

Senate Executive Committee (SEC) Meeting
Special Called Meeting
February 29, 2016 -- 3:15 p.m.
WAB 227 - AA Large Conference Room

- A. A special meeting of the WKU University Senate Executive Committee was called to order by Chair Kate Hudepohl in WAB 227 on February 29, 2016 at 3:17 P.M.
1. This special meeting of the WKU University Senate Executive Committee was arranged via email following a decision of the University Senate on February 22, 2016 to appoint the Senate Executive Committee to compile and summarize faculty input regarding the upcoming search for the new WKU President.
 2. A quorum was present.
 - a. Members present: Heidi Álvarez, Barbara Burch, Susann Davis, Laura DeLancey, Kate Hudepohl, Molly Kerby, , David Lee, Jeremy Maddox, Richard C. Miller, Kurt Neelly, Richard C. Miller, Patricia Minter, Jay Todd Richey, Julie Shadoan, and Liz Sturgeon.
 - b. Substitutes Present: Sally Kulenschmidt for Rick Grieve and Adam West for Gayle Mallinger.
 3. Selection of Chair
 - a. Patricia Minter made a motion to leave the Chair and Secretary the same.
 - b. The motion was seconded by Laura DeLancey.
 - c. The motion to leave the Chair and Secretary the same passed unanimously.
 4. Context of Meeting
 - a. Chair Hudepohl reviewed the context and what the committee was charged to accomplish.
 - b. On February 11, an email was sent to college senate representatives to contact departmental senators in their colleges for feedback about the new presidential search. [Feb. 11, 2016 Email to College Representatives on SEC](#)
 - c. Regent Burch anticipated being on the search committee and asked for faculty feedback.
 - d. In the February senate meeting, Kelly Madole made a motion from the floor and suggested that the SEC serve as an ad-hoc committee to determine themes present in

the faculty feedback. http://www.wku.edu/senate/archives/archives_2016/a-1-b-senate-motion-re-presidential-job-description.pdf

e. A February 22 email detailed our procedure, that comments would come to this body (Senate Executive Committee). The stapled document handed out at the meeting represents comments from five colleges. [Feb 22, 2016 E-mail to SEC regarding Special Called Meeting](#)

f. In looking at job advertisements in the Chronicle of Higher Education, this document has the first 12. We are not writing the job ad, but it is helpful to look at. The Senate Executive Committee needs to bring ideas that were given verbally. [Sample of presidential jobs ads posted to The Chronicle of Higher Education](#)

g. This committee should move fast; beyond that, there is not a set agenda. Our next meeting is one week from today; we can review it for approval next week.

5. Goal of Committee

a. The goal of the committee is to assemble a synthesis of faculty input regarding presidential job description to forward to Presidential Search Committee.

b. Chair Hudepohl looked through the document and pulled some recurring themes. The quantity of comments is small. She asked the SEC what their ideas for procedure were, and what we can accomplish today, and gave the committee five minutes to read the faculty comments for themes.

c. Chair Hudepohl numbered each comment and quantified what she saw as an illustration of it. She added that not a lot of people responded, so the synthesis is skewed, and then noted that people can still send comments on to Dr. Burch after the committee sends its report.

d. Regent Burch said it is helpful to have feedback like this because themes can be seen. She said that she heard from twelve departments, and is hoping to hear something from UC and CEBS.

6. Role of Search Committee in coming month

a. The committee will meet for the first time on Friday, March 11.

b. The entire board is the selection committee, and the Executive Committee of the Board has a primary review.

c. On Saturday, March 12, the committee will begin the review of applications from search firms.

d. Then the search firms will be invited to present their cases.

- e. By April 1, the search firm will be working.
- f. Dr. Bale, the Chair of the Committee, is fond of the academic institution and has read a lot about it.
- g. The Search Committee will also gather comments and will look at them to gather a job description. Regarding the descriptions in the Chronicle of Higher Education, most are global with required criteria and desired criteria.
- h. Regent Burch said that what will be helpful is bullets – things that seem to most express and are important things to be considered.
- i. Richard C. Miller recommended not including “desired or preferred” in the job description because of discrimination against foreign nationals without permanent residency. They are popular, but they are discriminatory. Regent Burch said that the search firm and the Board will take care of this. Molly Kerby said we are just giving characteristics and attributes that the faculty wants. Patricia Minter said that the ad still has to be approved through the e.e.o., right? The firms we are looking at predominantly do presidential searches. Richard Miller said he still recommends bringing this to the Board’s attention. Regent Burch said that we are employing the search firm to manage this all for us.
- j. Regent Burch said that having some send of this will help at the meeting on March 11th. Comments can still be sent and considered through March.
- k. Vice Chair Shadoan asked what service exactly is this search firm supposed to serve? Why can’t it be done internally? Regent Burch responded that the search firm has a strong pool and inside network of who is open and who is looking, and it protects the confidentiality of the candidate. Having a search firm will yield a better pool and will protect the confidentiality of those in the pool. Patricia Minter said that it is the nature of the beast, and this is how it is done.
- l. Regent Burch said that everyone on the Board has to agree to confidentiality; but the agenda and the process can be shared though. The whole board is committed to hearing what the faculty, staff, and students think. The process will be as transparent as it can be. Three members of the committee represent those on campus: the faculty, student, and staff board members.
- m. In light of the inquisitive nature of the press, Richard C. Miller suggested that the Committee be careful of where the meetings take place because of confidentiality.
- n. Chair Hudepohl asked if there were other questions for Regent Burch and Regent Richey.
- o. Someone asked who is on the committee, and Regent Burch reiterated the names P. Bale, C. Harris, J. Henson, J. Meyer, J.T. Richey, B. Burch, and T. Smith.

