

Western Kentucky University
University Senate
Meeting Minutes
23 August 2018, 3:45 p.m.
Faculty House

A) Call to order

- A regular meeting of the Faculty Senate was called to order by Chair Kirk Atkinson on Thursday, August 23, 2018, at 3:46 p.m.
- Members present (substitute): Janet Applin, Kirk Atkinson, Jim Berger, Jason Bergner, Steven Gibson, Tim Brotherton, Dan, Clark, Susann Davis, Pitt Derryberry, Michelle Dvoskin, Loretta Dye, Colin Farrell (Marilyn Gardner), Stacey Forsythe, Jim Fulkerson, Dawn Garrett-Wright, Elizabeth Gish, Dominique Gumirakiza, Tim Hawkins, Lawrence Hill, Jean-Luc Houle, Angie Jerome, Guy Jordan, Jim Lindsey, Kim Link-Phillips, Stephen Locke, Lauren McClain, Patti Minter, Kurt Neely, Morteza Nurcheshmeh, Heather Payne-Emerson, Matt Pruitt, Ron Rhoades, Mark Schafer, David Serafini, Joe Shankweiler, Christy Spurlock, Ajay Srivastava, Tammie Stenger-Ramsey, Heather Strode, Dana Sullivan (Monica Hines), Toni Szymanski, Carol Watwood, Leslie Baylis, Mary Wolinkski, Alison Youngblood, Natasha Gerstenschlager, James Gary, Leslie Plumlee, Claus Ernst, Terry Ballman, Stephen Mayer, Cathy Carey (Michelle Travis), Dennis George (Danita Kelley), Lawrence Alice, Mary Bennett (guest), Jean Neils-Strunjes (guest), Siles Walker (guest), Emily Dewetter (guest), Amber Belt (guest)

B) Approve May 2018 minutes

- A. Jerome motioned to approved. J. Berger seconded. Passed unanimously.

C) Reports, Part I

• **Chair – Kirk Atkinson**

1) Meeting with President Caboni. Stated it was a very productive meeting.

- 4% salary pool discussed – doesn't know the details
 - Concern expressed about whether it was going to be based on merit? Across the board? Majority of people spoke to were for across the board
 - President will announce tomorrow – didn't divulge details
 - K. Atkinson feels like the announcement will be a compromise and that the President heard the faculty's voices
 - A. Jerome
 - Once we get to a merit status, is there going to be a university wide process for that? Or is it going to be by college? By department?
 - ◆ K. Atkinson doesn't think the President has made that decision yet.

2) Introduced T. Ballman, new provost

3) RAMP budget model

- Met with HURON group
 - Would like to have HURON group come and address Senate directly
 - Have to be mindful of the time (it could go for hours)
 - Will let them know to give an update on the status, where it is right now, what the problems/challenges are (not the standard presentation they would usually give to groups) and take questions from the Senate

- Straw poll indicated the Senate would be in favor of this
 - 4) McKerral will be parliamentarian
 - 5) Senate Charter needs to be changed
 - Example – still mentions University College
 - Work on that will be done this year
 - 6) Trying to fill vacancies on various committees
 - Some confusion on some committees as to who is supposed to be here
 - Some people have left WKU, some have resigned, and some have had terms end
 - D. Clark is going to shepherd this process to get things organized
 - ***Vice Chair – Dan Clark***
 - 1) Openings for committees
 - Graduate council – 1 person from College of Health and Human Services
 - Parking & Transportation – 2 members to meet for appeals
 - UCC – 1 at large senator needed
 - Question as to whether someone is needed or there are too many
 - J. Applin indicated there are too many people already
 - K. Atkinson
 - Colleges have grievance committees
 - Senate draws from those pools to form committees
 - Until the colleges form these committees, the Senate has no pool to draw from
 - ◆ M. Price
 - 2-year term
 - Students tend to be lost due to graduation
 - ◆ Kelley
 - Will student reps be up for election or do they go into the pool
 - Students vote at their Senate
 - ◆ M. Price – whoever gets most votes get to be representative
 - ***Secretary – Jason Bergner***
 - 1) Please use microphone and state last name when you speak on the floor
 - 2) Sign in sheets at the back (members, substitutes, and guests)
 - ***Coalition of Senate/Faculty Leadership for Higher Education – Molly Kirby***
 - ***AAUP Representative – Margaret Crowder***
- D) Committee Reports and Recommendations**
- ***Academic Quality – Heather Strode (no report)***
 - 1) Will send out info on upcoming meeting
 - Withdrawal date and academic probation will be topics at the next meeting
 - ***Faculty Welfare and Professional Responsibilities – Patti Minter (no report)***
 - 1) Faculty work-life survey
 - Very good meeting with President Caboni
 - Very constructive meeting
 - Meeting schedule with Provost Ballman before next Senate meeting

