

University Senate Meeting Minutes
Thursday, December 11, 2014 -- 3:45 p.m.
Faculty House

Call to Order:

- Chair Margaret Crowder called the regular meeting of the WKU Senate to order on Thursday, December 11, 2014 at 3:49 pm in the Faculty House. A quorum was present.

- **Members Present:**
Cathy Abell, Heidi Álvarez, Shahnaz Aly, Barbara Burch, Ashley Chance-Fox, Robert Choate, Ismail Civelek, Krisstal Clayton, Thaddeus Reed Crews, Margaret Crowder, Tucker Davis, Allison Day, Martha Day, Laura DeLancey, Richard Dressler, Marko Dumancic Karin Egloff, Gordon Emslie, Jody Evans, Joseph Evans, Ann Ferrell, Lloren Foster, Marilyn Gardner, John Gottfried, Jennifer Hanley, Kate Hudepohl, Michelle Jackson, Dean Jordan, Jeffrey Kash, Hanna Khouryieh, Stephen King, Dominic Lanphier, Qi Li, Ling Lo, Kelly Madole, Gayle Mallinger, Sean Marstin, Lauren McClain, Andrew Mienaltowski Richard C. Miller, Patricia Minter, Bella Mukonyora, Yvonne Petkus, Shura Pollatsek, Beth Pyle, Atilla Por, Jeff Rice, Tiffany Robinson, Janet Nicki Seay Taylor, Julie Shadoan, Julie Shadoan, Jonghee Shim, Beverly Siegrist, Doug Smith, Michael Smith, Rebecca Stobaugh, Liz Price Sturgeon, Rico Tyler, Tamara Van Dyken, Adam West, Andrew West, Aaron Wichman, Blaireanne Williams, Kristin Wilson, and Zhonghang Zia.

- **Alternates Present:**
Danita Kelley for John Bonaguro, Patricia Minter for Eric Kondratieff.

- **Guests Present:**
Molly Kirby, Eve Main, Lynette Smith.

- **Members Absent:**
Dora Babb, Erika Brady, Kristi Branham, Imelda Bratton, Jill Brown, Mike Carini, Yining Chen, Seth Church, Patricia Desrosiers, Sam Evans, Connie Foster, Dennis George, Frederick Grieve, Jennifer Lynn Howard, Tom Hunley, Muhammad Jahan, Angela Jerome, Samantha Johnson, Jeffrey Katz, Richard Keaster, Thomas Kingery, David Lee, Ching-Yi Lin, Alexandria Manglaris, Catherine Martin, Greg McAmis, Doug McElroy, Steve Miller, Evelyn Montecal Oregon, Anthony Paquin, Inma Pertusa, Pam Petty, Tamera Race, Gary Ransdell, Nancy Rice, Cheryl Stevens, Dick Taylor, Kevin Thomas, Tanya Vincent, and Elizabeth Winkler

A. Approve November Minutes

- There were no corrections to the November minutes. The minutes were approved as posted.

B. Reports:

1. Chair – Margaret Crowder

- The next Senate meeting is January 22. The SEC meets on January 12. Classes start January 26.
- There is a need for discussion regarding benefits. The SEC took up a discussion this month and will gather information from faculty on campus (personal stories, items of interest regarding health care). The 2016 discussion will happen soon, so these comments need to be distributed before March. A Faculty-All Email requesting comments and discussion items will be sent out; faculty should contact their departmental senators or Margaret Crowder. Senators should collect the information in one document and send it to Chair Crowder. The email will go out now and Crowder will finish collecting the information by the end of January. The SEC met with Dr. Laves, the ombudsman, about what the responsibilities of this position entail. The SEC requested a report to make the position more visible so people understand the ombudsman's purpose on campus.

2. Vice Chair – Jennifer Hanley (no report)

3. Secretary - Heidi Alvarez (clarified sign-in procedure)

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

5. AAUP President - Eric Reed (no report)

6. Advisory:

a. Faculty Regent – Barbara Burch

- The November report is posted online.
- The Board of Regents meeting is tomorrow afternoon.
- Dr. Burch stated that she has had many conversations and urges senators to talk to her about what is important to you. Topics addressed so far include carrying forward benefits and welfare, health care costs, cost of deductibles, cost of medications, short notice on the flex plan (new due date as compared to the old plan), HR has new plans; sign up for and pay if you enroll. Many have asked about speculation about salaries for faculty; some thoughts may be rumor and some may be facts. Questions center around where there might be increases, how these would be distributed, and what are the funding sources.

