

**University Senate Meeting**  
**Thursday, May 10, 2018 -- 3:45 p.m.**  
**Faculty House**

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**Call to order: 3:47 pm**

**Attendance**

Janet Applin, Laura Bain-Selbo, Jim Berger, Kristi Branham, Tim Brotherton, Dan Clark, Neale Chumbler (Danita Kelley), Thad Crews, Mark Schafer, Jerry Daday, Marko Dumancic, Susann Davis, Loretta Dye, Claus Ernst, Travis Esslinger, Colin Farrell, Elizabeth Gish, Jean-Luc Houle, Kate Hudepohl, Andrea Jenkins, Jarrett Johnson (Nancy Rice), Guy Jordan, Pat Kambesis, Soleiman Kiasatpour, Kim Link, Mac McKerral, Patricia Minter, Julia Mittelberg, Nurcheshmeh Morteza, April Murphy, Kurt Neely (Elizabeth Norris), Kathy Croxall (Heather Payne-Emerson), Leslie Plumlee, Joe Shankweiler, Melloney Simerly (Jason Bergner), Kandy Smith, Christy Spurlock, Heather Strode, Dana Sullivan, Carol Watwood, Kristin Wilson, Sharon Mutter, Allison Youngblood, Amber Scott-Belt, Tamela Smith, Lori Alexander, Audrey Anton, Kirk Atkinson, Kristi Branham, Dan Clark, Aquesha Daniels, Pitt Derryberry, Marko Dumancic, Michelle Dvoskin, Dominique Gumirakiza, Lawrence Hill, Ben Lennertz, Patricia Minter, Matt Pruitt, Dianna Ransdell, Kelly Reames, Ron Rhoades, Maribeth Wilson, Mary Wolinski

**[Copy of Agenda](#)**

**A. [Approve April 19, 2018 Minutes](#) Amend Shawn to Sharon Mutter. Approved**

**B. Reports - Part I**

1. Chair – Eric Kondratieff
  - Conference for the last two meetings, public thanks to Liz Sturgeon for running the meeting. Talked to President Caboni about the Registrar’s Office changes.
  - Jason Bergner volunteered to be secretary, voted in by acclaim.
2. Vice Chair – Liz Sturgeon
3. Secretary – Jen Hanley
4. Coalition of Senate and Faculty Leadership for Higher Education - Molly Kerby
5. AAUP representative - Margaret Crowder

**C. Committee Reports and Recommendations**

1. [Academic Quality: Kirk Atkinson \(Report posted; Endorsed by SEC\)](#)  
**Atkinson:** Academic Quality committee approved the report, but it should have been the first reading for the policy. Motion to make this the second reading for the change to the “Academic probation policy” endorsed by the SEC, SGA. Positive change. The other item will carry over to the next year—the moving of the withdrawal date to nine weeks, did not get thoroughly run through the committee—moving forward in the fall.  
**Approve the report as it stands: Atkinson, Berger. Approved unanimously.**

2. Faculty Welfare and Professional Responsibilities: Patti Minter (No Report)

**Minter:** later in May FWPRC survey results will be posted and will schedule a meeting with Provost Lee and President Caboni. Record number of responses.

**Kondratieff:** Thanks to colleagues for encouraging participation

3. Budget and Finance Committee: Jim Berger (No Report)

**Berger:** Continuing work and plan to look at faculty compensation and benefits and updating the Budget and Finance Committee webpage for orientation for new members on the Budget and Finance Committee.

4. [Colonnade General Education Committee: Jerry Daday \(Report posted; Endorsed by SEC\)](#)

**Daday:** Move for approval, **Daday, Atkinson.** Approve: Unanimous

-Kristin Wilson asked for data for enrollments in ML courses and ASL courses the Registrar's Office and McElroy worked to pull this data together.

- Enrollments for Spring 2017-Spring 2018: Enrollments decreased 60% Spring 2017-2018. ASL was more stable than Modern Languages. During the Winter term immediately after resolution—Academic Advising reached out to seniors—they were registered and wanted to take it. Because of the resolution about 317 graduated—about 17% of B.A.s

**Wilson:** Were there positions lost because of this?

**Davis:** Two instructors on one-year appointments and search is canceled, French instructor is gone, French professor on transitional retirement. Down four faculty members.

