

Western Kentucky University
Faculty Senate Meeting Minutes
December 12, 2019
Faculty House

Introduction

- **Members present (Substitute):** Lawrence Alice, Lester Archer, Melanie Autin, James Barker, Laura Bohuski, Amy Brausch, Yufen Chang (Tim Straubel), Dan Clark, Margaret Crowder, Marc Eagle, Claus Ernst, Colin Farrell, Ann Ferrell, Stacey Forsythe, Jay Gabbard, Dawn Garrett-Wright, James Gary, Natasha Gerstenschlager (Tonja Miick), Chris Groves, Kirolos Haleem, Jennifer Hanley, Will Harris, Kate Hudepohl, Angie Jerome, Jarrett Johnson, Guy Jordan, Mike Kennedy, Molly Kerby, Jim Lindsey, David Marquez, Sara McCaslin, Lauren McClain, Sue Lynn McDaniel, April Murphy, Travis Newton, Ivan Novikov, Tony Paganelli, Ken Payne, Leslie Plumlee, Matt Pruitt, Mark Schafer, Kevin Schmaltz, David Serafini, Jo Shackelford, Julie Shadoan, Kandy Smith, Jean Snavely, Tammie Stenger-Ramsey, Francesca Sunkin, Toni Szymanski, Patricia Todd, Aaron Wichman, Mary Wolinski, Mariah Yates, Alison Youngblood, Uta Ziegler.
- **Guest Present:** Eve Main, Eric Reed, Kirk Atkinson, Martin Stone, M. Gripshover, Mark Robinson, Samangi Munasinghe, Jennifer Hammonds, Jordan Ray, Marko Dumancic, Danita Kelley, Jason Wilson, Selena Sanderfer Doss.
- J. Shadoan called a regular meeting of Faculty Senate to order at 3:45.

A. Approval of November 2019 Minutes:

1. Senate Meeting Minutes 11.21.19. Motion Pruitt; Second Hanley.

B. Officer Reports

1. Chair - Julie Shadoan

- Items needed for discussion today:
- Academic Policy 1.2000: Notice of Non-Renewal for Full-time non-eligible faculty. Policy requires notification in writing by December 15th, if faculty person in place for more than one year and is not going to be renewed. My understanding that some form of written notification (e-mail or letter) have been received by 5 instructors in Ogden College at this time.
- Faculty Instructors Affected: Geology/Geography (2); Math (1); School of Engineering and Applied Sciences – Engineering (1)/Computer Science (1). Likely there will be more notifications.
 - Made at the Dean level as part of a College allocated budget reduction resulting from cuts to academic affairs.

2. Vice-Chair - Dan Clark

- Need Senate Rep for WKU Store committee for an RFP; talk to D. Clark.
- Election for Employee Benefits committee, by Rank Ballot. Winner: Bren Mills

3. Secretary - Laura Bohuski

C. Standing Committee Reports:

1. Academic Quality, David Serafini: (No report)
2. Budget and Finance, Guy Jordan: (Report posted)
 - a. Budget Statement of Principle Funding Academics at WKU.pdf
 - b. WKU Faculty Senate Resolution on Prioritizing Academic Funding (Revised).pdf
 - Motion to accept Resolution and Statement: Motion Passed 41 to 5.
 - Guy Jordan announced the Resolution and Statement that came out of the Budget and Finance committee on the academic budget and the subsidies of athletics. The Resolution states that, “WKU shall for the 2020/2021 fiscal year use \$3,409,300 in operating funds that would otherwise be used to subsidize the Athletics Department to instead fund and effectively rescind scheduled cuts to Academics.” This resolution is backed by the analysis and facts laid out in the Budget Statement of Principle Funding Academics at WKU.
 - A deep discussion resulted from the release of both the Statement and the Resolution. The conversation ranged from the income of athletics, if athletics make money for the Institution, the budget of the athletics department compared to other programs, athletics’ role in student recruitment, the impact of sports/athletics on the institution/academic programs/local community, and the cost of athletics subsidies versus the academic cuts that are resulting in instructor layoffs.
 - There was also a conversation about how this should not come down to athletics versus academics but be about faculty coming together to across campus to promote higher education and develop a fair budget.
 - Involved in this discussion were: G. Jordan, M. Crowder, T. Miick, A. Jerome, S. Fosythe, P. Todd, L. McClain, J. Barker, C. Groves, T. Szymanski, J. Shadoan.
 - Tonja Miick (Substituting for Natasha Gerstenschlager) in the course of this discussion disclosed that she was one of the full time instructors let go in the academic budget cuts. She stated her opinion about her situation and the impact it was having on her relationship with Western. She also expressed her support of this resolution.
3. Colonnade/General Education, Mary Wolinski: (Report posted)
 - Revisions to the guidelines are just for information, next month will have guidelines for a vote.
 - Motion for approval of report as posted. Motion Approved.
4. Faculty Welfare and Professional Responsibilities, Lauren McClain (Report posted)
 - Move for approval of Faculty Welfare report as posted: Motion Approved
 - Kentucky Statute about Campus Free Speech protection – send thoughts to L. McClain or D. Serafini.
 - Post-tenure Review Process—thoughts to the committee.
 - Parental Leave Policy is still at CAD tabled until January meeting.
 - J. Shackelford: Do you know why it was tabled?
 - L. McClain: Last month was more research and then asked for additional information from HR.
5. Graduate Council, Ann Ferrell: (Report posted)

