

Western Kentucky University
University Senate Meeting Minutes
Thursday, September 17, 2015 -- 3:45 p.m.
Faculty House

A. Call To Order

1. A regular meeting of the WKU University Senate was called to order at the Faculty House by Chair Kate Hudepohl on Thursday, September 17, 2015 at 3:49 PM.
2. **Members Present:** Cathy Abell, Heidi Álvarez, Jim Berger, Barbara Brindle, Barbara Burch, Thaddeus Crews, Susann Davis, Laura DeLancey, Richard Dressler, Lisa Duffin, Marko Dumancic, Loretia Dye, Claus Ernst, Travis Esslinger, Ann Ferrell, Marilyn Gardner, Barrett Greenwell, Frederick Grieve, Anne Heintzman, Don Hoover, Kate Hudepohl, Grace Hunt, Michelle Jackson, Muhammad Jahan, Dean Jordan, Molly Kerby, Hanna Khouryieh, Stephen King, Eric Kondratieff, Dominic Lanphier, David Lee, Fenghelen Liang, Ching-Yi Lin, Lames Line, Jeremy Maddox, Kelly Madole, Gayle Mallinger, Sean Marston, Gregory McAmis, Lauren McClain, Andrew Mienaltowski, Nolan Miles, Megan Miller, Patricia Minter, Anthony Paquin, Yvonne Petkus, Shura Pollatsek, Gary Ransdell, Bryan Reaka, Jeffrey Rice, Nancy Rice, Jay Todd Richey, Julie Shadoan, Jonghee Shim, Douglas Smith, Michael Smith, Sandy Staebell, Rebecca Stobaugh, Heather Strode, Elizabeth Price Sturgeon, Dick Taylor, Adam West, Aaron Wichman, Elizabeth Winkler, and Dawn Garrett Wright.
3. **Substitutes Present:** Michael Carini for Keith Andrew, Heather Payne-Emerson for Dora Babb, Danita Kelley for Neale Chumbler, Michelle Trawick for Jeffrey Katz, Melloney Simerly for Beverly Siegrist, Andrew McMichael for Larry Snyder, Qi Li for Zhonghang Xia.
4. **Guests Present:** Laura McGee, Julie Lyn Barber, Kristina Arnold.
5. **Members Absent:** Erika Brady, Kristi Branham, Jill Brown, Martha Day, Patricia Desrosiers, Robert Dietle, Sam Evans, Dennis George, Tom Hunley, Pam Jukes, Soleiman Kiasatpour, Thomas Kingery, Ling Lo, Joshua Marble, Doug McElroy, Richard Miller, Bella Mukonyora, Kurt Neely, Evelyn Oregon, Katherine Pennavaria, Tiffany Robinson, Cheryl Stevens, Kevin Thomas, Tamara Van Dyken, Tanya Vincent, and Blairanne Williams.
6. **[Approve August Minutes](#)**
 - A motion to approve the August 27, 2015 meeting minutes by Dick Taylor was seconded by Molly Kerby. There was no discussion. The minutes were approved unanimously as posted.

B. Reports:

1. Chair – Kate Hudepohl

a. [Senate budget - September](#)

- The Senate budget is included in the agenda. The UCC cost is corrected; we will talk more about the budget at the October meeting.
- Chair Hudepohl plans to purchase an electronic copy of Sturgis.

b. Meeting with Regent Gil Johnson

- There was an email request to faculty all soliciting feedback from faculty about compensation.
- One Friday, August 28, there was a meeting between Vice Chair Shadoan, Chair Hudepohl, Provost Lee, Josh Marble, and Regent Gil Johnson, who is the Chair of the Finance and Budget Committee. The Chair of the Board of Regents, Freddie Higdon, charged the Finance and Budget Committee with looking at compensation. Chair Hudepohl and Vice Chair Shadoan expressed their concerns about the spending model: salary vs. academic departments vs. insurance.
- Chair Hudepohl stated that it is unusual for a Regent to be in direct contact with the faculty, and said she appreciated that the Board of Regents reached out.
- Chair Hudepohl sent a list of names for additional small-group meetings with Regent Johnson. The list has one person representing every college.
- The additional comments from the faculty were solicited over email on an informal basis. Chair Hudepohl is still editing 88 responses. There is a response from every college and library; and the responses include deans, department heads, full-time faculty, and part-time faculty.
- Vice Chair Shadoan asked Chair Hudepohl to clarify that she is editing to remove personal identifiers to include anonymity. Chair Hudepohl said yes, she is downplaying identity in a transparent way.

