

Senate Executive Committee (SEC) Meeting
Monday, April 30, 2018
3:15 p.m. -- HELM 108-B

Call to order: 3:20 pm.

Attendance

Jen Hanley, Janet Applin, Eric Kondratieff, Liz Sturgeon, Steven Mayer, Heather Strode (Kirk Atkinson), Susann Davis, Kristin Wilson, Jim Berger, Eric Kondratieff, Andrea Jenkins, David Lee, Matt Shake, Elizabeth Gish, Jim Fulkerson, Patti Minter, Joe Shankweiler, Colin Farrell, Claus Ernst

[Copy of Agenda](#)

A. Approve minutes of March SEC Meeting:

1. [SEC 4-9-2018 Meeting Minutes](#) **Jenkins, Gish**, approved

B. Reports

1. Chair (Eric Kondratieff)

Kondratieff: New SGA President Stephen Mayer is here.

-Old Business: Senate resolution to president to commit to AAUP best practices.

President Caboni is moving forward to assembling a review committee for Title IX best practices.

-We have forwarded our amended March resolution on the Aramark Contract—which passed senate and was forwarded on April 11. Amber Scott Belt will check on the resolution. At the investiture President Caboni stated that he will use the Aramark money to create new spaces for students in the library and renovate the library.

2. Vice Chair (Liz Sturgeon)

-We did the caucus for the new at-large senators and filled in slots in March, past senate meeting departmental senators filled in holes. Three empty spots not filled. Only position not filled in secretary. Have sent out call by email for secretary.

Lance Hahn—senate executive committee appoints a rep from grad council who will serve.

Carl Dick is the grad council chair and SEC rep.

3. Secretary (Jen Hanley).

-I am not an elected senator next year so we really need to find a replacement for secretary.

4. Committee Chairs

- a. Academic Quality Committee (Kirk Atkinson; Report posted):

- i. [Report](#)

Heather Strode: Academic renewal proposal second reading. Motion to send forward: Berger, Jenkins. **Approved.**

b. Faculty Welfare and Professional Responsibilities Committee (Patti Minter; No Report)

Minter: After May 22, Faculty Work Life Survey results will be distributed. The only people who see entire report are: the FWPRC chair and Senate Chair. We will share the detailed report with the appropriate elements, President Caboni, Provost Lee. The entire report goes to the BOR chair Philip Bale.

Kondratieff: Response rate?

Minter: Over 500 people responded. The faculty are invested in the future and they sent a clear and consistent message. The version without comments will be posted on the senate website. Previous surveys available on senate website.

c. Budget and Finance Committee (Jim Berger; No Report)

Berger: Unofficial report distributed. Anne Meade invited committee to hear RAMP—resource allocation management process—nine people showed up to the committee meeting. Good questions, committee met afterwards. Still topics being explored and an agenda for next year. Educational materials will be distributed to faculty outlining the new RAMP process to help people understand what is going on, to provide comparisons between new and old budget models, to outline faculty compensation and benefits, child care, etc. Election to select chair—Jim Berger will continue “joyously” as chair.

Wilson: What are the variables for allocating revenue?

Berger: We had same presentation as BOR.

Wilson: What about service units that don't generate revenue? Take money from ours to cover the costs?

Applin: Will this discourage students from taking classes outside of programs?

Berger: Still get 75%, but create programs with fewer electives, interdisciplinary aspect of programs will go down. Money allocated to dean's office—then money allocated within. People are concerned it will become a hunger games approach.

Using 2017 as the data—2017 is not a typical year. But the data—factors—budget cuts, personnel changes were all generated using 2017 data and the committee is aware of that and taking that into consideration.

Kondratieff: Cannot use dual credit students or higher enrollment years

Shake: Same budget model, next year, but compared to RAMP model. Picture won't be clear at best until this time next year.

Berger: Way to compare two models with real data. Concerns—college with enrollment dropping steadily for 5 years—enrollment, credit production dropping—how do you expect a college to pull themselves up? Money set aside for any projects the provost or university wants to spend to help struggling colleges.

Gish: Is it unreasonable to ask about valuing things that don't generate money?

Berger: Music program—have a much smaller student credit production—one faculty member working with 4 students over the semester. Less production hours, they said that would be considered. They are not trying to get rid of low enrollment classes.