- Record number of people took the survey (65% of tenure-line faculty took the survey, up by 100+ people from prior year)
 - Thank you for constructive and thoughtful comments
 - Multiple-choice answers will be made public as they are every year
- **Budget and Finance Committee – Jim Berger (no report)**
 - 1) This year will focus on RAMP and clarify for faculty and staff how it will work
 - Changes from current year, etc.
 - 2) Look at faculty compensation, more in-depth studies on this
 - 3) Updating the web page
 - 4) If anyone wants to join, they are glad to have you
- **Colonnade General Education Committee – no chair (no report)**
 - Plan is to elect a chair at the next meeting
- **Graduate Council – Carl Dick (report posted, endorsed by the SEC)**
 - 1) J. Applin motioned, no second needed (committee report). Unanimous approval.
- **Undergraduate Curriculum Committee – Janet Applin (no report)**
 - 1) Just had first meeting
 - Confusion as to who is supposed to be on the committee
 - Will work this out before the next meeting
 - K. Atkinson – some confusion about some thinking he changed the Senate calendar
 - S. Davis – two Senate meetings on the 4th Thursday of the month (October)
 - K. Atkinson – if we had this one as the 3rd Thursday would have been too early in the year
- **Faculty Handbook Committee – Kate Hudepohl (no report)**
 - 1) K. Atkinson – 24th edition of the faculty handbook is now available on Senate website (email was sent)

E) Old Business

F) New Business

- Council for faculty senates has started in Texas
 - 1) Reaching out to surrounding states
 - 2) Want to get consensus on whether the Senate is interested in sending in representative
 - Suggests the Senate think about it and send in an email if interested
 - Will discuss/vote at September meeting

G) Reports, Part II

- **Advisory Report, Faculty Regent – Claus Ernst**
 - 1) Budget meeting
 - 4% raise pool
 - \$850K allocated to health insurance fund
 - 4% increase in tuition
 - CPE limits up to 6% over two years (only 2% available next year)
 - Makes next budget year more difficult
 - \$150 per credit hour for UG online course as a fee (\$450 for 3-hour course)
 - Fee here is not for specific purpose
 - Estimate in budget is equivalent to another 1% tuition increase
 - Fees in total are about 10% of total revenue

- \$198M in tuition and fees, and fees are about \$18M of that
 - This isn't being made public
 - State appropriations are \$75M – 24% of E&G budget
 - Have declined from 2/3 of budget from several years ago
 - Makes us desperate for tuition dollars
 - Puts us very dependent on enrollment
 - Budget still includes carryforward - \$3M
 - Much less than what we've had in the past
 - \$5M in recapture of vacant positions
- 2) Strategic Plan
- Board approved descriptions, not actual measurements
 - Measurements haven't been written yet
 - You can still give input
- 3) RAMP budget model
- Thinks doing something different is a good thing, but has questions about this model
 - Board retreat minutes has excellent information about the model
 - Measurement income of college is basically credit hour dependent
 - Different courses have different costs (not all credit hours are equal)
 - Creates imbalance between various colleges
 - Mapped fiscal year 2016-17 onto this model
- 4) Bylaws
- Pushing for clause to restrict power of chief executive to sign contracts
 - Certain magnitude would require Board approval
 - This would make the contract public
- 5) Questions
- McKerral – The salary increases are going directly on the backs of students
 - This trend starts pitting faculty v. students
 - Increased tuition is costing us students
 - Raise tuition + drop in enrollment = no gain
 - There are sacred cows on this campus
 - We won't get out of this death spin until we deal with these
 - Admin salaries, buildings, and athletics are the sacred cows
 - Until people are willing to make tough decisions, changing the budget won't matter
 - Faculty are defecting in the meantime at a pretty alarming rate
 - Very unhealthy for WKU and students
 - C. Ernst
 - What can a faculty regent do? I have addressed this with the Board
 - Have distributed to Board long-term debt (and talked to President Caboni)
 - ◆ 9x increase since last President came in
 - ◆ Thinks the Board understands we need to slow down in buildings
 - Tuition issues