2. Vice Chair – Julie Shadoan

- Vice Chair Shadoan is working to fill standing committee membership. Current membership is posted on the website; it was updated earlier this week.
- Today, we need to address the Senate appointment to Graduate Council. Richard Dressler (CHHS) was the only volunteer and was appointed by acclimation.
- The FUSE Mentor Award Committee requires appointment from Senate; there are 5 appointments from Senate. R. Ayers is the chair. The members are Poff, Gerstenschlager, Sullivan, Payne, Noel and the alternates are Carson, Staynings, Er, McKerral, and Zhuhadar.
- For At-Large representatives wishing to serve on committees, Vice Chair Shadoan would like to fill all committees.

- The Health Services Advisory Council needs one appointment for one year. There is a call for nominees; the committee is soliciting volunteers. Those interested in serving should contact Julie Shadoan.
- The University Continuance and Tenure Committee
- Check the chart on the Senate website if you are an At-Large Senator. Email Julie Shadoan and let her know whether you are in your second year of your first term or your second term.
- The Committee charts are on the main senate web page. Click on the senate menu, look under the submenu, go to standing committees.
- Doug Smith asked if it requires a motion; Vice Chair Shadoan said it does not require a motion.

- a. [Current Departmental Senators](#)
- b. [Current College At-Large Senators](#)
- c. [Standing Committee membership](#)
- d. [President Ransdell letter confirming appointment of new UAC members](#)

3. Secretary – Heidi Alvarez (No report.)

4. Coalition of Senate and Faculty Leadership for Higher Education – Molly Kerby (No report.)

5. AAUP President - Margaret Crowder (No report.)

6. Advisory:

a. Faculty Regent – Barbara Burch

- The Senate Resolution about the Confucius Institute Building went forward to President Ransdell. The money is there and they will be starting shortly. President Ransdell does not want to take the risk of revisiting the contract.
- Regent Burch will attend the 4th regular meeting of the Board of Regents. She invited faculty to talk about the agenda with her and she wants to get feedback about items on the Board of Regents agenda.
- On September 4th, the request for revisiting the Confucius building contract went to the Board of Regents Chair Higdon, and he indicated that he will assign it to the appropriate committee.

b. Provost – David Lee

- There are 16-17 faculty searches underway. The university is transitioning to using Interview Exchange; the process will be different, and they will look at anything that needs to be adjusted in the spring.
- 7-8 names have been suggested for the Interim Graduate Dean. Next week Provost Lee will say more.

- Provost Lee has had conversations with the Board of the Research Foundation. One-time funds will be made available to fund research/creative activity for fiscal 2015-2016. Provost Lee thanked Cheryl Stevens. \$100,000 will go to RCAP, the other \$200,000 goes to research for Associate Deans and Libraries. This is a total of \$300,000 in one-time help for 2015-2016.

c. SGA President – Jay Todd Richey

- SGA President Jay Todd Richey gave updates on the SGA, which include approving executive order, campus sustainability, and My Campus Too.
- In October, SGA and HOLAS will host a guest speaker about Latino empowerment.
- The Elizabethtown/Fort Knox extension has become official.
- The student prospective on the Confucius Institute building is that a new resolution will come forth from SGA on Tuesday. The students and faculty have major concerns. The student voice will be heard. Information has been posted online. There are concerns about the fifty-year clause, restricted use, and operating costs. President Ransdell was asked questions by over twenty senators at Tuesday’s SGA meeting. Ransdell discussed the merits of the contract and the process by which it was handled. The contracts are signed. J. Todd Richey talked about what the resolution says. SGA amended the resolution and wants to make it clear that SGA is not attacking the President or the Confucius Institute or the Chinese students on campus.
- SGA meetings are every Tuesday at 5:00 PM at DUC. The faculty is invited to attend.
- Kate Hudepohl asked Jay Todd Richey if the SGA agenda is online; Jay Todd Richey said that the agenda is sent on email.