- p. Molly Kerby asked if there were any people of color on the committee, and Regent Burch responded that there is one.
7. SEC Preliminary Discussion and Compilation of Faculty Feedback
- a. Chair Hudepohl stated that her intention is for the bulleted list and the summary of themes to go forward with raw comments.
 - b. Some of the verbal comments that were not forwarded through colleges; Chair Hudepohl asked how we want to account for them. Regent Burch said she urges the SEC not to count responses. Patricia Minter agreed, and suggested that we do not give any reason to marginalize the voice. She said do not put any qualifiers in “these are the responses.”
 - c. Regent Burch said that she questions the value of the raw comments, and sees more likelihood of it being taken seriously if it is brief and bulleted. Chair Hudepohl said she feels a bulleted list should be included. Patricia Minter said that we have one shot at advocacy and we need to lay it on the target.
 - d. Jay Todd Richey asked if the list will require a majority or does it have to be unanimous?
 - e. Patricia Minter suggested no more than ten bullet points. Molly Kerby suggested categories with a few bullets below – major themes, like a content analysis. Patricia Minter reiterated that it needs to be strong, and we have one shot at it.
 - f. Kurt Neelly said that we are formalizing the comments and Regent Burch can do what she chooses with it.
 - g. Regent Burch said that she has twice as many comments that were sent to her personally, and they are all similar. Patricia Minter said that a strong list gives Regent Burch more power.
 - h. Kurt Neelly asked Regent Burch if she anticipates sharing this with the search committee, and if she is going to share on our behalf?
 - i. Regent Burch said that it depends on the climate of the search committee and the search firm. She anticipates having something in writing. She said in discussions about background, (1) someone who understands the academic mission of the institution and (2) is business savvy... A list will be helpful. She asked the SEC to tell her what is most important.
 - j. The overwhelming sense is that people want someone with academics as a background and who understands the academic mission of the university.

- k. Julie Shadoan started with a preliminary list:
 - 1. education
 - 2. training and experience
 - 3. priorities
 - 4. contract terms (ie. no more than a 20-year contract)
 - 5. personality traits

- l. With this preliminary list, the SEC made effort to give supporting qualifiers. For example, under #1, Education, someone said academic background. Experience: “doctorate with academic background.” And under #2, someone who has come up through academics, someone who has classroom teaching experience, and has been a faculty member.

- m. Someone commented that they are not confident that a majority of people in the document said this.

- n. Claus Ernst said he is troubled by where this is going, and asked what the evidence is that this person will be more sympathetic to the academic side of the house?

- o. Chair Hudepohl said she wants the person to understand what academics is so they can respect and understand it.

- p. Patricia Minter said to give the big picture, who the search firm identifies, could include former governors. She said by making a statement, we ay we want one of us, who has the prospective of a foot soldier. Chair Hudepohl said that a lot of people said this in the comments.

- q. Julie Shadoan said that as the voice for her department or college, she thinks we need to call the list how it looks.

- r. Regent Burch said that students write resolutions, and a motion will be heard. The elected representatives of the body are the leaders. This is not the only shot at it; we have a sense of what is important to our colleagues, and we want to say it in your voice.

- s. Chair Hudepohl asked if a SEC resolution can be brought to the floor next week. It can go on the floor on March 17. Regent Burch said that we still have another month.

- t. Jay Todd Richey said that the SGA will be doing a resolution by majority vote, and it will include a list of what the students want in the next president. This will be done after spring break.

- u. Patricia Minter suggested two main points to be represented in the document: (1) someone from an academic background; and (2) someone who values the people on

the campus and allocates appropriate resources to support faculty work -- someone who makes the people doing the work and funding for those doing the work a priority.

v. Chair Hudepohl suggested these points: (1) values faculty/staff roles; (2) core of academics is the first and only priority (athletics is not academic, and Gatton and Honors College are peripheral); (3) experience as a teaching faculty member; (4) understands what a comprehensive university is (values a liberal arts education).

w. Patricia Minter said that understanding the job from the ground up is important, and educating the board members that these people are out there.

x. Sally Kuhlenschmidt said some single comments came from an entire department (ie. page 2, focus on academics). Focus on the humanities is losing the core.

y. (1) proven leadership in academic affairs; (2) allocates resources for faculty work; (3) focus on academics.

z. Sally Kuhlenschmidt suggested “appreciate breadth of university environment.”