- Move for Approval of Grad Council report as posted: Motion Approved.
6. Undergraduate Curriculum Committee, Anthony Paganelli: (Report posted)
- Move for Approval of Grad Council report as posted: Motion Approved.

Motion to move new business up to now on the agenda G. Jordan; Second A. Wichman. Motion Approved.

D. New Business:

- Michelle Trawick: Assurance of Student Learning
 - This processes is needed to promote a culture of continuous improvement and there's a committee in place with representation from each College along with reps from CITL, QEP plan, and Colonnade committee. For SACs accreditation we need 18-19; 19-20 academic year Student learning reports.
 - J. Shadoan: Based on CAPE and programs pending suspension do they have to report?
 - M. Trawick: If the program was suspended via CAPE then there is no report needed. Those proposed to suspend in fall, do we have to include them? If there are low enrollment in those programs, and those programs will close very soon, there's no need to do those assessments.
- Rheanna Plemons: Courseleaf, Workflow (Committee Reports)
 - R. Plemons spoke about the use of CourseLeaf in the creation of both an expedited workflow and a full-review workflow for items going through the Curriculum committee. A document of the workflow was handed out to senators and the development of this process was discussed as well. R. Plemons spoke about the possible implementation of CourseLeaf in other committees (It is already being used or piloted in Grad Council and UCC) and eventually adopted by all Senate committees.
- AA Policy Revisions:
 - AA Policy 1.1304 Sabbatical Leave.pdf : Doesn't pass 18 to 24. Goes back to AA
 - U. Ziegler; Second F. Sunkin.
 - James Barker: propose to amend document to 2.3: strike word 'continuous' in the third line. Also, to strike the words 'to apply'. Think it should be easier to get Sabbatical not harder. G. Jordan Seconds Friendly Amendment.
 - A. Belt: It is extremely rare for those who apply for sabbaticals at the provost level to not be approved. The 'to apply' is so that sabbaticals come after tenure is awarded, instead of someone applying for sabbatical during their tenure year and receiving a sabbatical, but then being denied tenure.
 - Friendly Amendment not accepted.
 - AA Policy 1.1335 University Distinguished Professor Selection and Appointment.pdf Motion Approved.
 - Approve A. Wichman; Second D. Clark.
- L. Bohuski introduces item about 2020-2021 Academic Calendar, as posted.

- Be it Resolved that the Faculty Senate does not support the 2020-2021 academic calendar as posted and approved by the academic calendar committee, Council of Deans, and the President's cabinet. L. Bohuski; Second Hanley. Motion Passes.
- Motion to send to Academic Quality: D. Serafini, A. Jerome. Motion Passes.
- Current 2020-2021 academic calendar has J-term (winter term) starting the week immediately following finals. Class is in session for one week, then the University has a two week holiday, and then the term has another two weeks. Spring term begins the day final grades are due for winter term, the Tuesday immediately following the end of winter term. Calendar 'approved' by Academic calendar committee, Council of Deans, and the President's cabinet.
- Discussion of this topic included if there are faculty or student representation on any of these committees (there are), the effect of splitting the term on classes, study abroad, field work, and home work. K. Hudepohl asked if Academic Affairs had been asked why this was decided upon.
- Eventually revealed by Mark Robinson that this calendar was NOT the calendar approved by the Academic Calendar committee and was changed as it moved up the line.
- R. Plemons stated that this was not the calendar originally put forward. The registrar gave several options to Provost Ballman and all were put forward. The president wanted spring semester to start earlier, and this was the solution decided upon to also keep the winter term.
- Involved in discussion: L. Bohuski, J. Shadoan, A. Jerome, J. Hanley, G. Jordan, D. Serafini, K. Hudepohl, T. Stenger-Ramsey, K. Atkinson, M. Robinson.

