

Western Kentucky University
University Senate Meeting Minutes
Thursday, October 20, 2016 -- 3:45 p.m.
Faculty House

A. Call To Order

1. A regular meeting of the Western Kentucky University University Senate was called to order by Chair Kate Hudepohl on Thursday, October 20, 2016 at 3:47 P.M. in the Faculty House.
2. A quorum was present:
 - a. Members Present: Heidi Álvarez, Audrey Anton, Farhad Ashrafzadeh, D'Lee Babb, David Bell, Jim Berger, Jill Brown, Thad Crew, Jerry Daday, Laura DeLancey, , Keri Esslinger, Travis Esslinger, Marilyn Gardner, Dominique Gumirakiza, Kate Hart, Timothy Hawkins, Don Hoover, Gary Houchens, Kate Hudepohl, Grayson Hunt, Jarrett Johnson, Soleiman Kiasatpour, Stephen King, Eric Kondratieff, Fenghelen Liang, James Line, Jeremy Maddox, Sean Marston, Lauren McClain, Mac McKerral, Richard Miller, Patricia Minter, April Murphy, Sharon Mutter, Hannah Neeper, Yvonne Petkus, Leslie Plumlee, Shura Pollatsek, Matt Pruitt, Tiffany Robinson, Julie Shadoan, Matt Shake, Michael Smith, Sandy Staebell, Fred Stickle, Heather Strode, Lizabeth Price Sturgeon, Dana Sullivan, Shannon Vaughan, Adam West, Aaron Wichman, Maribeth Wilson, and Dawn Garrett Wright.
 - b. Substitutes Present: Michael Carini for Keith Andrew, Danita Kelley for Neale Chumbler, Michelangelo Zopata for Susann Davis, Samangi Manasinghe for Claus Ernst, Darlene Applegate for Ann Ferrell, Angie Jerome for Jennifer Walton Hanley, Rick Thompson for Anne Heintzman, Kandy Smith for Lynn Hines, Cheryl Wolf for Andrea Jenkins, Michelle Trawick for Jeffrey Katz, and Dan Forrest for Katherine Pennavaria.
 - c. Guests Present who signed in: Amber Scott Belt, Monica Kast, and Michelle Jones.
 - d. Members Absent: Lori Alexander, Barbara Brindle, Barbara Burch, Pamela Chandler, Fred DeGraves, Lisa Duffin, Ali Er, Sam Evans, Connie Foster, Dennis George, Dean Jordan, Molly Kerby, David Lee, Ling Lo, Gayle Mallinger, Joshua Marble, Edmund Martelli, Doug McElroy, Beth Pyle, Gary Ransdell, Bryan Reaka, Jeffrey Rice, Jay Todd Richey, Dale Rigby, Melloney Simerly, Larry Snyder, Cheryl Stevens, Dick Taylor, Kevin Thomas, Tanya Vincent, Paul Woosley, Zhonghang Xia, and Jie Zhang.

B. Approve September Minutes

1. A motion to approve the September meeting minutes by Marko Dumančić was seconded by Laura DeLancey.
2. There was no discussion.
3. The September 2016 meeting minutes were approved unanimously as posted.

C. Reports - part I (non-standing committee and advisory in section F):

1. Chair – Kate Hudepohl

- Chair Hudepohl clarified the sign-in process and reminded those who are speaking to use the microphone and please state their name and college.
- The Chair report is posted; please read it. Advisory committee members will also post their reports. This is posted in advance to save time during meetings. Senate meetings may have a reordering of business to put advisory reports later.
- The first item under the Chair report (see attached) is no longer relevant. The Title IX Committee Chair will work with the Faculty Welfare Committee. A. Anderson withdrew her request.
- UAC candidate - Keri Esslinger (CHHS): The University Athletic Committee is not a Senate committee. Members of every college are members. As members of each college rotate off, the Senate Chair contacts the Dean of the College. The Dean identifies faculty to serve and gives it to the Senate Chair, then it goes to Senate. Dr. Ransdell will be the one to officially select it. Keri Esslinger from CHHS will be the name given to the President.
- #4 information item will be addressed during the Faculty Welfare Report.

2. Vice Chair – Julie Shadoan

- a. elections
 - There are items relating to the population of university committees.
 - Following approval by general consent the following members were added:
Student Publications Committee: Bob Hatfield from Gordon Ford is the Senate Appointee to this Committee.
Budget and Finance At-Large: Dominique Gumirakiza (Ogden College).
Faculty Welfare Regional Representative: Whitney Harper (Owensboro Campus).