- Dr. Burch is committed to best enabling faculty to do their work in ways that WKU is the destination of choice; let her know ways in which she can assist in that.

b. [Provost – Gordon Emslie](#)

- The Provost approved all items that he received in November; including Graduate Council, UCC (2), Colonnade (3) and Colonnade Policies (4).
- The international travel policy is getting tweaked on procedural
- Seeking doctoral programs out of state (minor changes) amended to include “fees”.
- 1.1111 Faculty Credentials is approved and is going to AC in January for approval.
- On March 23, Neile Chumbler from the University of Georgia will become the next CHHS Dean. He is a 1991 Sociology graduate of WKU. John Bonaguru will continue until December 2015; after his sabbatical, he will return as faculty.
- The Faculty Recognition Committee is preparing a report to present to the SEC in February.
- The Keys Committee is continuing its work and is seeking input for changes to that policy.
- Salary variable: looking at ways to augment for faculty only; 3% is the target number. How will we find \$2 million? Enrollment is down, this does not fill all vacant spots in the staffing plan (\$700,000). DELO is performing well; operating money will go into the base budget. ____? To pay for cost of faculty, non-recurring one-time funds directed toward salary. Pending with spring enrollment, scholarship expenditures, there is a possible revenue shortfall at the state level for this year and next year. News reports show positive revenue reports. We are far from discussing how to distribute, but it will not be “across the board.” Merit and market equity based (faculty whose salary is low as compared to bench mark) are not determined yet because it is too early. There will be a raise pool but it will not be across the board. Dr. Burch asked what is the number of years since the base has been a factor? The action plan has been salary; five years with virtually nothing affecting the base. If it is merit, how will merit be defined? There has not been any affect on base pay in four to five years. Unless meritorious is based on a definition... The Provost said it will be non-uniformly distributed, but does not mean some will get nothing. It has to accurately reflect faculty performance since the last raise pool. Conversation will occur depending on the size of the pool. The President is OK with a separate pool for faculty.
- The Provost then discussed the SACSCOC report, which will go to the board tomorrow. This is attached to these minutes (click on the link here to view what he said regarding our university’s accreditation report and results: [Provost – Gordon Emslie](#))

c. SGA President – Nicki Taylor

- SGA had one meeting and got news coverage about smoking on campus and alcohol policies on campus. They are against changing the current policy and are trying to work on a compromise in 2015. Regarding alcohol, the Resolution was to amend the policies regarding purchase on campus and in night class. Anyone who has questions about this should ask Nicki Seay Taylor. The staff council has a limited smoking policy; the SEC will look at it.

C. Committee Reports and Recommendations

1. [Graduate Council: \(Report posted; Endorsed by SEC\)](#)

- Motion for approval as posted; no discussion; the report was approved as posted.

2. [Undergraduate Curriculum Committee: \(Report posted; Endorsed by SEC\)](#)

- Ashley Chance Fox made one change to the posted agenda: “revise a program” was changed in UCC but did not make it onto the agenda (PSY 370). Adam West mentioned a typo: “HMD 211 c” has no “T”). There was no further discussion; the motion for approval of the posted items.

3. [Academic Quality: \(Report posted; Endorsed by SEC\)](#)

- Aaron Wichman thanked academic quality for looking at late enrollments. The time that it costs us with late enrolled students is 66 hours for faculty to spend on this, plus financial aid, plus the registrar. Adding on the last day of class did not complete classes they were enrolled in. This is the first semester that enrollment management has not been under the Provost. We might want to come up with a systemic response for students who will be adding late.
- Laura DeLancey made a motion for approval of the academic quality report; the report was approved as posted.

4. [Faculty Welfare and Professional Responsibility: \(Report posted, Endorsed by SEC\)](#)

- Patricia Minter said that Faculty Welfare met on November 18 and will give a report next semester. The report was approved as posted.

5. General Education: No Report

6. Colonnade Implementation Committee: No Report

7. Budget and Finance Committee: No Report

D. Old Business (no old business)

E. New Business

1. Colonnade courses for approval ([ICSR 380](#); [NURS 415](#))

- Merrall Price said that HMDT should actually be HMDT211C is correct. She made a friendly correction to the correction.
- A motion for approval of both colonnade courses by _____ was seconded by M. Gardner. Both courses were approved.

2. Vote on Senate nominee to serve on the University Benefits Committee

- The distributed ballot (see below) is in response to Jerry Daday's term expiring. We currently have Physics, Astronomy, English and Sociology represented. Instructions were to vote for one person on the ballot.
 - a. [Ballot](#)
 - b. [Letters of Interest](#)
- A quorum was present to vote on the new member of the University Benefits Committee. Following distribution of the ballot to each of the Senators in attendance, Vice Chair Hanley counted the ballots. With 30 votes, Eric Kondratieff was elected by the University Senate to serve on the University Benefits Committee in 2015. The nomination goes to Dr. Ransdell.

F. Information items

1. University Benefits Committee current Senate appointees, and date of term expiration, are:
Jerry Daday (12/31/14), Kelly Reames (12/31/15), and Richard Gelderman (12/31/2016)

The meeting concluded at 4:39 PM, followed by a motion to adjourn by J. Hanley (2nd D. Smith).

Respectfully Submitted,

Heidi Álvarez, Secretary