C. Committee Reports and Recommendations

1. Graduate Council: No Report
2. Undergraduate Curriculum Committee: No Report
3. Colonnade General Education Committee: No Report
4. Academic Quality: No Report
5. Budget and Finance Committee: No Report
6. Faculty Welfare and Professional Responsibility: No report

D. Old Business

- There was no old business.

E. New Business

1. [Policy 1.1280 Affiliated Faculty/Professional Staff](#)

- A motion to approve Policy 1.1280 by Kelly Madole was seconded by Dick Taylor.
- Provost Lee spoke about the context of Policy 1.1280. It is a policy on adjunct faculty. An academic department can award adjunct status to someone who has expertise in another area. He used Jane Olmsted as an example. This policy creates an affiliation status to someone who is not degree-related. This is a pathway for establishing the affiliation; it creates an option but it is purely voluntary.
- There was no additional discussion.
- Policy 1.1280 was approved unanimously as posted.

F. Information items

1. Q&A with President Ransdell on budget matters

- [May 2015 University Senate Resolution for Appropriate Emphasis: Academics](#)
- [President Ransdell and Provost Emslie joint written response to the May 2015 University Senate Resolution for Appropriate Emphasis: Academics](#)
- [Chronicle of Higher Education data re: WKU salaries](#)
 - <http://data.chronicle.com/157951/Western-Kentucky-University/faculty-salaries/>
- [Benchmark Salaries sortable by benchmark](#)
- [President Ransdell's Convocation Action Plan Update](#)
- [Vice President Ann Mead Powerpoint about the budget](#)
- [Vice President Ann Mead Funding Priorities History FY 12-FY 16](#)

Q&A with President Ransdell

- Kate Hudepohl thanked President Ransdell for coming to the University Senate meeting Q&A Session. She stated that she invited President Ransdell in August and appreciates that he took time out of his schedule to come speak to the faculty.
- Chair Hudepohl reminded the senators to take turns asking questions and stated that time limits will be implemented. She also requested that those speaking use the microphone.
- Chair Hudepohl told senators that some questions were sent to her ahead of time and that she will read them as they relate to questions on the floor.

Topic #1: Scholarship Allocation

- Bryan Reaka asked a question about Ransdell's email on scholarship: considering the \$3.8 million last year, why is WKU going down the same road again?
- President Ransdell stated that the committee met for six months. The scholarship program is different; there are more lower-level scholarships. With the GSA scholarship, there is much confusion. There are actually more scholarships but they are being offered at a lower level. It is a different policy and practice. There was a 30% increase in

scholarship acceptance this year. The committee is working hard to stay within the \$23 million scholarship budget.

- Bryan Reaka stated that the issue was that it was automatically awarded.
- President Ransdell said that offering smaller levels of scholarship from a revenue standpoint means that they are paying more in tuition.
- The committee finished their work in August; we will evolve into it in the coming year. President Ransdell stated that he trusts the work of the committee.
- The application for permission also was the application for scholarships; this led to a much greater acceptance of scholarships. Awarding a lower scholarship amount to more students will generate more revenue; it is a two-step process.
- Kate Hudepohl asked what specific measures are being made in (1) limiting scholarships and (2) is the budget limited on fixed costs such as building?
- President Ransdell said that with the \$23 million scholarship budget, it could go over. He reiterated that he trusts the people who deal with it every day and is reasonably confident it will stay within budget, although it is not an exact science.
- This money is all merit-based, not need-based. Federal and State support cover need-based scholarships. KIIS is merit based. WKU's dynamic is to attract highly-qualified students regardless of family income.
- There is a budgeted amount but it is possible it could go over. Ransdell wants to work with financial aid and recruiting to recruit the strongest possible student body.
- Ann Mead added that each scholarship program within that budget is monitored according to student acceptance. Some students decide not to come and decisions are made based on non-renewable scholarships. Some students are high performers once they get here. The \$23 million is not all merit. Of that \$2-\$300,000 is a discretionary fund to help students meet financial needs so they are not dropped for non-payment. 200 students might be dropped for non-payment and the university tries to re-enroll them and help these students.