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

**Wilson: Motion to approve. Second, Gish.** Approved Unanimous

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

**Applin: Motion to Approve, Jenkins Second. Approved Unanimous**

7. Faculty Handbook Committee: Kate Hudepohl (No report)

#### **D. Old Business**

#### **E. New Business**

1. [Resolution in Support of AAUP Guidelines and Best Practices for Program Elimination and Faculty Termination \(item posted; Endorsed by SEC\)](#)

Discussions concerning HB 200 from Frankfort—language in the final budget giving BOR power to give 10 days notice to faculty in programs in based on financial exigency. All universities but one in KY have endorsed this resolution—we are asking the President to endorse this resolution that he has already agreed to uphold in a faculty email. In the SEC there was strong concurrence. President Caboni appreciates our support to his public statement. Motion to approve: **Minter, Hanley Approved—unanimous.**

2. [Resolution on university Title IX Policies and Procedures \(item posted; Endorsed by SEC\)](#)

**Gish:** Acknowledge that those who are affected by this are here today and it is challenging to come before a faculty to admit that this has happened. Based on an April *Herald* article, we are concerned that students, faculty, and staff do not feel fully supported by the Title IX process at WKU. Provide a clear faculty voice requesting follow-up on the Title IX committee. **Gish, Davis**

**Mutter:** I was hoping that in the discussion that we would have a representative from the Office of Student conduct here to answer questions. I have problems with the rationale in that I am not sure that the body is in a position to say we highlight structural problems and that we don't know very much about the process. **Amendment: that essentially keeps the spirit but doesn't suggest that we have problems at this point because I think we need the report and the review to ascertain whether or not there are serious problems that**  
**LANGUAGE IN EMAIL**

**Gish:** We have concerns, and numerous anecdotal accounts have indicated there are problems with Title IX implementation. Andie is brave to bring her story, but the new motion is different because the first motion indicates we have concerns about how the Title IX has been implemented and appears to have structural problems. Second motion assumes that it is going well. We want faculty to bring forward concerns and we want updates on what is being done because we are concerned

**McKerral:** New language has been offered as an amendment, withdrawn as a friendly amendment. We need to be discussing the original amendment.

**Jordan:** Amendment to the original language, or a replacement?

**Mutter:** keeps the spirit but changes the rationale, my feeling is that we don't know what procedures are being followed. We need to hear both sides and get some information from the Office of Student Conduct. That's why I changed it, can't endorse the structural problems if I don't know what happened on the university side. Not comfortable endorsing the amendment.

**Kondratieff:** Thank you parliamentarian ex tempore

**McKerral:** Second to the amendment

**Atkinson:** We were not there so we do not have firsthand knowledge, if we don't know there are problems why did the President form the Council? Clearly there are problem

**Youngblood:** If the example is a request for structural problems, then consider that the only people on the committee are males

**Watwood:** Personal knowledge from 1990 that there were cases involving faculty, staff, and students, and when brought forward, there was retaliation.

**Applin:** Support of the original resolution—one of the things taken out of the possible revision is the language of outrage which is what many faculty have felt over how one of our own was treated by structural problems

**Wilson:** Article that followed this article also described similar harassment which adds to the deep concern. Adds to the question: how many women does it take? We need to pass the original resolution.

**Youngblood:** So would we want to take a vote to see if we are that split to continue the discussion?

**Kondratieff:** Voting is to accept/reject the revisions proposed by Senator Mutter. If we reject then we go back to the original.

**Vote to accept S Mutter revision:** rejected

**Kondratieff:** Additional discussion on the resolution?

**Vote to accept resolution Nearly unanimous approval.**

## **F. Reports - Part II**

### 1. Advisory Reports:

#### a. Faculty Regent – Claus Ernst

**-Ernst:** Met with President Caboni and one of his main concerns is transparency-later sent message on Budget revisions. 1) Seen that we will have a new provost—contract stipulates budget council proposal—after term they sabbatical, return to faculty rank/salary. 2) Budget plan comes as information item—BOR will take the budget on June 22. Good: \$850,000 increase in health insurance, salary pool raise of 4%. Weighed the average of cuts through academic affairs—6.4% below the 7.4% for the divisions. We are increasing an extra fee for online courses taken by full time undergrad students—from \$100-150. Not in favor of increasing student fees and will make it clear, this fee increase sets off the reduction across academic units. In what sense were these reductions strategic or across the board? We have doctoral programs—tuition is below the tuition of the average graduate students. Market-driven but in terms of transparency is concerning. Provost Lee mentioned transitional retirement change—the faculty handbook if someone says someone applies for transitional retirement, it does not guarantee five year. If we have a rule that says everyone cannot apply for five years it is a rule change—this is a benefit cut and should be vetted by the benefits committee and changed by executive order. Failed to get the endorsement of the AAUP guidelines on the BOR agenda—has not endorsed the president’s statement. When we raise tuition we need to raise money for student athletes scholarships—we don’t do this for anyone else, this is considered a fixed increase. Grad students do not get stipend increases, Gatton has to find the increased tuition money in their base budget. Re-structured scholarships to keep students from being responsible for the difference. Closing down the WKU Floral Shop—we have been bullied by local businesses accusing us of an unfair advantage. Sets a precedent and makes us worry about other revenue generating areas that are also subject to local competition and we should be ready for this.

