

Western Kentucky University

**University Senate Meeting
Thursday, May 11, 2017**

**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, May 11, 2017 at 3:52 P.M.
2. A quorum was present.
 - a. Senators Present: Lori Alexander, Heidi Álvarez, Audrey Anton, Farhad Ashrafzadeh, Jim Berger, Thad Crews, Andi Dahmer, Susann Davis, Lisa Duffin, Marko Dumančić, Loretta Dye, Claus Ernst, Keri Esslinger, Travis Esslinger, Ann Ferrell, Marilyn Gardner, Dominique Gumirakiza, Jennifer Walton Hanley, Timothy Hawkins, Anne Heintzman, Don Hoover, Kate Hudepohl, Jarrett Johnson, Molly Kerby, Soleiman Kiasatpour, Stephen King, Eric Kondratieff, David Lee, Jeremy Maddox, Gayle Mallinger, Sean Marston, Lauren McClain, Mac McKerral, Patricia Minter, April Murphy, Sharon Mutter, Yvonne Petkus, Leslie Plumlee, Shura Pollatsek, Matt Pruitt, Beth Pyle, Dale Rigby, Tiffany Robinson, Julie Shadoan, Matt Shake, Melloney Simerly, Michael Smith, Sandy Staebell, Heather Strode, Liz Sturgeon, Dana Sullivan, Shannon Vaughan, Adam West, Maribeth Wilson, and Dawn Garrett Wright.
 - b. Substitutes Present: Scott Bonham for Mike Carini, Quingfang Song for D'Lee Babb, Pat Kambesis for Jill Brown, Danita Kelley for Neale Chumbler, Joe Shankweiler for Laura DeLancey, and Michelle Trawick for Jeffrey Katz.
 - c. Guests Present who signed in: Amber Scott Belt, Margaret Crowder, Colin Farrell, and Sylvia Gaiko.
 - d. Senators Absent: David Bell, Barbara Brindle, Barbara Burch, Pamela Chandler, Jerry Daday, Fred DeGraves, Ali Er, Sam Evans, Connie Foster, Dennis George, Kate Hart, Lynn Hines, Gary Houchens, Grayson Hunt, Dean Jordan, Pam Jukes, Fenghelen Liang, James Line, Ling Lo, Joshua Marble, Edmund Martelli, Doug McElroy, Richard C. Miller, Hannah Neeper, Katherine Pennavaria, Gary Ransdell, Bryan Reaka, Jeffrey Rice, Larry Snyder, Cheryl Stevens, Kevin Thomas, Tanya Vincent, Aaron Wichman, Paul Woosley, and Zhonghang Xia.

B. Approve April 13, 2017 Minutes

1. A motion to approve the April 13, 2017 University Senate meeting minutes by Gayle Mallinger was seconded by Molly Kerby.
2. There was no discussion.
3. The minutes were approved unanimously.

C. Reports

1. Chair – Kate Hudepohl

a. Senate Carry Forward Money

- The Senate Executive Committee made a formal motion to spend carry forward money on furniture for Help 108B, the new location for the University Senate.
- A conference table set up was ordered for this space.
- \$3,980 in carry forward funds will be released in portions.
- A laptop, proxima, and chairs will also be ordered.
- We will spend the carry forward money before it is taken away.
- A portable proxima bulb will also be purchased.
- Chair Hudepohl thanked the libraries for this new space, which will be used for standing committee meetings.
- Chair Hudepohl also said that she discovered a lot about bureaucracy at WKU. Getting rid of overflow furniture requires permission from a third-party vendor. Beth.Gafford@wku.edu took photos so that it can go to a home destination right away and be used. Contact her about what your needs are if you need something or if you want to get something. She (Beth) cannot send emails on faculty-all email, so Chair Hudepohl is being the messenger.

b. Administrative Support for University Senate

- There is no plan in place for administrative support for the University Senate. Provost Lee “closed the loop on it.”
- Chair Hudepohl encouraged the incoming Senate to pursue this because it was not completed.

c. Health Care

- Chair Hudepohl said she will call on Claus Ernst and Eric Kondratieff, who are members of the Benefits Committee, to talk about the information item on health care. She asked Claus Ernst to give a brief breakdown of healthcare costs.