Topic #2: Preventing another shortfall

- Kate Hudepohl asked if there are other measures being taken to prevent another shortfall.
- President Ransdell said that as many things are possible, \$447,000 was carried on non-recurring money. Non-recurring funds were exhausted, so the committee identified as many non-recurring things as possible and put them in the budget to clean up the process. There is a fixed-cost list for next year; we might not be able to do all of them. The committee is trying to make the fixed costs for next year as small as possible. President Ransdell said he wants the budget to be as simple and as clean as possible.
- He also mentioned implementing enrollment numbers and identifying new revenue sources, such as a special admissions category of the Higher Education Funding Model. This is positioning WKU to put its budget together based on incremental state funding for the General Assembly in the spring.

Topic #3: Confucius Institute Building

- Molly Kerby asked the President to explain why SGA and the faculty has a problem with the Confucius Institute building contract.
- President Ransdell said that the Board of Regents does not deal with contracts. The Board authorizes the President to sign contracts on behalf of the University; no contract

goes to the Board. The University generates many different types of contracts. The Board approved the construction project. \$1.5 million is from Hanban. \$800,000 is from the reserve fund. The rest is in kind. It will be a 7,000 square foot building. The President stated that the contract was not much different than gift contracts (ie. endowments), and he thinks that fifty years is not a long time for a university.

- The Confucius Institute is one of three legs on a stool related to International Reach with China, Chinese Studies, and Modern Languages. Ransdell stated that China has a future world leader status and world economy, and that we need to understand this and be confident in discussing and dealing with it in the world going forward.
- President Ransdell said that he worked on it for a year, 100 US institutions competed for two buildings in the US. President Ransdell negotiated and signed.
- President Ransdell stated that the fifty-year clause is less restrictive than an endowed gift. He said “exclusive use” means you cannot use it to put in another department.
- President Ransdell said that it frees up space in the library (offices and classrooms).
- The President signed the contract on December 8, 2014 and stated to the faculty that he feels it is a straightforward contract and he “would be embarrassed to go back at this point.”
- \$4.1 million was received last year for programming (this includes the \$1.5 million gift from Hanban). 44 teachers at 41 schools are involved. Salaries are paid through Hanban.
- President Ransdell said that he signed the contract and he is responsible, and stated that “the building can be used for anything.”
- President Ransdell added that he “intends to go back to China in December and talk about future possibilities.”
- A point was made that the objection was the construction of the building and the repurposing of research money.
- President Ransdell said that revisiting the contract would put at risk/jeopardize future negotiations and it would risk losing the Confucius Institute. He stated that the building is a good thing because it frees up space in the library and gives a presence of the Confucius Institute on campus. He stated that Colorado State and Troy also house Confucius Institute buildings. He stated that Hanban is paying for “most of ours.”
- Patricia Minter said that she wants clarification from the SGA report as someone who spent seven years on the Board of Regents. Minter stated that the Board was asked to approve de facto approval of the contract. She asked “is it true that the terms of the contract were not dispelled to the Board and that legal council did not read the contract ahead of time?”
- She also asked “is a fifty-year commitment an authoritarian regime?”
- President Ransdell said that “fifty years is not a factor” and that he did not sent the contract to the Board ahead of time.
- Patricia Minter said “a larger question is that how is this a good deal for WKU? Is this good financial stewardship?”
- President Ransdell responded that \$1.5 million is in the bank. It is matched with a reserve fund that started at \$500,000 and grew to \$800,000. The creator of the fund recommended that it be used for the project. The Project Manager is managing several other projects on campus. The land has value. President Ransdell said he feels it is a good financial transaction and will be useful in the future.