Wilson: Graduate program?

Berger: Focused on undergraduate programs? Asked about the grad programs—75/25 model works. State has performance funding—5% can be given if you meet the metrics

for graduating undergraduate students. Means grad programs don't have access to the 5% funding model—a leg behind, dollars we cannot use.

Wilson: internally if we don't add variables we don't have guarantees for programs

Berger: still discussions asking questions—we can provide feedback if they keep me (Berger) on the committee. We need to be very specific in our questions and how the model will be implemented. Forums including NKU—who has implemented this model since the late 1990s. Will they take questions and comments to heart?

Kondratieff: Robert Dietle is our senate rep, he will make sure they take our questions.

d. Colonnade General Education Committee (Jerry Daday; Report posted)

i. [CGEC Report](#)

Fulkerson: Six action items—well written proposals. **Motion to push them forward, Second Wilson. Approved.**

e. Graduate Council (Kristin Wilson; Report Posted):

i. [Grad Council Report](#)

Wilson: Grad curriculum proposals. Held elections, results not announced. As a senate body we need to use the processes put forth by senate—two colleges did not elect representatives. Some colleges are underrepresented: GFCB, Ogden, and so on. Fall elections to fill in the gaps.

Motion to approve: Berger, Applin.

Compromise for dissolved university college—keep Kristy Guffey as an at large member until the end of her term.

f. Undergraduate Curriculum Committee (Janet Applin; Report Posted):

i. [UCC Report](#)

Applin: submit the report for consideration, second Minter. **Approved.**

g. Faculty Handbook Committee (Kate Hudephol; No Report)

5. Advisory Reports

a. Faculty Regent (Claus Ernst)

No regent report.

Kondratieff: Claus looked upset about the Aramark remarks at the investiture. Caboni mentioned that Aramark funds will be used for initiatives for students.

b. Academic Affairs (Provost Lee)

Scott Belt: CEBS search underway, provost search underway. Shout out to Amber for her work on the provost search and the dean's search.

Lee: Thinking about making change in transitional retirement—back in Feb. the Budget Council suggested we look at Transitional Retirement (TR)—simultaneously, legislation in general assembly to eliminate it by December—spoke to retirement with a prior agreement to re-employment. Legislation stalled—it got pulled up and passed and had ambiguous language unsure what it meant—didn't look like it precluded transitional. Clarification has been sought—Friday morning, transitional retirement is legit still legislation not about that. For now, it's safe. Lee: recommendation perhaps 5 years is too long—should it be shorter. Policy says up to a max of 5 fiscal years, in Bus

College might even be less. No requirement for 5—maybe instead of 5 it becomes 2 years with an option of a 3rd based on need. Transitional retirement = \$1.7 mill obligates a lot of money for a long time for a good purposes. As we re-think—5 years is longer than anywhere else in the state—reasonable group to bring this up with. Maybe we would say after December 31 after this year it's 2 years with option for 3rd. Anyone who is already in the system or goes this year, gets the five years. Acknowledged massive conflict of interest.

Berger: Is it still true that when a faculty goes on optional retirement, the line is still tied to retiring faculty?

Lee: Depends—what happens on TR, full 12 hours, 37.5% comes off faculty line goes to retiree, rest of the salary is still there. Wide variations depending on time of service and rank. Moved it under budgeted money—the funding for person who goes to transitional comes off that person's salary.

Berger: Faculty in my dep't—when people have been gone on TR we have not been able to replace because there is not enough funding coming off that person's salary. If it continues for 5 year it can hamstring a program because they lose that person in terms of advising, service, etc. Funds held in reserve keep a hire from happening

Lee: 5 years on TR is nice, but maybe too long. Not everyone finishes 5 years. Ties up a significant amount of money.

Berger: KTRS only not ORP? Optional plan retirees—are not allowed to TR?

Lee: no, that has changed it applies to everyone.

Wilson: how much will this save?

Lee? Not sure, approx.. \$750,000 but not consistent.

Kondratieff: By making this change, keeping start open—will this encourage people to retire?

Lee: could happen, but main rationale—if you are going to retire July 1, your materials need to be to KTRS by June 1. Would like to give a placeholder to December 1 to give people time to consider their options.