- Claus Ernst said the document is to sum up facts for 2016. It was a bad year for us, for the over-all plan. The last line in the reserve fund is over \$1 million. This translates to we need \$1.2 million in new funds for 2017 to keep the plan as it is. The fund needs an increase of \$2.5 million for next year.
- There are substantial changes to a high-deductible plan, HSA/HRA to start off employees. Employees are not losers to this change. They actually gained by estimating 27-28%. A drop is not something initially planned for. The gain is an average; there are losers and winners, but overall, employees did not lose.
- For money spent out of pocket and employer contributions, HSA and HRA can be for other expenses that cannot run through the plan; these are not included.
- The committee is checking to see if Anthem (the third-party provider) will go out for bid. They provide the best discount in the area.
- Data for 2017 cannot be done until the summer months, so it is premature to say what we will do.
- We will likely have hard choices to make – either larger infusion of money from the university or a reduction in benefits.
- Eric Kondratieff went over a footnote on the first page. It points out things not traceable through HSA or things that cannot be calculated through the IRS. Some things are not included.
- Marko Dumančić said that the general question is are we thinking that down the line we might give up certain coverage or that premiums might go up? How do we guarantee it will continue to help?
- Claus Ernst said there are no guarantees and this body (University Senate) needs to keep the pressure on the new President. While employees now pay more, WKU also pays more than it used to pay. Ernst stated that he believes WKU has kept its promise of cost sharing, we would like to preserve a proportionality.
- There was a reduction in coverages or benefits over this period. There was a rise in co-payments. Employee costs are only trackable for five or six years. Contributions/data does not go that far back for employee out-of-pocket.
- Michael Smith asked if the committee has data on the health and wellness. Is there evidence that it is working, and how much does it cost? Can it go into our premiums? How much are we spending, and does it help?
- Claus Ernst said studies on a larger population than WKU show the programs pay for themselves. He cannot show it for our employee base. \$1 million was taken out of our reserve for high-cost claims (above \$50,000). Last year, that almost doubled.
- Chair Hudepohl said that Senate might want to take up the cost of it next year.
- Eric Kondratieff said he doesn't have that number, but biometrics as an aggregate are better.

- Chair Hudepohl said that two years ago, half of the people using the food bank were employees at WKU. In addition, our salaries are not going up. She stated that she will be a regular senator next year. Wellness costs \$200,000-\$300,000 per year. That is a lot of money for something that we can do ourselves and so that we don't have to give up our identities.
 - Audrey Anton said that Austin Peay has better health care, so she opted out and used her spouse's. She said that perhaps less of us are using the health care. She asked if more people were opting out.
 - Claus Ernst said he does not think this is the case; he thinks it has been fairly stable.
 - Eric Kondratieff said that no raises with a reduction in health benefits has been discussed on the Benefits Committee.
 - Claus Ernst said that faculty should email him and Eric Kondratieff for any questions they have or data that they would like.
 - Margaret Crowder asked about the averages/costs up front that were given. She stated that her costs have been about double, and significantly higher than averages that were presented to us. She asked if anyone has looked into this.
 - Chair Hudepohl said this gives more motivation for us to get quantitative and qualitative data to talk to the administration.
- d. Chair Hudepohl thanked senators for the privilege of serving.
- She expressed gratitude to her fellow officers Julie Shadoan and Heidi Álvarez, who she described as “funny, competent, and sensible.”
 - She thanked the Senators for taking responsibility and for being the eyes, ears, and voice of fellow faculty members.
 - She thanked those serving on standing committees of Senate, as Dr. Miller told her that the real work of Senate is done on the standing committees: Ann Ferrell, Claus Ernst, Marko Dumančić, Patti Minter, Shannon Vaughan, Liz Sturgeon, and Margaret Crowder.
 - She also thanked Campus and Community Events for their work on audio recording each meeting.
 - She also thanked Academic Affairs: Jessica Steenbergen, Amber Scott Belt, LaDonna Hunton, and David Lee.

2. Vice Chair – Julie Shadoan

- a. All departmental senators are seated.
- b. Vacancies in at-large are filled.
- c. The new list will post next week.
- d. CEBS has a vacancy on Colonnade and CHHS has a vacancy on the Executive Committee and on UCC. At-large or departmental senators from those colleges should sign up.
- e. The standing committees want to meet and select their chairs.
- f. The University Academic Complaint Committee for 2017-2019 is now populated. The members are Harkins, Pruitt, Head, Porter, and Van Winkle.