Motion Call for Question: Passes

- 5) L. McClain introduces Resolution Expressing Disapproval of Grey and Associates Plan to Assess our Academic Programs; L. McClain Moves for Approval of Resolution; Second Hudepohl. Motion Approved.
- SEC met with rep of Grey and Associates where we learned a lot more about the process and the CPE. We have significant concerns about this and the resolution was put together by SEC.
 - Discussed: The type of firm that Grey and Associates are, their true purpose in aggregating data, the introduction of a high-stakes workshop in January, how much Administration knew about this processes and did not reveal, that different information was given to SEC than to a other's on campus (Helen Sterk and Ron Ramsing) later in the week, if the company knew about CAPE process or not, etc.
 - Involved in discussion: A. Wichman, L. McClain, G. Jordan, J. Shadoan, H. Sterk, J. Lindsey, M. Kerby, W. Harris, M. Pruitt, A. Jerome, and J. Barker.
- M. Crowder Call to Question; Second J. Hanley
- 6) Uta Ziegler introduced a resolution about the Transparency of the Selection process of Faculty for non-renewal. Motion U. Ziegler; Second M. Crowder. Motion Passes with Amendments.
- Discussion of the recent letters of non-renewal to full time faculty instructors. Instructors informed via e-mail and/or letter instead of face to face conversation, termination of colleagues who have worked at the institution 17+ years, the value WKU places (or not) on

the work of the Instructors, what information was used for cuts if not class size, transparency from administration, and reversal of the non-renewals.

- Involved: M. Crowder, A. Jerome, G. Jordan, U. Ziegler, D. Clark, C. Farrell, J. Shadoan, M. Pruitt,
- M. Crowder: People notified by e-mail and not in a face to face meeting. (full-time permanent instructor) What I do at this institution is not valued at all. Saving these positions will take everyone in this room.
- Friendly amendment --Addition: we the faculty senate ask that admin reconsider the cuts
- ; Remove: "Selection" from the document; Change: "Non-continuance" to "Non-renewal." Friendly amendments accepted by U. Ziegler.
- G. Jordan: Amend Resolution to state "administration rescind the cuts and make no further ones by December 15th, 2019", instead of request – Second D. Clark.
- Amendment Passes. Amended Resolution sent to J. Shadoan.

E. Other Committee/Organization Reports:

1. Faculty Handbook, Kirk Atkinson: (Report posted)
 - a. Handbook Revision IIP.pdf; J. Snavely moves to approve. Motion Approved.
 - b. Handbook Revision XI.G.pdf; J. Snavely moves to approve. Motion Approved.
2. Coalition of Senate and Faculty Leadership (COSFL), Molly Kirby: (No report)
3. American Association of University Professors (AAUP), Margaret Crowder: (No report)

F. Advisory Member Reports:

1. Faculty Regent, Claus Ernst:
 - Bevin appointing Sheldon McKinney in place of Gil Johnson. New Board Chair is Freddy Higdon.
 - Scholarship program: Changes made to try to change enrollment trajectory. This is a gamble, we'll have to see if it helps or hurts. Think of as win-win, students will have new scholarships and we would like to attract additional students we would not have otherwise.
 - They have collected data for each county that WKU pulls from and what is our market share, it's a data driven enrollment plan. Projection for next fall is that we will be behind, but the fall after we will have more institution revenue than otherwise. Much more comfortable with this than I was a month ago.
 - Tomorrow's meeting there is a vote about keeping a transitional retirement option for those in Optional Retirement, they will have one-year option to go on a transitional plan. We cannot restore this for KTRS.
2. Provost, Cheryl Stevens
3. SGA President, Will Harris

G. Old Business:

H. Information Items:

Hanley Adjournment. 5:47