Shake: Demographics—suggest that retirement age will continue to increase—especially with the Boomers—1 in 5 people will be over the age of 65. What will the effect be on people if the retirement age creeps up—impact people's decisions. Increasingly important—people faced with working more years than they want to.

Lee: Would that be more towards the 2-3?

Shake: Not sure—baby boomers will be applying additional financial pressure to those of us not boomers. Financial pressures will squeeze the sandwich generation—hard for the next two generations to determine when to retire.

Lee: already seeing folks whose transitional retirement will take them into their 80s.

Gish: Won't this discourage people from retiring earlier? If I know I don't have this extra time, it might prolong work life. Is that the result we want?

Minter: Related question—when the other institutions established their 2-3 year limit when and why did they do that? Our pool is very small at WKU. Political climate makes it tricky.

Lee: Balance in head—1) Some of the issues with having that amount of money committed; 2) TR is an excellent program that has benefited folks. Created in the 1980s—EKU has waffled, not trying to incentivize retirement or not—balance ways the university might want to invest the money, vs. benefit for faculty

Kondratieff: Intellectual and social capital—longer Tr—sort of mushy thing, what would be losing if we lost those people. Lot of people in history get better as we age. Probably true in other disciplines—if we lose them what do we lose at the same time?

Lee: One of the issues in the historical profession is access to the profession—TR dollars keeps new faculty out.

Wilson: TR only teaching—online classes—no advising or service

Jenkins: Junior faculty overwhelmed because the faculty line is tied

Kondratieff: Build in to the TR requirements for service

Lee: Option to assign folks to things other than instruction—only 100 days can be required.

Minter: Different ways to think about this. Various culture and variables. Think about split the baby—make the change as a three-year change. Less draconian than going to three years.

Lee: Three-year option is on the table. Council of Deans—give recommendation about the TR—two with the option of a third.

c. SGA (Andi Dahmer)

McAndrew: resolution: 7-18-S: Supporting the modification of restrooms into gender neutral restrooms. Passed u

8-8—S refillable water stations in the residence halls, willing to commit funding.

9-18-s: Support current title IX procedures given uncertainty in current US government.

Gish: Federal government is suggesting changes, SGA supports Title IX

McAndrew: SGA government is lowering the standards, we are saying keeping them the same.

Kondratieff: federal gov't, not local

C. Old Business:

Kondratieff: three items—draft resolution, COSFL statement in response to President Caboni's e-mail. We discussed this at the last SEC meeting—resolution to support President Caboni's public statement about best practices for program elimination and its effects on tenured faculty.

Minter: I strongly support the resolution, the only edit—friendly amendment—second to last paragraph add “strongly” before concurs and in final paragraph “strongly” supports. Clarify that the governing body of the faculty is on board.

Wilson: AAUP guidelines are not specific on how long—guidelines are too generic.

Kondratieff: Things about teaching out programs. Transition time for faculty. Add and what has been laid out in the faculty handbook

The faculty senate affirms the procedures outlined in Faculty Handbooks Section 7 related to termination of faculty

Motion: Wilson, Berger to pass motion as amended—approved.

D. New Business:

Gish: Title IX resolution, based on the WKU Herald article from April 24 followed by another Herald article detailing additional harassment claims and little response from the administration. Caboni will be developing a committee to review the Title IX committee and its policies and procedure chaired by Lauren McClain and Karl Laves. Therapists at the counseling center—marked Dahmer’s file as private so it was not accessible to other people. Peggy Crowe his supervisor, asked to see it and was refused and her therapist is subsequently not employed at WKU. Peggy Crowe is married to the Title IX officer charged with hearing Andi Dahmer’s case. Hope is that this indicates that the faculty is concerned that members of the WKU community do not feel protected by Title IX office and students have publicly expressed their concerns that students will not be taken seriously.

Wilson: affirming the review and continue with some kind of follow through

Hanley: we need to streamline

Wilson: motion to accept Title IX resolution as amended, second-Berger.

Sent to senate with SEC endorsement.

Hanley, Applin

Closed 4:57

Applin: Work of the senate officers has been exemplary. Thank you for your service.

E. Information Items: