

Western Kentucky University
Faculty Senate Meeting Minutes
May 14, 2020
Zoom

Introduction

- **Members present (Substitute):** Lawrence Alice, Lester Archer Melanie Autin, James Barker, Jason Bergner, Laura Bohuski, Amy Brausch, Yufen Chang, Dan Clark (Ahmet Ozer), Margaret Crowder, Yongming Deng, Loretta Dye, Marc Eagle, Claus Ernst, Colin Farrell, Ann Ferrell (Aaron Hughey), Stacey Forsythe, Dawn Garrett-Wright, James Gary, Kirolos Haleem, Jennifer Hanley, Kara Haughtigan, Sarah Herrick, Quentin Hollis, Kate Hudepohl, Tom Hunley, Angie Jerome, Jarrett Johnson, Guy Jordan, Mike Kennedy, Amy Krull, Julie Lee, Jim Lindsey, Sara McCaslin, Lauren McClain, Sue Lynn McDaniel, April Murphy, Travis Newton, Ivan Novikov, Tony Paganelli, Ken Payne, Leslie Plumlee, Shura Pollatsek, Matt Pruitt, Mark Schafer, Kevin Schmaltz, David Serafini, Jo Shackelford, Julie Shadoan, Kandy Smith, Jean Snavely, Francesca Sunkin, Patricia Todd, Aaron Wichman, Mary Wolinski, Mariah Yates, Alison Youngblood, Uta Ziegler.
- **Guest Present:** Aaron Mudd, Allie McCreary, Amy Brausch, Danita Kelley, Andrea Jenkins, Andrew Rosa, Bangbo Yan, Carrie Cox, Colette Chelf, Darlene Applegate, David LeNoir, Dean May, Deborah Wilkins, Dennis George, Donielle Lovell, Dorothea Browder, Evelyn Thrasher, Gail Kirby, James Gary, Jan Hunt-Shepherd, Jason Wilson, Jean Neils-Strunjas, Jeanine Huss, John Cipolla, Jordan Ray, Julie Lee, Karin Egloff, Kirk Atkinson, Kristina Arnold, Laura DeLancey, Leslie North, Mac McKerral, Andrew Rosa, Jan Hunt-Shepherd, Jason Wilson, Liz Sturgeon, Marko Dumančić, Merrall Price, Matthew Nee, Matthew Shake, Morteza Nurcheshmeh, Molly Kerby, Merrall Price, Rheanna Plemons, Rob Hale, Ron Ramsing, Ron Rhoades, Sonia Lenk, Stuart Burris, Susan Keesey, Tania Basta, Thad Crews, Trish Jagers, Yufen Chang, Yvonne Petkus.
- J. Shadoan called a regular Zoom meeting of Faculty Senate to order at 3:45pm.
 - Meeting starts at 11:36 in recording.

A. Approval of April 2020 Minutes:

- 1. Faculty Senate Meeting Minutes 4.16.2020. A. Jerome; F. Sunkin. Name correction. Motion Approved; (51 in favor).

B. Officer Reports

1. Chair - Julie Shadoan:

- Several action items removed without consideration by the board from the Board of Regents April meeting. These mostly new programs and new certificates and was a surprise to the Provost and to proponents of these item. New information required to review these items, most specifically market data from Grey Associates. Those that could provide market data, from Grey Associates or otherwise, were allowed to move forward at a special called BOR meeting held a week later. J. Shadoan called together an hoc committee to look at this process and create clear guidelines and forms if necessary, for curriculum approval process.
- **Budget:** E-mail sent out by Susan Howarth. She met with SEC on Friday of last week and presented budget strategies. Cuts along departments/units to fill a predicted 8.1-million-

dollar deficit. Do not know how much of that will be distributed to Academic Affairs. Specifics of this are on BOR agenda for tomorrow on page 75 and 76.

- Calling a special meeting of the SEC and Senate Budget and Finance committee to discuss this issue to help facilitate the discussion and decisions being made by the Budget Executive Committee going forward.
- Restart committees: Academic restart committee (course delivery and academic events) has finished report and forwarded it on 5 days early.
 - Report indicated need for timely communication.
 - Acknowledge adaptability and commitment of everyone here to the academic mission.

2. Vice-Chair - Margaret Crowder

- At SEC approved previously proposed at large standing committee representatives. Some vacancies that still need to be filled, email to follow.
- Election Dawn Garrett-Wright from CHHS to serve as Faculty Representative on Graduate Council.

3. Secretary - Laura Bohuski

- Indicate if you are an alternate in Chat.

C. Standing Committee Reports:

1. Academic Quality, David Serafini: (No report)

2. Budget and Finance, Guy Jordan: (Report posted)

- Motion to approve report with friendly amendment. Motion Approved (50 y, 1 n, 2 abstain)
- Strongly suggest that all effort be made to maintain current employees in the bookstore.
- Transparency regarding the RAMP budget model.
- Recommendation for Contingency plans with Friendly Amendment from Faculty Welfare. Furloughs spread over multiple pay periods to cause the least....
- Support Furloughs over layoffs.

3. Colonnade/General Education, Mary Wolinski: (Report posted)

- Move for acceptance of Colonnade report (April 2nd part): Motion Approved (50 y, 1 ab)

4. Faculty Welfare and Professional Responsibilities, Lauren McClain (Report posted)

- 1. FWPR Committee Report 4.17.2020 Move for approval of Report: Motion Approved (53 y, 2 ab)
 - Continue working on items relating to Tenure and Continuance over the summer.
 - Faculty Worklife Survey Report 2020
 - working on separating comments out to forwarded on to appropriate departments.

- 2. Faculty Handbook Revision VIII.B through D (Revised) Motion to approve L. McClain; Second Angie Jerome. Motion Approved, (55 y, 1 n, 1ab).
 - Details of currently policy (Informal attempt to solve issue, followed by passing grievance on to every person in chain of command if it cannot be resolved), followed by Faculty Welfare Committee proposed changes. Changes: Encouraged to resolve informally, must bring issue to someone in their chain of command and retain documentation, if not resolved then issue can go straight to Advisory Committee on Faculty Grievance. First action of formed committee would be to decide if the issue is something they can address. Changed the final decision from the President to the Board of Regents. (38:00)
 - Discussion about Ombudsman being a faculty position, multiple senators expressed support with anecdotes about previous grievances, comparison to other universities' grievance policies,
 - A. Jerome, J. Barker, F. Sunkin, M. Eagle, M. McKerral.
 - Faculty Welfare charged with making Ombudsman a faculty position.
- 5. Graduate Council, Ann Ferrell (Aaron Hughey): (Report posted) – (39 y, 2 ab)
- 6. Undergraduate Curriculum Committee, Anthony Paganelli: (Report posted)
 - Move to approve report: Motion Approved, (54 y, 0 n, and 1 ab.)
 - A. Jerome asked about these proposals being stopped by BOR.

D. Other Committee/Organization Reports:

1. Faculty Handbook, Kirk Atkinson: (Report posted)
 - a. Faculty Handbook/Faculty Handbook Revision IIR (Extracurricular Activities)
 - Motion: L. McClain; J. Barker. Motion Approved, (57y, 0n, 0 abstain)
 - Motion to bundle B&C: M. Pruitt, A. Jerome Motion Approved
 - b. Faculty Handbook/Faculty Handbook Revision IIIB (Time to Promotion, Non-Tenure)
 - c. Faculty Handbook/Faculty Handbook Revision IIIC (Time to Promotion, Tenure Eligible)
 - Motion to approve both B&C: Motion Approved, (48 yes, 2 no, 4 ab.)
 - Removal of Typically.

Motion to move Robert Hale, filling in for Provost, to this time in agenda. M. Pruitt; A. Jerome. Motion Approved.

