and mission of the university; therefore,

BE IT RESOLVED THAT the University Senate strongly encourages the administration to make academics its top priority in strategic planning and budgeting; and

BE IT RESOLVED THAT the University Senate recommend that administrative strategic planning address compensation for faculty, thus refocusing on the university's primary mission; and

BE IT FURTHER RESOLVED THAT the University Senate encourage faculty to consider pursuing whatever means necessary to help the administration in this refocusing effort.

*According to the Chronicle of Higher Education/AAUP Salary Table:

<http://colleges.usnews.rankingsandreviews.com/best-colleges>

<http://data.chronicle.com/faculty-salaries/>

By rank: Professor (15th out of 19 benchmark schools); Associate Professor (14th out of 19); Assistant Professor (17th out of 19)

F. Information items

1. Benefits Committee response to faculty concerns of Senate

a. Senate benefits concerns compilation

- Attached is the Benefits concerns compilation. The SEC had a considerable discussion with HR. Tony Glisson is not here today. The discussion is ongoing. We need to keep hearing from faculty about issues that arise so we can continue discussion. Please keep this on the horizon; we cannot let things slide.

2. New Senate Officers (Election results from April's Senate meeting)

- Congratulations to the new senate leadership: Kate Hudepohl (chair), Julie Shadoan (vice-chair), and Heidi Álvarez (secretary).

3. New Faculty Handbook members (Election results posted)

- The new members of the Faculty Handbook Committee are Dawn Bolton, Janet Tassell, and Dana Bradley.

4. Standing Committee membership for 2015-16 (Caucus results posted)

- The caucus results for the standing committees are posted.
- New volunteers for at-large positions will be posted in the fall.

5. President Ransdell memo regarding Senate resolutions/recommendations from April

- President Ransdell's memo via email regarding Senate resolutions from April (1.3002 discussed earlier, athletic fees, SGA resolution (approved with some opposition by Regent Burch), and recommendations to the Confucius Institute): Patricia Minter wants to make sure that the faculty noticed that he rejected adding a member of Asian studies to the group and that he rejected the reporting system similar to the University of Oregon. Patricia Minter requested that Academic Quality and Senate continue to monitor this and keep it on their radar. The Confucius Institute was on the front page of the Chicago Tribune. Extreme financial resources are dedicated to this during an extreme budget crisis.

7. Policy 0.2071 Public Prayer Policy, as revised May 11, 2015

- Policy 0.2071 is an informational item in response to a senate resolution after SGA but pre-senate resolution. Policy 0.2071 Public Prayer Policy was passed administratively and is slightly different than what we passed. Question: is there a definition for non-sectarian prayer? Answer: Moment of silence was chosen by SGA because there was not a concise definition. Chair Crowder added that it is a start and is more than what we had before. There was no further discussion.

8. Motion To Adjourn

A motion to adjourn by Jennifer Hanley was seconded by Aaron Wichman. The meeting adjourned at 5:00 PM.

Respectfully submitted,

Heidi Álvarez
Secretary