- The University Academic Complaint Committee ballots were distributed for voting during the senate meeting. Dr. Miller's office will use these names to populate a pool. This committee is currently a one-year term. Vice-Chair Shadoan said that a later charter revision may occur to make it a two-year term. The instructions on the ballot was to vote for four faculty and two students. Vice Chair Shadoan will count the ballots and will post results on email and will give the results to Richard C. Miller as well. [The posted results on email after the meeting to populate the Academic Complaint Committee were as follows: Faculty: Tony Harkins (PCAL/History) and Andrea Jenkins (CEBS/Counseling). The Faculty Alternates: Matt Pruitt (PCAL/Sociology) and Hope Marchionda (OCSE/Math). The student is Shelby Higginbotham (GFCB) and the Student Alternate is Alicia Yoho (PCAL/Music). These results were forwarded to Dr. Miller.]
- The PCAL and CHHS Handbook Election is online; the election closes tonight. [The results of the online Faculty Handbook Elections were forwarded after the election closed. No election was held for OCSE, as Les Pesterfield was the only nominee. Les Pesterfield shall serve as the OCSE member to the Handbook Committee. Per the online election that closed at 11:59 on Oct. 20, Patricia Minter was elected to serve on the PCAL Handbook Committee. Mack McKerral received the next highest vote count. Per the online election that closed at 11:59 on Oct. 20, Lora Moore was elected to serve on the CHHS Handbook Committee. Scott Arnett received the next highest vote count.]

3. Secretary – Heidi Alvarez (No report.)

D. Committee Reports and Recommendations

1. Graduate Council: Shannon Vaughn (Report posted; Endorsed by SEC)

- Marko Dumančić made a motion for approval of the Graduate Council report.
- The motion was seconded by Aaron Wichman.
- There was no discussion.
- The Graduate Council report was approved by graduate faculty only.

2. Undergraduate Curriculum Committee: Liz Sturgeon (Report posted; Endorsed by SEC)

- Liz Sturgeon made a motion for approval of the September 23, 2016 Undergraduate Curriculum Committee report.

- There was no discussion.
- The September 23, 2016 Undergraduate Curriculum Committee report was approved unanimously.

3. Colonnade General Education Committee: Marko Dumancic (Report posted; Endorsed by SEC)

- Marko Dumančić made a motion to approve the October 2016 Colonnade General Education Committee report.
- There was no discussion.
- The October 2016 Colonnade General Education Committee report was approved unanimously.

4. Academic Quality: (No Report.)

5. Budget and Finance Committee: (No Report.)

6. Faculty Welfare and Professional Responsibility: Patti Minter (No Report.)

- The Faculty Welfare and Professional Responsibility Committee has no formal report or action items.
- Under new business, the letter to President Ransdell is posted about implementing the active shooter training.
- The Faculty Welfare and Professional Responsibility Committee is working on a salary study. Chair Hudepohl told the University Senate that the Senate Executive Committee endorsed Senator Minter to write a letter to implement the active shooter training.
- The Faculty Welfare and Professional Responsibility Committee is working with Andrea Anderson to implement some of the committee's suggestions.

D. Old Business

There was no old business.

F. New Business

1. Motion to add language about sexual orientation/gender identity to WKU nondiscrimination policy (endorsed by SEC)

- a. **Policy 0.2040**
- b. **Motion regarding Policy 1.3002 from May 2015 University Senate**
- c. **E-mail correspondence**

- Aaron Wichman made a motion to approve #1 under new business.
- The motion was seconded by Grayson Hunt.
- The context was then discussed. We cannot suggest changes to zero-point policies. In May 2015, the motion passed for the 1.3002 policy. The 1.3002 policy went to Provost Emslie and President Ransdell and both passed it. It got stopped because an existing zero-point policy superseded it. The suggested edits on the 1.3002 Policy did not go through. Over the summer, this realized by the Campus Pride Index Committee. Passing the policy for the Administrative Council so that it will be implemented is the first step in making it compliant with civil rights law.
- Marilyn Gardner said that Policy 1.3002 is related to welcoming students to campus. She argued that it is a separate issue. She encourages that the academic policy be reinstated. Chair Hudepohl made a note pertaining to this.
- Mac McKerral asked Chair Hudepohl to clarify what happens when it is approved. Chair Hudepohl said it goes to the Provost first, then it goes forward to the Administrative Council, then to the President. Amber Scott Belt clarified that it goes directly to the President and is cc'd to the Provost.
- Aaron Wichman said that tolerate others stops violations that go above the current climate. Welcoming helps to overturn any subtle discrimination that happens every day. Once the zero-point change goes through, can we follow up and make a statement about this? Tolerating is different than welcoming. Richard C. Miller responded by saying that the Policy 1.3002 relates to faculty and administrators (not students). Policy 0.2040 applies to the whole university. We are not proposing a specific language change because it is not under the purview of the faculty. Patricia Minter said that enacting this to protect members and this will do that. The refinement can come later, and this is a good first step.
- The motion was approved unanimously.

