

**Western Kentucky University
Faculty Senate Meeting Minutes
November 21, 2019
Faculty House**

Introduction

- **Members present (Substitute):** Lawrence Alice, Lester Archer, Melanie Autin, James Barker, Leslie Baylis, Laura Bohuski, Yufen Chang (Tim Straubel), Dan Clark, Margaret Crowder, Yongming Deng, Marc Eagle, Claus Ernst, Colin Farrell, Ann Ferrell, Stacey Forsythe, Dawn Garrett Wright, James Gary, Natasha Gerstenschlager, Kirolos Haleem, Jennifer Hanley, Will Harris, Kara Haughtigan, Kate Hudepohl (Kate Horigan), Tom Hunley, Angie Jerome, Jarrett Johnson, Guy Jordan, Mike Kennedy, Molly Kerby, Jim Lindsey, David Marquez, Sara McCaslin, Lauren McClain, April Murphy (Gayle Mallinger), Travis Newton, Ivan Novikov, Tony Paganelli, Ken Payne, Shura Pollatsek, Matt Pruitt, Mark Schafer, Kevin Schmaltz, David Serafini, Jo Shackelford, Julie Shadoan, Kandy Smith, Jean Snavelly, Dana Sullivan, Francesca Sunkin, Toni Szymanski, Patricia Todd, Aaron Wichman, Mary Wolinski, Mariah Yate, Alison Youngblood, Uta Ziegler.
- **Guest Present:** Tony Glisson, Bruce Schulte, Rheanna Plemons, Kirk Atkinson (Faculty Handbook), Amber Belt, Eve Main Sonah, Jennifer Hammonds, Jordan Ray, Marco Dumancic, Danita Kelly.
- J. Shadoan called a regular meeting of Faculty Senate to order at 3:55 (Late start because of recording issues)

A. Approval of October 2019 Minutes:

1. Faculty Senate Meeting Minutes 10.17.19. Motion: M. Kerby; Second: M. Crowder. Motion Approved.

B. Officer Reports

1. Chair - Julie Shadoan
 - Senate Executive Committee on Dec. 2, Faculty Senate on December 12th; Standing Committee reports due tomorrow at 5pm.
 - RAMP committees: Budget Executive met and listened to first round of budget requests. Meeting in January to consider and rank requests.
 - Rhianna Plemons come to SEC meeting to talk about changes in Senate processes and workflows in standing committees. Grad Council has started those changes, with UCC piloting in Spring 2020. Hoping to move to an e-workflow for all standing committees.
 - Talked to President Caboni and B. Kuster about numbers behind scholarship promotion, specifically numbers for breaking even. Met with President on Monday, it is his intention to share first with C. Ernst and then with Senate Chair, Guy Jordan, and C. Ernst. This information will not be publically available.
2. Vice-Chair - Dan Clark
 - Parking and Transportation Advisory Committee: F. Sunkin: 2 meetings in spring, discussing a new payment model, inviting Faculty to attend meetings. Need another committee member.
 - M. Wolinski: (Colonnade) 1 open spot; at-large member does not need to be a senator.

- D. Clark: New faculty rep for employee benefits committee. C. Ernst: meets once a month most busy in spring and summer. Rewarding with a steep learning curve and part of decision making.
- Student research conference (1 spot)
- Qualtrics survey for interest in committees.

3. Secretary - Laura Bohuski

Motion to move guests (Glisson and Schulte): Pruitt; Clark.

1) Tony Glisson: Teacher's Retirement System (TRS) and Re-Employment (Invite to Senate):

- Re-employment after obtaining retirement status. Why are these changes proposed? Because outside tax council has advised that these changes are needed for IRS compliance. Continuous uninterrupted work, as previously allowed, will not be effected by this interpretation of tax code. KRS already has this in place.
 - This has gone through the government before, but those bills never passed.
 - Breaks in service between retirement and re-employment are required. 3 months for part-time, 12 months for full time employment. Must sign a document stating there was no re-employment planned before retirement.
 - Those already in Transitional Retirement are not affected by this change.
 - New regulation will eliminate Traditional Retirement, as we know it, starting 1/1/20. Pre-arrangement is not allowed.
 - This technically does not affect the ORP retirees, but how that will work is up to the Provost.
 - Penalty is on the employee if the “rules” are broken.
 - J. Shadoan: Is it possible for there to be legislative action to undo this?
 - T. Glisson: they are open to conversations with institutions about what their needs might look like. Would need further negotiation or law changes.
 - J. Lindsey: Could the person retire and then come back?
 - T. Glisson: This does not prevent re-employment. You can come back after 3 months without pre-arrangement, yes.
 - C. Groves: Do you know the motives for this?
 - T. Glisson: All about the separation from retirement.
 - Pruitt: How is ORP different?
 - T. Glisson: One is defined benefit and one is defined contribution and there are different rules around those.

2) Bruce Schulte: WKU Strategic Plan Major Metrics

- Strategic plan is online, along with the working metrics for the strategic plan. They are up for perusal and input. There is a link on the website you can use to give feedback to the Strategic plan committee.
 - White papers are also available.

C. Standing Committee Reports:

1. Academic Quality, David Serafini: (Report posted)

- Meeting from October. Move to accept the report. Motion Approved.

2. Budget and Finance, Guy Jordan: (No report)
 - Meeting with B. Kuster on Dec. 5th at 3:45 in FAC 456. Discuss the workings of the Student Life Foundation.
3. Colonnade/General Education, Mary Wolinski: (Report posted)
 - Move for approval of report. Motion Approved.
 - M. Wolinski: Move to amend the report. Pg. 1 – Course number 3 – AMS 180 – Implementation from Spring 2020 to Winter 2020.
4. Faculty Welfare and Professional Responsibilities, Lauren McClain (No report)
 - Paid Parental Leave: Staff voted for 12 weeks of leave, all research sent to Provost to give to CAD. Tabled discussion to their December meeting.
5. Graduate Council, Ann Ferrell: (Report posted)
 - Move approval of the report from October 17th meeting. Motion Approved.
6. Undergraduate Curriculum Committee, Anthony Paganelli: (Report posted)
 - Motion to Approve report. Motion Approved.

D. Other Committee/Organization Reports:

1. Faculty Handbook, Kirk Atkinson: (Report posted)
 - a. Handbook Revision (XIC, Removal of Public Affairs reference).pdf
 - Name change—Motion to approve L. McClain; J. Snavelly. Motion Approved.
 - b. Handbook Revision (XIK, Remove reference to telephone).pdf
 - Office telephones are not considered standard equipment. Can still have them, just up to your unit. Motion to approve L. McClain; Second J. Hanley.
 - Discussion on this topic was about why telephones were being removed as standard equipment and how that would work for contact with students and business/telephone calls. Also called into question was the cost of phone lines, alternate phone systems (google numbers), and the wording of the statement. If phones are optional who decides if a phone is needed, the department or the faculty member? An amendment to the statement was eventually promoted. Involved in this discussion were: M. Crowder, K. Atkinson, A. Jerome, J. Hanley, L. McClain, A. Ferrell, M. Pruitt, A. Wichman, J. Shackelford.
 - J. Hanley; M. Crowder—Amendment: ...full-time faculty with offices, computers, furniture, and telephones at the option of the faculty person. 25 for to 14 opposed. Motion carries with friendly amendment.
 - c. Handbook Revision (REVISED, XIIB, Changing the Academic Year Start Date).pdf
 - Discrepancy among several sources about academic year specific dates. Moved L. McClain; Seconded D. Clark.

- Discussion about not having a specific start date and how would that date be chosen with the proposed amendment giving a mid-August start date. While Mid-May date change makes sense, wanting a fixed start date. Also has this been checked by payroll? In discussion: F. Sunkin, M. Crowder, J. Shackelford, K. Atkinson, M. Pruitt.
 - Dan Clark; M. Crowder: Motion to send back to committee.
2. Coalition of Senate and Faculty Leadership (COSFL), Molly Kirby: (No report)
 3. American Association of University Professors (AAUP), Margaret Crowder: (No report)

E. Advisory Member Reports:

1. Faculty Regent, Claus Ernst
2. Provost, Cheryl Stevens
 - Announce search for Associate Provost for Research and Graduate Education.
 - Have reviewed sabbatical application and have approved 12 for next year.
 - Received 141 nominations for Faculty awards. Nominations sent onto colleges for the college level awards
 - Discussed with Academic Deans and Caboni the possibility of continuing Transitional Retirement for Faculty in Optional Retirement Plans. Submit language to clarify optional retirement to Caboni to include in policy: to limit the transitional retirement for those in Optional Retirement to 1 year at 50% of their most recent 9 month salary. Is a Board of Regent action.
 - Majority of Transformational programs have submitted preliminary proposals to office of Provost. Plans have been reviewed and discussed by Provost and M. Traywick.
 - Call for Proposal for student success summit, please consider submitting a proposal. Contact M. Dumancic.
 - C. Farrell: M. Traywick implemented a policy that communication with her was automatically then communicated to the Dean of the College. Faculty have expressed that they want to have privacy.
 - P. Stevens: Noted and, you are asked by the institution to request information go up through administration channels. Recommendation is that private matters are indicated as such to all parties. But noted, thank you.
3. SGA President, Will Harris
 - 398 scholarship applications.
 - Have a campus food drive; donate 3 items and will give 1 hour community service.

F. Old Business:

G. New Business:

3. AA Policy Revisions:
 - a. AA Policy Revision, Student Complaint Procedure (REVISED).pdf
 - Motion Wichman, Kirby.
 - Discussion about the unreasonable or unfair practices in classes and students just not getting along with teachers, but this policy applies to Academic complaints. R. Plemons brought two friendly amendments to language in the document, outside representation,

and bringing Dept. Head or Dean. There were multiple questions about content and language of the policy. These questions, along with W. Garrett's statement that SGA had not seen this document, lead to a motion to table with R. Plemons asking for senators to send additional questions to her. A. Wichman, R. Plemons, M. Crowder, A. Jerome, W. Garrett, U. Ziegler, J. Shadoan involved in discussion.

- A. Wichman; Second Serafini. Motion to table and send to SGA with recommendation sent to J. Shadoan ASAP. Motion To Table Approved.
- b. AA Policy Revision, Policy 1.4013 Substantive Change.pdf
 - Name changes. D. Clark, M. Crowder. Motion Approved.
- c. AA Policy Revision, Policy 1.5171 Staff Teaching Assignments.pdf
 - D. Clark, M. Crowder. Motion Approved.

H. Information Items:

Adjournment 5:10.