- g. The incoming officers are on the Senate website, and you can see what all members are for the current year only (terms go through July 31). At-large and departmental senators should make sure they are listed correctly.

3. Secretary – Heidi Álvarez

- a. Heidi Álvarez announced that the incoming secretary, Dr. Jennifer Hanley, will do a fantastic job. Dr. Hanley has subbed for and/or assisted Heidi Álvarez with clarifying Senate meeting minutes in previous years. Álvarez added that Hanley enjoys gifts of wine or chocolate from any senators who want to support her as she pursues the thankless job of University Senate Secretary.

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

- a. No report.

5. AAUP representative - Margaret Crowder

- a. The AAUP has no sustainable membership level and only a handful of members at WKU. We need to grow that number. She encouraged faculty to join the AAUP in order to become an active group. We need more members and it is important because it looks out for educators and education in our society. She urged the faculty to consider becoming a member and if they have any questions, they can send an email to Margaret.crowder@wku.edu.

6. Advisory Reports:

a. Faculty Regent – Barbara Burch

- No report.

b. Provost – David Lee

- Provost Lee expressed appreciation for the Senate Officers and stated that he is looking forward to working with the new Senate leadership.
- Commencement is approaching; 2,600 degrees will be awarded at six different commencements (Gatton makes it seven). This represents a lot of work and a lot of achievement.
- Provost Lee hired the new Dean of University Libraries, Susann DeVries from Eastern Michigan University. She stated that she is imaginative, creative, and will be a great addition to our campus.
- The incoming WKU President, Dr. Tim Caboni, spoke with Provost Lee on the phone today. He will be on campus next week. He will move here around the middle of June.
- Provost Lee thanked the faculty for their work and wished them a great summer.

- There were no questions for Provost Lee.

c. SGA President – Andi Dahmer

- Jay Todd Richey, the outgoing SGA President, was accepted to the London School of Economics.
- Andi Dahmer, the incoming SGA President, said that she is looking forward to working with the faculty and continuing to work with a strong faculty and student alliance over the coming years.

D. Committee Reports and Recommendations

1. [Graduate Council: Shannon Vaughan \(Report posted; Endorsed by SEC\)](#)

- Shannon Vaughan made a motion to endorse the Graduate Council report.
- There was no discussion.
- The report was endorsed by Graduate Faculty only and was approved as posted.
- Shannon Vaughan requested an August meeting of the University Senate.

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

- Liz Sturgeon made a motion to endorse the Undergraduate Curriculum Committee Report.
- There was no discussion.
- The report was approved unanimously.

3. [Colonnade General Education Committee: Marko Dumančić \(Report posted; Endorsed by SEC\)](#)

- Marko Dumančić stated that it is his last year as the Chair of Colonnade. He has served on this committee for three years. He fell in love with the Colonnade program. Though the program has some kinks, but the courses we have are becoming adopted by other universities. Dumančić stated that he takes pride in the Colonnade as a signature program and appreciates continued support of the program.
- Marko Dumančić made a motion to endorse the Colonnade General Education Committee report as posted.
- There was no discussion.
- The report was approved unanimously.

4. Academic Quality: Ann Ferrell

- No Report.

5. Budget and Finance Committee: Claus Ernst

- No Report.
- a. [Salaries Resolution](#)
 - Claus Ernst read the Salaries Resolution in its entirety to the University Senate.
 - Claus Ernst made a motion to endorse the Salaries Resolution.
 - The motion was seconded by Marilyn Gardner.
 - Mac McKerral opened the discussion by saying that there are two things a university can do; one is invest in people and the other is to invest in building. There are two responses that the administration gives to the faculty's concerns: (1) The amount of money is a miniscule amount; \$10 million over 20-30 years is an extraordinary amount. (2) the amount of money on debt service is equal to our other institutions. McKerral said he finds it interesting that they only endorse benchmarks in this case. McKerral stated that he endorses the Salaries Resolution and urged faculty to keep beating the drum, as our requests for a substantial increase in salaries have been ignored for a decade.
 - There was no more discussion.
 - The Salaries Resolution was endorsed unanimously and it will go forward to both Gary Ransdell and Tim Caboni, as well as the Board of Regents and the Chair of the Budget and Finance Committee of the Board of Regents.

