

# Faculty Senate Meeting

**Thursday, October 19, 2023 -- 3:45 p.m.**

Senators present: K. Madole, A. Heintzman, J. Erickson, B. Elliott, S. Bonis, B. Denan, L. Plumlee, J. Wilson, S. Flener, M. Nee, D. Smith, L. Elkind, D. Strunk, S. Eagle, M. McKerral, J. Houle, A. Patsfall, M. Jackson, E. Kondratieff, M. Salvatore, A. Jenkins, J. Maddox, A. Fox, S. Pollatsek, T. Seguin, P. Rusli, N. Nguyen, X. Fan, S. Herbert, P. Otto, T. Jenkins, S. Forsythe, C. Basham, N. Jones, P. Gunter

Guests: President Caboni, Provost Fischer, S. Howarth, R. Domoney, D. Lovell, M. Dobberstein, M. Phelps, W. Perry, J. Klemm

## [Copy of Agenda](#)

A. Approval of previous months Senate Meeting:

1. [Faculty Senate Minutes 9-21-23](#)

Motion to approve M.McKerral/ S.Bonis (motion carries)

B. Guest Speaker, President Caboni

- Enrollment is up 5% with the first increase in FTFY in 13 years. Minority enrollment up 15%.
- Retention is up to 78% with goal of 80%. Retention was less than 70% when President Caboni arrived.
- There is not a budget crisis as university increased revenue compared to last year. Overspending accounted for 3% of the budget while previous years underspent budget by 8-10%. Overspending the result of athletics, enrollment, and one-time payments. Budgeting to shift back to spending 90% of actual. Future overspending problems will be limited to the unit rather than university as a whole.
- Discussed budgeting including tuition, base allocation, performance funding, and E&G budget. All new state funding goes to performance funding. CPE constrains tuition increases and the 2% tuition increase directly relates to 2% pay raise pool. Working with legislature to increase base funding to provide flexibility particularly for salaries. Goal is 4-6% next year.
- Discussed the need for recruitment and admissions to increase budget through additional students. Faculty need to promote what they do rather than be admissions counselors. Described demographic cliff and described where non-attending WKU applicants went, highlighting the number not attending college.
- Described the use of one-time dollars to fund the student experience including concerts and recruiting activities.
- Discussed administration pay raises and how they are similar to those given to retain faculty. Provided numbers for staff pay and market adjustments. Described using the 10 finger model to determine effort for faculty with focus on playing to faculty strengths.
- Provided explanation for adding generator to President's house as it is used as base command for policy makers during emergencies.

- Mentioned mental health and described resources available for faculty, staff, and students.
- Discussed changes to winter/summer course policies which include that courses must make during the semester before can be approved to teach for winter and summer. Discussed remoted faculty with focus on having faculty return in person unless teaching 100% online. Challenged deans and department chairs to push faculty to return
- Provided answers for less theme driven questions including VSIP, keys for after hour students, colonnade, nursing/PT location, printing, Cherry hall renovation, and bathroom stalls.
- Asked about which units have to reduce spending – all units spend 90% of budget. Budgets are decentralized to units (deans).
- Challenged faculty to push academic affairs forward and create programs students want.

#### D. Officer Reports

##### 1. Chair - Susan Eagle

No report

##### 2. Vice-Chair - Doug Smith

- Shane Spiller elected faculty regent
- Reminded for departments to submit names to faculty grievance pools

##### 3. Secretary - Dan Strunk

No report

#### E. Standing Committee Reports:

##### 1. Academic Quality, Patricia Todd, Chair (No Report)

##### 2. [Budget and Finance, Eric Kondratieff, Chair \(Report posted\)](#)

Motion to approve (motion carries)

Report about meeting with internal auditor provided next time.

##### 3. [Colonnade/General Education, Stacey Forsythe, Chair \(Report posted\)](#)

Motion to approve (motion carries)

##### 4. [Faculty Welfare and Professional Responsibilities, Landon Elkind, Chair \(Report posted\)](#)

Motion to approve (motion carries)

Discussed faculty welfare survey results.

M.McKerral made a motion to commend the committee

##### 5. [Graduate Council, Sara Bonis, Chair \(Report posted\)](#)

Motion to approve (motion carries)

a. [Academic Policy Revision](#)

Motion to approve S.Bonis/D.Strunk (Motion carries)

6. [Graduate Curriculum Committee, Whitley Stone, Chair \(Report posted\)](#)

Motion to approve (Motion carries)

7. [Undergraduate Curriculum Committee, Shelia Flener, Chair \(Report posted\)](#)

Motion to approve (Motion carries)

8. Faculty Handbook, Julie Shadoan, Chair (No Report)

F. Other Committee/Organization Reports:

1. American Association of University Professors (AAUP)

Need volunteers

2. Budget and Executive Committee (BEC), Kirk Atkinson, Chair

Refer to Susan Howarth's email about pay raise pool.

3. Coalition of Senate and Faculty Leadership (COSFL)

Statewide discussion about CPE study on new institution possibility.

4. Diversity, Equity, and Inclusion (DEI), Molly Kerby, Chair

Lunch & Learn series and race conscious scholarships discussed.

G. Advisory Member Reports:

1. Faculty Regent, Shane Spiller

Discussed terming out and who would replace him, using faculty welfare survey to support discussions, and upcoming quarterly meeting with Board of Regents.

2. Provost, Robert "Bud" Fischer

Discussed dean searches, SACS and QEP, and Top Grants.

a. [Inclement Weather Policy revision](#)

Motion to postpone definitely (motion carries)

3. SGA President, Sam Kurtz

Discussed upcoming student events such as Topper Tuesday.

H. Old Business:

None

I. New Business

M.McKerral – We all want the same pay raises as administrators of 4, 7, 11, and 17%.

Motion to adjourn L.Elkind, M.McKerral (5:40PM)