- Patricia Minter said that the larger point is that in a year in which we have experienced a shortfall in every department on campus, we are asking to reconsider the contract due to extreme financial hardship.
- [missed this part – ask Patti]
- President Ransdell said that yes, the money from the Foundation could have been used for one-time money. This was negotiated over a long period of time. He does not see a direct correlation with it other than it could be used for other things. He does not see a direct correlation.
- Minter said that she welcomes a dialogue in the future [ask Patti]

Topic #4: University’s Philosophy for recruiting endowments/gifts

- Shura Pollatsek asked what the general philosophy of the University is regarding endowments and gifts for specific purposes. What is the mission for recruiting financial gifts?
- The President responded that there is roughly \$19 million in deposits from gifts, \$500 million total. In 99% of the cases, the donor determines how the gift will be earmarked. When recruiting donors, we look at (1) capability; (2) inclination; (3) listening to what they have an interest in; (4) in the final analysis, the donor determines. Most gifts are for scholarships and faculty support. The process with the donor is that the Development Officer raises money for the college. President Ransdell said that he encourages faculty to communicate with the Development Officer to know the priorities of the college. He stated that almost all gifts are of value to the institution. However, if someone gives a farm for a specific purpose, we cannot do that.
- Shura Polletsek asked if our strategy is appropriate?
- President Ransdell said that in campaigns, endowment was priority. He also discusses with deans and department heads to find a strategy.

Topic #5: Additional relationship with Hanban

- James Line from SGA asked “according to the Confucius Institute contract, WKU is obligated to pay maintenance and operation costs for the building, which is obviously an open-ended sum. You said during the [SGA] meeting that you were confident that you could return to China and renegotiate the contract so as to get them to cover maintenance and operation. Given your concern that if we revisited the contract, we’d renege on our commitment and hurt our credibility in future dealings with the Chinese, would demanding that Hanban cover open-ended costs we’ve agreed to cover in a legally binding document also hurt our credibility?”
- President Ransdell said that he “will go there in December and thinks the operation can be covered.” Ransdell said that he “is confident with the relationship with Hanban,” citing that of 200 teachers at the Confucius Institute across America, we have 44. He is confident that Hanban or the Confucius Institute will cover the operating costs going forward.
- James Line commented that “you have mentioned both here and at the SGA meeting not to take the contract literally. I have a hard time understanding how a contract can be understood as something other than as a literal, legally binding agreement to do certain things.”