6. Faculty Welfare and Professional Responsibilities: Patti Minter (Report posted; Endorsed by SEC)

- a. [Committee Report](#)
 - Patricia Minter made a motion to endorse the Faculty Welfare and Professional Responsibilities Report that reflects the Committee's work.
 - The motion was seconded by Eric Kondratieff.
 - There was no discussion on the committee report.
 - The report was endorsed unanimously.
- b. [Statement for President Caboni](#)
 - This document was drafted by the Academic Quality and Faculty Welfare Committees, who were tasked with capturing what the faculty wants incoming President Caboni to know. It is based on six points made in May 2016 and captured bullet points of the special meeting with Dr. Caboni. The document is intended as a broad statement of what the faculty wants President Caboni to know.
 - Patricia Minter made a motion to approve the Statement for President Caboni.
 - The motion was seconded by Jennifer Hanley.
 - The Statement for President Caboni was endorsed unanimously.

- The Statement for President Caboni and will go forward to President Caboni and Provost Lee will be copied in it, as well as Dr. Ransdell.

7. Faculty Handbook Committee: Margaret Crowder (Report posted; Endorsed by SEC)

a. [FH Meeting Report 4/10/2017](#)

- Marilyn Gardner made a motion to approved the Faculty Handbook Meeting Report from April 10, 2017.
- The motion was seconded by Audrey Anton.
- There was no discussion. The Faculty Handbook Meeting Report from April was endorsed unanimously.

b. [08a-2017 Guidelines for Tenure-Eligible Faculty Members](#)

- Molly Kerby made a motion to approve Action Item 08a-2017 Guidelines for Tenure-Eligible Faculty Members.
- The motion was seconded by Marilyn Gardner.
- Margaret Crowder gave the context. This came through Faculty Welfare and creates a fair system moving forward for those in the system for a long time. This keeps the goal post from moving if the departmental guidelines change.
- There were no questions.
- The Action Item 08a-2017 Guidelines for Tenure-Eligible Faculty Members was approved and endorsed unanimously.

c. [10a-2017 Continuance Documentation Flow](#)

- Gayle Mallinger made a motion to approve Action Item 10a-2017 Continuance Documentation Flow.
- The motion was seconded by Lauren McClain.
- Margaret Crowder provided context. This addressed as many issues as possible from the last four years. This is the best clarification they could come up with to address all of the concerns heard over the past several years.
- Chair Hudepohl added that this is the one that was tabled at the last meeting.
- There was no more discussion.
- Action Item 10a-2017 Continuance Documentation Flow was approved unanimously.

d. [12-2017 Amending Instructor Level Promotion Criteria](#)

- Molly Kerby made a motion to endorse Action Item 12-2017 Amending Instructor Level Promotion Criteria.
- The motion was seconded by Mac McKerral.

- Margaret Crowder said that there was concern in various areas where some areas are not required to do certain public service. This allows flexibility for those not required.
- Mac McKerral said this also includes research and creative work “and where applicable.”
- There was no more discussion.
- Action Item 12-2017 Amending Instructor Level Promotion Criteria passed unanimously and was endorsed unanimously.

e. [13-2017 Next Business Day Language Addition](#)

- Molly Kerby made a motion to endorse Action Item 13-2017 Next Business Day Language Addition.
- The motion was seconded by Gayle Mallinger.
- Margaret Crowder gave the context. If there is a due date that falls on a holiday or on a weekend, this clarifies the language to “next business day.”
- There was no further discussion.
- Action Item 13-2017 Next Business Day Language Addition passed unanimously.

E. Old Business

1. [Tabled item - 10-2017 Continuance Documentation Flow](#) was addressed above.

F. New Business

1. [Policy 1.5171 - Full-Time Staff Teaching Assignments](#)

- Gayle Mallinger made a motion to endorse Policy 1.5171, Full-Time Staff Teaching Assignments.
- The motion was seconded by Molly Kerby.
- Provost Lee gave the context. The situation emerged last year. Folks who are non-exempt receive overtime pay. In the past, the understanding was that non-exempt staff were paid on a part-time schedule. Many institutions in the Commonwealth did not allow part-time pay but would be paid the regular overtime work. There is no way of differentiating the type of overtime. The Spring semester stalled it and Academic Affairs picked up the additional \$20,000. We cannot be continuing to compensate in this way for this non-exempt staff to teach and cannot employ them as part-time faculty in the future. This affect fifteen folks. Many have done good work for a long time, but we cannot continue to employ them in the future. In the future, they must have exempt status.
- Michael Smith asked Provost Lee to clarify what it takes to get this status.
- Provost Lee responded with the procedure, and added that non-exempt has decision making responsibilities. He said that with the Fair Labor Standards Act, administrative, executive, etc. positions require a certain standard of education

(Bachelors or higher is the standard for WKU). This protects people from being required to work 60 hours a week. Provost Lee explained the difference between exempt and non-exempt. Exempt is paid monthly/semi-monthly, and said that the accounting process is very cumbersome.

- There were no more questions.
- Provost Lee thanked Amber Scott Belt for all that she does.
- Policy 1.5171, Full-Time Staff Teaching Assignments, passed and was endorsed unanimously.

2. New Business from the Floor

a. Chair Hudepohl laid some ground rules.

- One question per senator in a turn.
- No back-and-forth with comments.
- Chair Hudepohl will ask the proponent to respond.
- Everyone who wants to speak will have a chance to speak.
- Chair Hudepohl will address whether or not the proponent will respond.
- Take turns around the room; if someone has already spoken, someone else will get the chance to speak.
- Spectators may give comments, but they have low priority.
- Questions or comments should not be repeated.
- New business from the floor is an opportunity to bring anything. Contact Eric Kondratieff for samples of resolutions if you have ideas that you would like to bring forth.

b. Two Resolutions were brought forth by Mac McKerral as new business from the floor.

- Senator McKerral thanked Eric Kondratieff, Patricia Minter, Laura DeLancey, Molly Kerby, and Maribeth Wilson for their help on this resolution.
- He then proceeded with a discussion of fees. The pink one is the opposition to the increased student fees. The green one seeks transparency with regard to student fees.

c. Resolution to endorse opposition to increased student fees

- Susann Davis made a motion to endorse Mac McKerral's resolution Opposition to Increased Student Fees.
- The motion was seconded by Audrey Anton.
- Mac McKerral read the resolution "Opposition to Increased Student Fees" for the University Senate records:

Whereas, WKU has entered into a 20-year agreement with Aramark that includes a \$75/semester fee for all full-time students in face-to-face classes, a fee earmarked for a proposed \$20-million renovation of Garrett Conference Center; and

Whereas, students will be required to pay this fee even if they do not want to use campus dining options; and

Whereas, increasing student fees further burdens students financially and continues to reduce the affordability of WKU and makes it less competitive in the view of incoming students; and

Whereas, increasing student fees will hamper the ability of financially-struggling students to stay in school (retention) or complete school (graduation); and

Whereas, students continue to pay fees for construction /renovation projects long completed; and

Whereas, the Council on Post-Secondary Education stated in its report on tuition and fees for the 2017-2018 academic year that “based on feedback from multiple stakeholders there is a general sentiment that increases in resident undergraduate tuition and fees should be moderate in academic year 2017-2018 to support a necessary balance between the ability of students and families to pay for college and resources required for post-secondary institution”s; and

Whereas, that philosophy should also apply to “user fees,” which have been used more and more by WKU but which fall outside the CPE purview; and

Whereas, this agreement was orchestrated by WKU’s outgoing president, which will reduce financial options available to the incoming president.

Therefore, be it resolved that the faculty of WKU vigorously oppose[s] this agreement [user fee] because it is not in the best interest of students, the university or the incoming president, and therefore [this agreement] should be subjected to review and reconsideration by the new administration.

- Senator McKerral then took questions on the resolution.
- Soleiman Kiasatpour asked what the term “user fees” refers to. Mac McKerral said that is from the CPE report. CPE has purview over certain fees and caps the amount. 3% is the cap for the coming academic year. User fees are not under the CPE purview, so the university can do what they want.
- Dominique Gumirakiza asked about closing fees in the last paragraph “oppose this agreement.” She asked if we are opposing the entire agreement or the increase in the fees? Senator McKerral said he will make it consistent with the earlier paragraphs as a friendly amendment because it does not substantially alter it.
- Chair Hudepohl suggested changing “oppose” to “opposes.”
- Stephen King suggested changing the title. Mac McKerral said in terms of the overall contractual agreement, fees are part of that. Opposing fees would require altering the contract.

