

**Western Kentucky University  
University Senate  
Meeting Minutes  
21 February 2019, 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 at 3:45 p.m.
- Members present (substitute): Lawrence Alice, Janet Applin, Kirk Atkinson, Melanie Autin, Terry Ballman, Leslie Baylis, Jim Berger, Jason Bergner, Tim Brotherton, Dan Clark, Margaret Crowder, Aquesha Daniels, Susann Davis, Pitt Derryberry, Carl Dick, Michelle Dvoskin, Claus Ernst, Travis Esslinger, Colin Farrell, Stacey Forsythe, Dawn Garrett-Wright, James Gary, Natasha Gerstenschlager, Scott Bonham, Elizabeth Gish, Dominique Gumirakiza, Lance Hahn, Lawrence Hill, Jean-Luc Houle, Angie Jerome, Guy Jordan (David Marquez), Soleiman Kiasatpour, Kim Link, Stephen Locke, Stephen Mayer (Garrett Edwards), Lauren McClain, Mac McKerral, Patti Minter (Jen Hanley), Kurt Neelly, Morteza Nurcheshmeh, Leslie Plumlee, Dianna Ransdell, Mark Schafer, David Serafini, Jo Shackelford, Joe Shankweiler, Christy Spurlock, Ajay Srivastava, Toni Szymanski, Carol Watwood, Mary Wolinski, Alison Youngblood, Uta Ziegler, Jay Gabbard (guest), Amber Belt (guest), Danita Kelley (guest)

**B) Approve January 2019 minutes**

- S. Davis motioned to approved. L. McClain seconded. Passed unanimously.

**C) Reports, Part I**

- **Chair – Kirk Atkinson**
  - 1) Senate Charter is now updated on the official website.
  - 2) There are changes coming. The SEC is going to need a place to meet due to construction in Helm.
  - 3) CAPE has started and is ongoing. It should wrap up on schedule.
  - 4) The Chair maintains two list serves. One for the Senate and one for the SEC. Due to changes, some of you may not be on the Senate list. If you are not seeing emails, please let me know.
- **Vice Chair – Dan Clark (no report)**
  - 1) Elections are departmental senators are happening. I'm supposed to be notified by March 31. If departments need help setting up a voting mechanism, let me know.
- **Secretary – Jason Bergner (no report)**
- **Coalition of Senate/Faculty Leadership for Higher Education – Molly Kirby (no report)**
- **AAUP Representative – Margaret Crowder (no report)**
  - 1) Sat 6 April – AAUP will hold annual meeting for KY conference at ECU. I would love to see more members. We need two more members to have an AAUP charter here on campus. I want to get a group of members who are interested in attending.

**D) Committee Reports and Recommendations**

- **Academic Quality – Heather Strode (report posted, endorsed by the SEC)**
  - 1) D. Serafini motioned. Unanimous approval.

- ***Faculty Welfare and Professional Responsibilities – Lauren McClain (report posted, endorsed by the SEC)***
  - 1) L. McClain motioned. Unanimous approval.
  - 2) We are move forward on the charge given by SEC in December. We should have something by the next Senate meeting.
  - 3) We are also working on the parental leave policy and probably won't have anything until later this spring.
  - 4) Faculty work life survey will be sent out the week after spring break.
- ***Budget and Finance Committee – Jim Berger (report posted, endorsed by the SEC)***
  - 1) J. Berger motioned. Unanimous approval.
  - 2) Working on budget comparison. I hope to have something by the end of the semester.
  - 3) Still working on the RAMP model (getting in verified to make sure we're accurate). Should come to SEC at the next meeting.
  - 4) One of our colleagues has brought forth models for behavioral evaluations.
  - 5) M. McKerral – In the past, when we've passed a resolution, we've always received a written response from administration. We passed one in November asking for department chairs to give us the criteria they used for merit pay. What happened to that?
    - K. Atkinson – I will check into that.
  - 6) L. McClain – We also passed the instructor resolution.
  - 7) M. Wolinski – What do you mean by behavioral model?
    - J. Berger – Others can explain it better than me. Basically, you are evaluated by behaviors you exhibit. People have job descriptions that describe behaviors they are supposed to perform (different than what faculty are supposed to do). These are pretty clear cut and hope to have a product that can be used for merit.
    - M. Crowder – To follow up, it sounds like these are performance measures?
      - J. Berger – Correct
      - M. Crowder – The word “behavior” is somewhat subjective and could lead us to being evaluated on things we don't want.
  - 8) M. McKerral – I saw somewhere that a consulting firm has been hired to look into the issue of merit pay. What have they been asked to do.
    - K. Atkinson – I can tell you that one of the things that came from our subcommittees is looking for a better approach to merit. I'll look into this consulting firm. I haven't heard of this.
    - C. Ernst – It's my understanding is that we are hiring a consulting firm and was initially requested by the staff that they do a pay band analysis. It's my understanding that this will be extended to the faculty as well. I don't think they've done anything yet.
    - K. Atkinson – Do you know what the time frame is?
      - C. Ernst – I'm not sure.
- ***Colonnade General Education Committee – Mary Wolinski (report posted, endorsed by the SEC)***
  - 1) M. Wolinski motioned. Unanimous approval.
  - 2) We approved two more Connections courses.
  - 3) Had special meeting about 4<sup>th</sup> category for Connections (international experience).