Topic #6: Compensation and the Higher Education Funding Model

- Compensation is a priority. Compression is an issue. President Ransdell has spoken with Ann Mead on numerous occasions. We need about \$9 million for a 4% increase (1) 2% across the board; (2) 2% merit; (3) compression; (4) equity pool; (5) benefits.
- The benefits need going into the next year is known and will be a fixed-cost dynamic. Then university needs to invest.
- The Higher Education Funding Model is \$180 million. If funded, a 15.3% increase of \$11.5 million (\$5.7 million per year); if funded, it will go toward compensation. If the state does not fund us, then we will have to look at it again. The equity variable is \$5 million recurring biennially. The four-part model includes (1) performance-based initiatives; (2) special programs; (3) bucks for brains; and (4) capital projects. WKU and NKU do not have the research-based. All presidents are in agreement. If funded, the model will determine the distribution.
- Julie Shadoan brought up the fact that the Lexington Herald reported today that ECU Employees will receive an across-the-board salary increase of 2.5% effective November 1. Shadoan stated: “Eastern Kentucky University employees will receive an across-the-board salary increase of 2.5%, effective Nov. 1, President Michael Benson announced today. The increase, for all full-time and part-time benefited employees, applies to staff members who were employed on or before August 1, 2015, and for faculty who were employed on or before August 15, 2015. It will be reflected in biweekly and semimonthly paychecks in mid-November. The last such increase for ECU employees, also 2.5%, was announced shortly after Benson became president in 2013. Prior to that increase, employees had received no raises for three years before 2% hikes in 2010-11 and 2011-12.”
- Shadoan then quoted Benson’s campus-wide email: “In our two short years in Richmond, I have shared with you many times my fondness for Eastern Kentucky University, often within the context of the three P’s: People, Places, and Programs. The fact that ‘people’ come first in that sequence is deliberate. While facilities are important and the quality of our academic programs is critical, it is our people who constitute our greatest asset. Their diverse skills and talents make our campus so special. With that in mind, we have prioritized compensation, albeit within the framework of constrained resources and reduced state funding. This significant increase, an additional investment by the University of \$3 million, including benefits, is another step in our continuing efforts to ensure that our salaries are competitive with comparable institutions across the Commonwealth.”
- Shadoan then stated, including this increase, the University [ECU] has in the past two years alone earmarked more than \$11.4 million for additional salary enhancements and benefits, including an internal pay equity program and other initiatives. She reiterated Benson’s statement “people, places, programs” and said that people first, people are the greatest asset. She then asked President Ransdell “Why ECU and not WKU?”
- President Ransdell responded that ECU went through a serious multimillion dollar reduction, and that it was a year-long budget reallocation that the entire campus participated in.
- Ann Mead said that in three of five years, we have had a 1% increase; ECU might not have had this. 2013 was also a 2.5% increase. Prior to that, there were no increases. 2010 was 2% and 2011 was 2%.

- President Ransdell said that WKU did a little each year. They [EKU] went three years without any. He understands the priority is salaries, and that we need to see how those numbers happened.
- Stephen King asked “Do we have a merit policy? What is it? How will this be handled transparently?”
- President Ransdell responded that it will be funded at the departmental level.
- A question was asked if 2008 was the last merit increase. Patricia Minter said that it has been over ten years.
- President Ransdell said that state cuts and limited resources have not enabled merit increases. This is at the departmental and college level. The President said he cannot weigh in on this. He added that a cost of living increase would be a priority.
- Marko Dumancic said that with \$9 million, he is wondering what the plan is to retain faculty and staff?
- President Ransdell said that we have not had a pattern of faculty losses, and that searches have large pools of candidates.
- Provost Lee stated that he asked Institutional Research to look at resignations of faculty over recent years to see if there is a pattern. He added that we do not always know why people make these decisions.
- Provost Lee said that he is looking to find ways to address things that faculty are concerned about, and is trying to find things to address specific issues. Provost Lee said that he “has stayed at WKU because he finds exciting projects and good people to do them with” and is “trying to address this during waking and sleeping hours.”

Topic #7: Tuition and Enrollment as sources of revenue

- Claus Ernst stated that besides state funding, tuition is our second major source of revenue. What is the latest on enrollment numbers for this academic year? What is the enrollment picture for the next several years, as the demographic of Kentucky does not suggest that we can grow by drawing in-state students? With funding based on an increase in enrollment in the budget, where does President Ransdell think it will be over the next five years?
- President Ransdell agreed that the demographics in Kentucky suggest declining enrollment. We are up in first-time freshmen since last year. Transfer numbers are up. The overall first-time full-time are a positive. 1,200 freshmen did not continue; 271 were lost between the freshmen and sophomore year. New additional growth in new students needs to offset this. Overall, we are down 93; this includes the 271 dropping.
- Going forward, President Ransdell said that we will strive for more retention between the freshmen and sophomore year; more out of state and international recruiting will take place.
- The adult part-time undergraduate number is up. We are 81 down in graduate-level part-time students. We will continue trying to recruit adult part-time students.
- Jace Lux is redoing the ATP process and we will continue with recruiting until late August. President Ransdell said “Students have choices; we need to work hard to keep them here, and we need to make sure they pay.”
- Claus Ernst asked does this mean that we are in a budget hole already, since we usually budget using the enrollment from the previous academic year? He cited a ballpark figure of 100 students times \$400 per semester = \$400,000 per semester, which is an

\$800,000 hole in the budget for the academic year. This is a rough estimate, since the actual tuition depends on what kind of student you take, graduate, undergraduate, etc. Full time undergraduate tuition is closer to \$5,000 than \$4,000 (it is \$4,741). There could be more dropped after they are dropped for non-payment.