2. Policy 1.3032 Student Recruitment Materials Review

- Marko Dumančić made a motion to endorse Policy 1.3032. Student Recruitment Materials Review.

- The motion was seconded by Aaron Wichman.
- Amber Scott Belt gave the context: the proposed change is to elaborate on responsibilities to review in the future in terms of SACS requirements. There was no further discussion.
- Policy 1.3032 was approved unanimously.

3. Open Search Resolution (Endorsed by SEC on October 3, 2016)

a. AAUP Position on Open versus Closed Presidential Searches

b. https://www.aaup.org/sites/default/files/AAUP_Statement_on_Presidential_Searches_0.pdf

- Marko Dumančić made a motion for approval of the Open Search Resolution.
- Jerry Daday seconded the motion.
- Chair Hudepohl said that this was not on the posted agenda; it is new business that was compiled by several faculty members. The Resolution was brought to the October Senate Executive Committee Meeting and the resolution was endorsed by the Senate Executive Committee. The AAUP information is included. Chair Hudepohl asked if there were any questions or comments.
- Mac McKerral said he supports the resolution. He said one concern is that it focuses on the AAUP research; it is one element of the closed search issue. There are other equally important issues that are absent. Senator McKerral said he plans to address the Board of Regents as well as the Presidential Search Committee. There are significant issues that are attached to it.
- Chair Hudepohl said that if the Resolution is endorsed, the next Board of Regents meeting is next Friday (October 28). She will send the Resolution tonight to Board Chair Higdon and Search Committee Chair Bale.
- In mid-September, AAUP representative Margaret Crowder sent the link about the open search. Chair Hudepohl asked Regent Burch to forward the link to the Presidential Search Committee and she did send it to them. They did see this a while ago.
- Jerry Daday asked if the Presidential Search Committee already contacted candidates. He asked if the resolution is too late.
- Jay Todd Richey said the resolution does matter, and confidentiality will remain. The Search Committee does the screening.

- Chair Hudepohl said she personally feels it is important to make a statement even if we cannot change what happens.
- Mac McKerral said that the Board of Regents bylaws require anyone from outside requires the President's, and then the Chair's approval. McKerral stated that he has gotten this permission. He has been told there is an agenda item (the report from the search committee). Chair Higdon has give Mac McKerral ten minutes to speak. McKerral stated that it is important to have a chance to see who our new management will be.
- Aaron Wichman said whoever is coming will do much better if they have the support of their people.
- James Line from SGA said he had a question about point two at the end of the report. It is listed separately. He asked to clarify what it would look like.
- Eric Kondratieff said that he and Tony Harkins wrote the resolution. The separate clause is part of the same resolution, meeting in Gary Ransdell Hall. It is an open question. He said he is open to a friendly amendment but we need to get it done now.
- Chair Hudepohl withdrew her earlier comment, and said the Resoluiton was posted on the October agenda. It did not come from the floor.
- Matt Pruitt said there is no evidence that an open meeting discourages a candidate from applying. He asked Jay Todd Richey if the Search Firm has told us that a closed search is the best way. Regent Richey responded "yes." Matt Pruitt asked if they offered evidence. Regent Richey said there is no statistical evidence per se, but the firm makes a point that it jeopardizes the applicant's current job if they are rejected; it hurts their job and current prospects.
- Audrey Anton said isn't this true of any faculty member? It is not a compelling argument.
- Regent Richey said it is a debatable point and has been brought up. This is not the position on this campus though.
- Mac McKerral responded to the question. The vexing issue is that we do not know where the impetus for disclosure is coming from. The contract shows that it ensures good high quality candidates. They get paid by the number of candidates that come forward. He thinks the opportunity to find out who is driving this is important.
- Mac McKerral said that he supports the resolution how it is as it sits on the floor and does not recommend editing it on the floor.

- The Open Search Resolution passed with a strong majority. There were six voting members opposed to the resolution.
- There was no other new business from the floor.

G. Reports - part II

1. Coalition of Senate and Faculty Leadership for Higher Education – Molly Kerby

- (No report.)

2. AAUP representative - Margaret Crowder

- (No report.)