- ◆ We have reached the price point where there are other cheaper options in the region
 - ◆ Board is aware of this
 - ◆ Could not convince Board members to go along with the fee issue
- A. Jerome
 - Really disconcerted that we were allowed to hire men's asst. basketball coach at such a high salary
 - Did the Board bat an eye at \$204,000 per year?
 - Do we care about the image of the university anymore (coach has a questionable past with NCAAs)
- C. Ernst
 - Board did not blink
 - This salary was less out of E&G, and the future salary will be the same
 - The rest will come from the Foundation
 - General attitude is that "athletics do what they do"
 - We have to pick our fights, and I don't think this is something worth fighting
- J. Berger
 - Another \$11M budget cut?
 - Did the Board address how funding would be affected if we had a decline in enrollment?
- C. Ernst
 - Won't know about future budget cut until we know the enrollment numbers
 - The budget is highly dependent on enrollment
 - No. There are several new Board members, which is changing the culture of the Board.
 - President Caboni is very hands-off with the Board.
 - ◆ Board has to find their own way now.
 - The Board actually took a vote on the 4% and the online fee.
 - First time the Board has taken specific items and looked at them.
 - ◆ In the past, the Board did not receive information with enough time to consider details.
- P. Minter
 - It's not without precedent to split a fee out in regards to the CPE.
- C. Ernst
 - CPE only covers universal fees. Online doesn't qualify under the CPE regulation.
- L. McClain
 - Strategic Plan that was voted on wasn't the one that went before the Board. Is that true?
- C. Ernst
 - That's a question for the Strategic Plan Committee. Not aware of any amendments on the floor.
 - What the Board voted on should be publicly available.

- The measurements were not set at the time of the vote.
 - Doesn't know where to get the latest copy of these
- S. Mayer
 - Regarding the Strategic Plan, President Caboni showed the Plan and presented it. We made recommendations, and this is where some of the mix up might be coming from.
- C. Ernst
 - Faculty are concerned as to whether centralized advising actually work? Several emails from concerned faculty. President said that it would be done in the right way.
- **Advisory Report, Provost – Terry Ballman**
 - 1) Appreciates the warm welcome
 - 2) There's a concern about the number of seats for student. Offering 1500 fewer seats that we need for the GE Collonnade.
 - 3) Dean's workday – there's a need for professional development for department chairs (budget, conflict resolution, etc.)
 - Program review was also discussed briefly
 - Are programs are doing what they are supposed to do?
 - We've haven't done a comprehensive one at WKU
 - Opportunity to look at majors, minors
 - Developing a template
 - Freeze on new programs until review process is over
 - Things already in the pipeline will be considered
 - Moratorium on new course fees
 - Convocation is tomorrow
 - 4) Questions
 - J. Berger
 - New curriculum – can you define it? Do revision count? Is it possible to get this information out across campus?
 - There's confusion across campus
 - M. Price
 - Freeze on new courses and programs, and also significant revisions to programs (require action items)
 - Will allow other more minor revisions (edit existing course, for example)
 - T. Ballman
 - Will try to send out information
 - McKerral
 - Who determines what's an exception?
 - M. Price
 - Me. Reasons would be compelling need, structural changes in the university, for accreditation, and accommodating students
 - Stenger-Ramsey
 - Program review – when will we see what the review will consist of? Template?
 - T. Ballman

- For programs that just went through accreditation, this is a great question
- Want to provide you with data (numbers of majors, etc.)
 - Want to vet this with deans
- Should be done by January
- Developing template – doesn't want this to be onerous on departments
- Wants faculty to be involved
 - Process won't be successful without faculty input
- K. Atkinson
 - To M. Price – will you have faculty involvement on exceptions?
 - M. Price
 - The question is whether the proposal will meet one of the four exceptions
 - Hope that the proposals will be clear and it will be evident if it meets one of the four
- **Advisory Report, SGA President – Stephen Mayer (no report)**
 - 1) SGA having trouble getting a list of committees that want/need student representation
 - 2) Will hang around after meeting if anyone needs student reps

H) Information Items

- L. McClain
 - 1) Spent last two years on Emergency Management Core Group
 - There is an opening for faculty rep (not required to be Senate member)
- Gardner (for Farrell) to L. McClain – Is there an emergency plan in place for people with disabilities on campus?
- L. McClain
 - 1) I don't think so. I will pass that concern along.
- Youngblood to L. McClain – time commitment?
- L. McClain – meet 2nd Tuesday of month from 3:00 – 4:30
 - 1) As needed, so there's not a meeting every month

I) Adjournment

- J. Berger motioned, S. Davis seconded. Unanimous approval.