- Sharon Mutter suggested providing background on WKU’s contractual obligation. Mac McKerral said it is a twenty-year contract, and he has not read it. Chair Hudepohl added that it draws a circle and arrow around the behavior.
 - Patricia Minter said that the contract is not yet approved by the Board of Regents. We need to take care of it at this meeting.
 - Matt Pruitt asked if anyone has spoken with Dr. Caboni about this. Mac McKerral stated that he has not spoken to Dr. Caboni.
 - Patricia Minter said that the contract will be approved before Dr. Caboni is president. The point is to lock it in now. Matt Pruitt suggested stating that it is not in the incoming president’s interest can be an “and/or”, not an “and.” Eric Kondratieff said that this reduces the flexibility in making his own budget and his own agreements. Think of it in those terms; this comes from us, and we feel it is not in his best interest. The statement is based on an agreement that he has no input.
 - Timothy Hawkins asked if this is a fee that the student will get something out of?
 - Patricia Minter said that is massed as a fee for service but someone who only takes night classes and does not use the service has no way of opting out.
 - Chair Hudepohl said it also gambles that students won’t use it at all, or that they will spend more than \$75.
 - Provost Lee stated that it is a \$75 declining balance.
 - Sharon Mutter asked if this was something new. Mac McKerral responded “yes.” Sharon Mutter stated that “this is horribly unfair.”
 - There was no additional discussion.
 - The Resolution “Opposition to increased student fees” was endorsed unanimously with the friendly amendments. There were no abstentions.
 - This document will be signed electronically.
- e. Resolution to Endorse WKU Transparency with Regard to Student Fees
- Audrey Anton made a motion to endorse the Resolution WKU Transparency with regard to student fees.
 - The motion was seconded by Audrey Anton.
 - Mac McKerral read the resolution for the University Senate Record:

Whereas, WKU and its constituent college have over time imposed upon students an increasing number and variety of fees in addition to tuition; and

Whereas, students have a right to be well informed about what they are paying for, whether now (cash) or in the future (loans); and

Whereas, students also have a right to a breakdown of all fees for which they are responsible in order to better compare their options with respect to attending WKU or other schools; and

Whereas, WKU in the past has provided upon billing students a fee-by-fee breakdown of the total amount of fees charged to them; and

Whereas, WKU has a responsibility to provide an unambiguous disclosure about all costs and fees charged to students so that students can make a well-informed decision with respect to their education, its attendant costs, and their ability to pay for it, whether now or in the future.

Therefore, be it resolved that the WKU faculty strongly encourages the administration to be transparent with respect to ALL fees imposed on students, and provide all students with an unambiguous breakdown of each and every fee, and the purpose for each fee.

- Senator McKerral then provided some context about the resolution. He stated that when the university used to bill students, they broke down fees. As they came to generate revenue, the breakdown failed to exist. Students are paying for tickets to athletic events they may or may not want to attend. The resolution asks the university to break down what the students are paying for.
- Provost Lee asked if this includes course fees as well. Senator McKerral responded “no.”
- Molly Kerby said in reference to transparency, online it says “student activity fee” and it is unclear what this means.
- There was no more discussion.
- The resolution was endorsed unanimously.

d. Resolution in Support of WKU SGA Resolution 6-17-S: Resolution to Support Reparations

- Patricia Minter put forth one additional resolution from the floor, the University Senate Resolution in Support of WKU SGA Resolution 6-17-S: Resolution to Support Reparations:

Whereas, the University Senate agrees with the main assertions of SGA Resoluiton 6-17-S, namely that slavery is a stain on American heritage; that African Americans are underrepresented in WKU’s student body, faculty, staff, and administration; that high tuition, insufficient financial/scholarship aid, and a test-score achievement gap limits access of African-American students to WKU; that these disparities position WKU unfavorably in the new performance-based funding mode;

Whereas, the University Senate has challenged resource allocation and administrative priorities at WKU through several resolutions during this academic year;

Therefore, be it resolved that the University Senate supports the spirit of SGA Resolution 6-17-S, Resolution to Support Reparations;

Be it further resolved that the University Senate calls for implementation of a new strategic plan that includes specific measures and need-based funds to

increase access to and academic success for African Americans and all other underrepresented groups at WKU, and;

Be it further resolved that the University Senate calls on incoming President Dr. Timothy Caboni to engage WKU faculty, staff, and students in meaningful conversation that includes all stakeholder groups to discuss how to equitably allocate financial resources for students and to wrestle with the legacy of discrimination in Kentucky and in America that created ongoing wealth disparities that negatively impact our campus community.