**McKerral:** athletic department budgeting—April BOR Budget and Finance report—in these dire financial times—operating budgets cut, athletic department keeps hiring new people—assistant coach \$42,000 funding source EEG. Football strength coach--\$100,000 ENG funding source. Can you explain where the hiring freezes went—two other positions all four total \$237,000 and we are broke.

**Ernst:** All I can go by is the official report and numbers sent by President Caboni, the Athletics Department has taken a cut of \$1.1 mill, 0.73%--very much in line with the average. However they divvy up the money is their business.

**McKerral**—Can you find out more information about these budgets?

**Ernst:** Athletics is different, female basketball coach leaves and overnight we get a new one, faculty quits, we have to go to EEOC office and wait week

**Mutter:** Doctoral tuition below undergrad tuition. Doctoral programs are supposed to be self-supporting—are they?

**Ernst:** Lee says they are self-supporting, accounting is not entirely clean

**Wilson:** \$600/course for doctoral students plus an additional fee on top of their tuition—Ed.D.

**Berger:** Be aware if we keep raising tuition and fees—minority and first gen students are going to be negatively affected more than traditional students. Administrative changes and we start to see a loss of diversity—if we keep raising tuition and fees it will hurt us.

**Neely:** Clarification—DTP students pay \$600/credit hour,

**Ernst:** Leadership pay \$589, but there is a fee. Fees and tuition increases—if you raise prices, the numbers go down. If you raise fees, numbers go down. Need a more differentiated fee schedule. Hopefully the new provost can help with this.

**Kondratieff:** New provost has experience with this kind of issue, but if tuition goes up, demand will go down. People do make economic choices and go elsewhere.

b. Provost – David Lee

-Attending Graduated so leaving early, three things: 1) Registrar's Office: president based on faculty concerns, he basically said if faculty member feel strongly will leave it as direct report to the provost who will be in charge of academic affairs. Caboni has opinions but is receptive to feedback and willing to adjust. 2) Email regarding transitional retirement—5 year to 2 years +1—has been in the works for a while, but reluctant to make changes, balance between investment in retired faculty members is balanced between faculty members who need to be hired—re-calculate transitional retirement to make it work. 3) This is my last university senate meeting—shared governance—previous vice chair, elected chair of academic council, ex officio as provost. Hard work appreciated—coaching from the faculty has been professionally delivered. Terry Ballman successor, Kate Wilson new faculty in the history department—envious of both of them.

c. SGA President – Andi Dahmer

-Final report. It means a great deal—support and accomplishments. Everyone in SGA has learned a great deal, final BOR meeting tomorrow. \$50 per credit hour fee increase for online courses—vehement disagreement because some courses are exclusively online. Lee—some portion of the burden has to be borne by students. But students are already paying—additional \$50 credit hour cost is specifically to cover budget shortfalls. Will not be communicated until July—should be communicated in advance. Meeting tomorrow for follow-up.

Resolutions: Modification of the restroom on Second Floor DSU is now gender-neutral

Resolution: Installation of water bottle stations, refillable in the dorms

Resolution: Current Title IX procedures in response to Betsy DeVos

Resolution: Food insecurity

Resolution: Dictated path for disabilities

Thank you for support of SGA and personal support. Overwhelmed by support

## G. Information Items

**Daday:** Tuition—we control the curriculum. Students in residence halls taking online classes, if we have issues with these fees, we need to offer face-to-face classes. This is better for student retention—students take online classes because that is all the department offers, but residence halls students should not have to take online

Wilson: Required to have 2200 minutes of seat time, online course is 1100, hybrid course.

**Motion to adjourn: Hanley, Strode**  
**Ended 4:56**