aa. Laura DeLancey suggested “needs to be strategic in vision, and realistic about budget” and “realities and constraints when pursuing new opportunities.”

bb. Kurt Neelly suggested “sustainable stewardship.”

cc. Liz Sturgeon asked on page 8, what is our vision? Will we want someone to lead us further into international or do we want someone to help with what we have?

dd. Patricia Minter said that a focus group suggested doing away with the slogan. The new president would not have to continue with that. Page 8 of the printout articulate a strategic plan that gives a focused identity.

ee. Kurt Neelly said there were several comments about economic/business revenue budget (both pros and cons).

ff. Vice Chair Shadoan suggested “extensive budget experience.”

gg. Susann Davis noted on page 8 “50-year contract with Chinese government” and p. 5 issue of quality internationalization. The issue with the Confucius Institute has come up at every Senate meeting. She then said that “there is a thread of transparency.”

hh. Chair Hudepohl spoke about recruiting in page 9 3rd paragraph “Ponzi themes.”

ii. Patricia Minter said she does not think there is widespread buy-in with that. She wants to put forth what is on everyone’s radar.

jj. Chair Hudepohl said that there are five rough points: (1) proven experience in academic affairs/ experience as teaching faculty; (2) allocates resources for faculty work; (3) focus on academics; (4) understands the value of and appreciates the breadth of a comprehensive regional university institution and an academic environment that does not privilege anyone (comprehensive liberal arts); (5) strategic and realistic about budget realities.

kk. Patricia Minter added “experienced leader who is comfortable in a shared governance environment, which includes faculty, staff, and student governance.”

ll. Vice Chair Shadoan suggested adding “business experience” to the list.

mm. Sally Kuhlenschmidt suggested “someone who understands the flow of money.”

nn. Chair Hudepohl suggested “demonstrated leadership with successful budget and planning.”

oo. Patricia Minter suggested “show importance of investment in people and the academic mission” because we don’t want them to come in with the scissors next week.

pp. Jeremy Maddox suggested “proven record of funding, and implementing a realistic budgeting and planning.”

qq. Vice Chair Shadoan suggested “protecting the resources of the academic side of the institution.”

rr. Sally Kuhlenschmidt suggested “demonstrated leadership with successful budgeting and planning that protects the academic mission.”

ss. Regent Burch said it would help to get a sense of where the faculty are, a trajectory to be something other than a comprehensive regional institution. “Meeting regional needs”, “finding balance – respect and balance of all faculty roles”, primary expectation of a comprehensive state university = meeting regional needs (does not exclude from international”, “give priority to quality elements of internationalization”, “forward-looking, risk-taking, entrepreneurial” all suggest a trajectory to be something more than a regional institution.

tt. Provost Lee said that beginning with President Zacharias, there was a goal to be distinctive from ECU, NKU, Murray, and more in line with U of L and UK. To what extent do we want to pride ourselves on a more ambitious agenda?

uu. Regent Burch said we are now navigating out-come based funding models.

vv. Provost Lee said the vision of what it means to be a comprehensive university is changing dramatically as the demographics and economy change in this area. He added that he likes the comment about shared governance.

ww. Sally Kuhlenschmidt said that we see ourselves as different but we have lost touch with our bread and butter students. The regional students are getting lost in the vision.

xx. Vice Chair Shadoan said that when we cannot afford a lot of the other things, we need to look at the core. She does not think there is a consensus to have one voice on that point/issue. This is one of the more divisive issues.

yy. Laura DeLancey asked if we should say if we have research expectations, we need to have a lesser teaching load and financial support?

zz. Jay Todd Richey said “appropriate balance between STEM and Humanities.”

aaa. Chair Hudepohl said in #4 add “even as we are pursuing other dimensions”

bbb. Regent Burch suggested “value in all disciplines.”

ccc. Sally Kuhlenschmidt suggested “appreciates and values success of students and faculty as a priority at WKU.”

ddd. Kurt Neelly said it is impossible to put this document together.

eee. Jay Todd Richey said that SGA has a small committee.

fff. Chair Hudepohl asked “how do we want to proceed? Do we want to hone? Do we want a formal resolution?”

ggg. Patricia Minter said a resolution will get hacked on the floor. She suggested something general, yet meaningful to the committee that can be drafted and edited this week to be presented and voted on at SEC. The discussion over teaching is divided.

hhh. Jay Todd Richey said that the SGA values inclusion and diversity efforts on campus.

iii. Regent Burch suggested “understanding the role of the faculty and appreciating/respecting their efforts.”

jjj. Patricia Minter said the constituency makes everything work on the students’ side. The faculty need to be a priority. The perception that we are not replaceable is important. She suggested (1) editing; (2) an email bringing it forward; and (3) review and additional points.

8. Motion to Adjourn

- a. Regent Burch said that it helped her to hear the SEC talk about it, and added that sometimes a resolution can tie your hands.
- b. A motion to adjourn by Susann Davis was seconded by Liz Sturgeon.
- c. The meeting adjourned at 5:30 PM.

Respectfully Submitted,

Heidi Álvarez, Secretary