- Heidi Álvarez made a motion to endorse the University Senate Resolution in Support of WKU SGA Resolution 6-17-S: Resolution to Support Reparations.
- The motion was seconded by Molly Kerby.
- Patricia Minter then proceeded with discussion. The SGA passed their resolution with a 2/3 majority and it made national news. President Ransdell said publicly that he would not support it the next day, with focus on one act. This resolution does not include that. It was ugly. The Student Government Association, Jay Todd Richey and James Line approached the Faculty Welfare and Professional Responsibilities Committee. The intent was to start a conversation on campus. If anyone has a problem with the section that Dr. Ransdell questioned, this part is not in today's resolution. Patricia Minter thanked the editors for clarifying her thinking, and she added that this is crucial for continuing a faculty/staff alliance. In looking at the ways the university spends money, we give tons of help and subsidies on merit and very little on need. There needs to be a conversation about this. Many very elite students are being subsidized. We have to meet retention goals and a performance-based funding model. Minter urges the faculty to stand in solidarity with SGA to support this conversation going forward.
- Thad Crews stated that he wanted to see this resolution before today's meeting so he could share it with the faculty he is representing. He stated that he will vote against it because the full faculty should be involved in this conversation.
- Patricia Minter responded that the student sponsors had personal threats against them. Anything that attacks safety and cyber attacks must be addressed. Minter said that she hopes everyone can vote for it because she hopes that we can have this conversation. Everyone should be at the table to talk about allocation of resources going forward.
- Matt Pruitt asked why the copy of the SGA resolution is not included, saying it might be helpful to share.
- Patricia Minter said that it has specific acts based on the University of Wisconsin, and asks for reform and assistance based on standardized tests. She agrees that going forward, the asks are not happening, but there needs to be a conversation.
- Lauren McClain said she fully supports Minter's resolution because it is asking for a conversation. She said she is curious about why someone would give a reason for not seeing the other resolutions as a way of voting against it.
- Matt Pruitt said this is different than a conversation about fees.
- Mac McKerral said he understands why Patti Minter is saying. He expressed concern that we are not singling out a certain group -- but we are doing so under the

first whereas. He thinks it is important on our campus, but it seems to narrow of a term, and stated that “diversity” or “ethnicity” embraces a broader and richer term. He added “diverse group of young authors in underrepresented communities” and said maybe we reached a point about what we have in common more than what we have different. It is difficult to land in a comfortable position.

- Sharon Mutter said she appreciates that comment, but the second point whereas includes other groups.
- Chair Hudepohl said that in the 2015 shortfall, we overfunded merit scholarships and there was not much need-based. WKU has a beautiful range of students and they all add something meaningful to the conversation. The Gatton students described it as a caste system of high-achieving academically gifted and those who are not. Hudepohl said she likes the way the resolution broadens itself.
- Shura Pollatsek said that we are focusing on minutia when we are just asking for a conversation.
- Marko Dumančić said that patience in waiting is the privilege of the majority.
- Matt Pruitt said in the first whereas, he thinks it is not factually correct; 78% of the state population and significantly higher at the university. Provost Lee said that it is above the Commonwealth as a whole.
- Someone asked if minority student affairs still exists. Provost Lee said he does not know what he is talking about. Patricia Minter asked if this was rolled into ISEC (Intercultural Student Engagement Center)? That budget has been cut. This is to address that. We are going to undercut our performance based funding. This brings solidarity to the Student Government Association.
- There was no additional discussion.
- There were 30 votes of yes, 3 votes of no, and 3 abstentions.
- The University Senate Resolution in Support of WKU SGA Resolution 6-717-S: Resolution to Support Reparations passed.

G. Information Items

1. [Statement about Health Care Cost for 2016](#)

H. Motion to Adjourn

1. A motion to adjourn by Molly Kerby was seconded by Audrey Anton.
2. The meeting adjourned at 5:49 P.M.

Respectfully Submitted,

Heidi Álvarez, Secretary