3. Advisory:

a. Faculty Regent – Barbara Burch

- Regent Burch is sick today; she posted her report to the Senate Agenda.

b. Provost – Richard C. Miller for David Lee

- Provost Lee is on the road; Dr. Richard C. Miller is standing in for him today.
- All departmental policies and procedures documents for tenure and promotion are revised and posted on the departmental shared drive and copies are in the department. Have your entire department look at the criteria and policies. It has the criteria for new instructor ranks as well as pedagogical ranks.
- Lauren McClain (Sociology) asked if the changes to the tenure and promotion guidelines at an level is supposed to go by the new recent changes rather than the ones they were hired at. How does this affect people?
- Richard Miller said it is not designed to be a disadvantage for faculty. The changes happened two or three years ago. If there is a situation where one cannot meet the guidelines, than one can appeal the changes. It is a grievable issue.
- Lauren McClain asked if it can change back form someone. She said she feels like it is a moving target. In her department, the vague guidelines are begin made more clear. The annual continuance evaluation determines whether or not you are making normal progress each year. There are two separate sets of documents and there are two separate sets of guidelines. The criteria should be reflected in the annual evaluation. If the guidelines change in the last year, it is not enough time.

- Richard Miller said that this is an appealable issue.
- Vice Chair Shadoan said that accommodations to the faculty should be allowed. They should be permitted to go under their date of hire.
- Richard Miller said that we have not had issue with this. If in year five, then there is some recourse.
- Chair Hudepohl said the moving target of rushing to get an extra journal article out is concerning. A potential solution could be to discuss this with Provost Lee. Another solution could be a motion for Provost Lee to review the issue of faculty in tenure and promotion documents.
- Vice Chair Shadoan said the guidelines and ranks should be referred to the Handbook Committee.
- Mac McKerral said that the Handbook Committee is the way to go. The pedagogical and instructor ranks also have issue and are connected. The Provost is usually around at those meetings.
- Angie Jerome made a formal motion to refer this issue to the handbook committee to review the policies and procedures.
- The motion was seconded by Laura DeLancey.
- Julie Shadoan said this is also a handbook issue, because the handbook changes so frequently in dealing with college guidelines.
- Angie Jerome accepted Julie Shadoan's friendly amendment. The handbook should also be included regarding departmental and college guidelines.
- The entire motion (including the friendly amendment) reads as follows: *"The University Senate requests the Faculty Handbook Committee review and suggest editing to and clarifying language about which version of department and college tenure and promotion documents and which edition of the Faculty Handbook apply to faculty applications for tenure and promotion."*
- Angie Jerome said if someone is hired as instructor three years ago and follows that original handbook, that title of instructor no longer exists. We now have three instructor titles. Shura Pollatsek suggested that there could be an option to keep the handbook of the original year or the current one. This is something for the Handbook Committee to consider.
- The motion with friendly amendment passed unanimously.

c. SGA President – Jay Todd Richey

- The WKU SGA created a new committee that will focus exclusively on ending sexual assault, ending suicide and self-harm, and expanding mental health resources at WKU. The name of this new committee is called the SGA SAVES Committee, which stands for Standing Against Violence and for Ending Self-Harm. The SGA is going to be working closely with the Counseling and Testing Center to secure an interpersonal violence center for WKU and work with numerous WKU officials so our university can compete for the Substance Abuse and Mental Health Services Administration's Garrett Lee Smith Suicide Prevention Grant, which provides up to \$100,000 for up to three years for 20 universities across the U.S in order to end suicide and self-harm and expand mental health resources and programming.
- SGA recently made it financially possible for the International Diplomats, a group comprised of international student leaders under International Enrollment Management, to host their "Home Away From Home" event, which raised over \$1,000 for the International Center of Kentucky right here in Bowling Green. The SGA was very honored to do that, and it went very well.
- James Line, the Chief of Staff as well as the head of SGA's Voter Empowerment Initiative, and his team have successfully registered approximately 300 students to vote here in Bowling Green. SGA is exploring various methods to ensure students make it to the polls on November 8.
- Audrey Anton asked about the initiative to drive students to vote. James Line said it is still in the planning stage, and the meeting is tomorrow. The Ride to Vote app is kind of like an Uber for getting rides to the polls. A voter can go to a certain location and people will be offering rides throughout the day. Faculty can remind students to go out and vote.
- Grayson Hunt asked what the motivation is for the acronym. Regent Richey said it addresses sexual assault, suicide, and rape culture. It is now prioritized under SGA, standing against violence and self-harm. It can now be under the counseling and testing center. Grayson Hunt suggested also adding racism -- misogyny, rape culture, and racism. The racial stress on campus is leading to self-harm. Regent Richey thanks her for this suggestion. The My Campus Number and the committee work hand in hand.

H. Information Items

1. **Letter to President Ransdell regarding Campus-wide Active Shooter Training (Endorsed by SEC)**

I. Motion to Adjourn

- A motion to adjourn by Audrey Anton was seconded by Marilyn Gardner.
- The meeting adjourned at 4:59 P.M.

Respectfully Submitted,

Heidi Álvarez, Secretary