- The committee unanimously moved to go forward with this. Other attendees were separately polled and were also unanimously in supporting moving this forward.
- I have received a lot of questions about the 4<sup>th</sup> category. It's an option, not a requirement. This category would only add more options for the student.
- K. Atkinson – So if a student had something in that category, it would fulfill the requirement?
  - M. Wolinski – Yes. The students still only have to take three different courses.
  - A new at-large member was approved for our committee at the last SEC meeting.
- **Graduate Council – Carl Dick (report posted, endorsed by the SEC)**
  - 1) C. Dick motioned. Unanimous approval.
  - 2) The white paper for graduate dean search has been finalized.
- **Undergraduate Curriculum Committee – Janet Applin (report posted, endorsed by the SEC)**
  - 1) J. Applin motioned. Unanimous approval of meeting minutes. (separate vote is needed for policy issue)
  - 2) A reminder that the UCC only has two more meetings for this academic year (March and April). If you have something that will need approval, please check the web site for information on getting your stuff in.
  - 3) L. McClain – Could you speak to the attendance policy changes?
    - J. Applin – The UCC approved the attendance policy revision. The committee asked for changes to wording and was agreed to. It's not much different than what was already listed in the catalog.
    - R. Plemons – The change's sole purpose is to help with financial aid reporting. We added a paragraph for failure for non-attendance, but that was taken from the UG catalog. If students are receiving financial aid and not attending class, they have to pay that back. That makes taking attendance important.
      - J. Applin – This is not a new policy. It's what we already have. There were some academic freedom questions, but it's not a different policy than what we already have.
  - 4) J. Applin motioned to approve policy change. M. McKerral seconded. Unanimous approval.
- **Faculty Handbook Committee – Kate Hudepohl (no report)**

**E) Old Business**

**F) New Business**

**G) Reports, Part II**

- **Advisory Report, Faculty Regent – Claus Ernst**
  - 1) Committees of the Board met at the beginning of the month. Salary increases and sabbatical leave was approved. Carryforward distribution was approved (\$22M).
  - 2) The population projections for KY do not look good [for enrollment]. We can only raise tuition 2% next year (well less than \$3.8M). This means there will likely not be any new money at all for next year. I don't foresee that we'll be able to cover fixed costs increases.
  - 3) The contract of the new football coach is on the next agenda.
    - J. Berger – Given the impending pinch in terms of funding, is there any indication of how the university is going to meet this issue in the future?

- C. Ernst – We’re aware of the effort to recruit and retain students. Everyone is in the same situation, so competition is intense. There’s no magic bullet. We’re going what we can.
- M. Crowder – We had the email of KERS changes coming down the line. I know some people that have been changed from KERS to KTRS. I wonder that if because of the staff changes, if those changes had been looked at in terms of KERS folks (which costs the university more money) that could be moved to KTRS.
  - C. Ernst – I’m not aware of this. One requires a degree. KERS may require up to 80% of the salaries be funded for retirement. We are lobbying (as well as other institutions) to avoid this.
- L. McClain – Legislators vote on this. It’s something that affects all of us. We need to call our representatives and voice our opinion. The legislature continues to put us in this situation because they want to get rid of pensions. Make your voices heard.
- **Advisory Report, Provost – Terry Ballman**
  - 1) The AQ inaugural cohort assembled to launch AQ’s course on effective teaching practices. This cohort includes faculty from all five colleges and over 20 academic departments.
  - 2) WKU has been hosting high impact practices. This conference is attended by over 200 participants from across the country.
  - 3) Thank you for taking the 5<sup>th</sup> week check in seriously. I appreciate everyone’s efforts in our retention efforts.
  - 4) Our enrollment is expected to decline even more than anticipated.
- **Advisory Report, SGA President – Stephen Mayer**
  - 1) SGA held a trip to Frankfort to rally for higher education. We filled the rotunda with 100 more students and meet with representatives. It was great to meet and discuss the issues that affect higher education.
  - 2) We are preparing for an outreach week. We want to poll students and collect data that would be useful to you.

#### **H) Information Items**

- K. Atkinson – I encourage you to check out the Senate web site. We haven’t deleted anything, but we are cleaning up / organizing things to be more user friendly. Let me know if you have any concerns / questions.
- M. McKerral – I don’t know where the audio recordings are kept, but they should be kept on the Senate web site.
  - 1) K. Atkinson – At the very least we should have a link.

#### **I) Adjournment**

- A. Jerome motioned. Unanimous approval.