- President Ransdell said that it is budgeted assuming that we could maintain the 2014 number; and might have to reevaluate budget reductions.
- Ann Mead said that in the budgeting process, we used a lower number of returning students for the spring than we have done in the past. It is based on the previous fall. We need to predict how many will graduate in December and make an assumption on how many come back in the spring. 92% of fall dropped to 90.5% and 91% this year; this gives a safety margin.
- We will continue working through that process; they are trying aggressively to protect students who still owe a balance.
- President Ransdell said that the two main strategies include (1) international recruiting and (2) January enrollment of graduate students.
- President Ransdell stated that the recruiting staff went to India last week.
- President Ransdell said that there are 1,800 high school students enrolled in dual credit courses. We will try to get them to enroll here. This is high priority. Several high school seniors enrolled at SKY-CTC and transferred as a junior; there are many variables.

Topic #8: Tuition increase and enrollment at community college

- Yvonne Petkus asked a question to follow up on a previous statement that President Ransdell made at a town hall meeting. The question was in reference to the tuition increases and the fact that local students took classes at community colleges. Petkus asked if this trend has continued.
- President Ransdell said that more students go there because the tuition is less. They are down in enrollment by 20% due to the economy. These students and adult learners numbers are down. President Ransdell said that SKY-CTC's cost is less for a lot of factors that affect academic quality. It was at a 7-8% increase; now it is at 3%.
- Patricia Minter said that tuition was capped at 7-8% by CPE. She asked when we had the money and were charging more for tuition, why did we not invest more in people? Why did we prioritize wants over needs?
- Chair Hudepohl [I missed these details] said that it comes down to Shura Pollatsek's question. There is undoubtedly a narrative.
- President Ransdell said there are no special programs in colleges; (Watkins, etc) colleges are doing their best. In 2008, the rate of tuition increase declined. The state covered less. We have done the best we can with what we have. Building projects are three to five years. The Gatton Academy was a specific project. The priority going forward is salaries; the focus is this going forward.

Topic #9: Temporary/Part Time Compensation

- Sandy Staebell stated that temporary/part time employees have not gotten a raise in years. The only time a raise happens is with new hires. She asked if there is a mechanism in place for the part time employees.

- President Ransdell responded “yes” and then stated “full time will be priority, but part time will also be addressed.” The President said that he “understands there is compression with part-time faculty and staff and hope we do not have to be dependent on them. We are trying to place emphasis on full-time lines.”
- A statement was made from the floor by [?] that he hears that faculty salary is a priority but it is full of “ifs”, for example, “if we get money from the state.” If things are a priority, then why can’t we work with the money we have and make it a priority?
- Kate Hudepohl said that increases in salary are linked to a steady stream of revenue. We should seek state funding but to keep promising yet finding other things for the budget...
- President Ransdell reiterated that he is not promising anything from the state. \$1.5 million equals 1% and \$3 million equals 2%. \$3-4 million is fixed cost per year; there is no choice. If we put a 2% increase at the top of the list, but if we don’t get state funding, 3% tuition increase would be \$4 million.
- The pressure point is that we would like to avoid another budget shortfall next year. There is no way to shield Academic Affairs from that. We will have to pay for a modest salary increase somehow.
- Someone said that the Confucius Institute building has decisions that are being made that add to fixed costs. President Ransdell said that this is not a good example. Kate Hudepohl said that this remains to be seen. She added that she is not sure that we can’t afford to turn down some of these gifts, because they come with a price.

A motion to adjourn by Bryan Reaka was seconded by Marko Dumancic. The meeting adjourned at 5:54 PM.

Respectfully Submitted,

Heidi Álvarez, Secretary