- 545 have nominated over 600 faculty for CITL awards; Questions?
- Q. Hollis: questions about budget and salary cuts.
- R. Hale: These numbers are predictions, and nothing's set in stone. Has to be approved by BOR. Cuts should net 2.4 million.
- C. Farrell: Is there intent to release the information from the restart survey? Polling the Staff for feelings about restart?

- R. Hale: Asked about that information, but haven't heard back yet because of other circumstances. Currently staff senate is putting together a survey.
- J. Lindsey: Are athletics experiencing cuts as well?
- M. McKerral: Questions about tiered salary reductions, athletic salaries, and the compensation committee.

Handbook

- d. Faculty Handbook/Faculty Handbook Revision V.D and V.E (Continuance)
 - Motion: L. McClain; L. Bohuski. M. Eagle—friendly typo amendment. Motion Approved (46y, 1n, 3 ab.)
 - e. Faculty Handbook/Faculty Handbook Revision VIIA2b (Financial Exigency)
 - Motion: J. Barker; L. McClain. G. Jordan, L. McClain, J. Barker—Discussion about vocabulary, may vs. will. Motion Approved (45 y, 1 n, 6 ab.)
 - f. Faculty Handbook/Faculty Handbook Revision VIIA2c (Program Closures)
 - Motion: J. Barker, L. McClain. With friendly amended Motion Approved (46 y, 1, n, 5 ab.)
 - Barker: Gave a statement about program closures regarding AAUP standards. Comparison Document attached. Discussion G. Jordan, “every effort”
 - Friendly amendment to change wording from reasonable (Item 2, paragraph 3) to every effort. Motion A. Jerome, G. Jordan. K. Atkinson accepted friendly amendment.
 - M. Crowder: Issues with wording of untenured faculty. Forward to Faculty Welfare to address issues with instructors/non-tenured faculty.
 - g. Faculty Handbook/Faculty Handbook Revision IXH (Transitional Retirement)
 - Motion L. McClain; Second L. Bohuski. Motion Approved (46y, 0n, 5 ab.)
 - K. Atkinson: Comments that the bringing forward of a handbook change not through the handbook committee means that it goes forward without the endorsement of Faculty Handbook.
2. Coalition of Senate and Faculty Leadership (COSFL), Molly Kerby: (No report)
 3. American Association of University Professors (AAUP), Margaret Crowder:
 - Move to endorse AAUP statement and forward on to Covid-19 task force, all restart committees, and BEC: Second Pruitt. (41 in favor)
 - Statement from State AAUP and Campus Chapter. In support of college and university faculty. Read Statement (Attached)

E. Advisory Member Reports:

1. Faculty Regent, Claus Ernst:

- Academic Affairs committee: Believe that halting approval of proposals is from higher ups somewhere between the President and Provost. No discussion from the Board before this happened. Believe that these proposals will be approved during special meeting.
 - Discussion of new curriculum committee, curriculum proposals, and faculty involvement: J. Shadoan, G. Jordan, C. Ernst, and M. McKerral.
 - Budget meeting, particularly issues with the budget: athletics budget vs. academic, RAMP model, scaled pay cuts, separating faculty promotions/tenure from athletic coach raises during BOR meetings, and enrollment concerns. J. Shadoan, G. Jordan, M. McKerral, M. Pruitt, J. Barker and C. Ernst.
2. Provost, Cheryl Stevens (Robert Hale):
 3. SGA President, Will Harris

F. Old Business:

1. Senate Charter Revisions (Second Reading): Motion M. Pruitt; Second U. Ziegler. Motion Approved (33y, 0n, 3 ab.)
2. Senate Budget, 2019-2020: M. Pruitt; L. McClain. Motion Approved (32y, 1n)

G. New Business:

1. AA Policy Revision 1.2123 (Summer and Winter Sessions Compensation): Motion M. Pruitt; Second M. Crowder. Motion Approved with friendly amendment (30y, 1 ab.)
 - Discussion about pay rate amount in document. Friendly Amendment put forward.

H. Information Items:

1. University Athletics Committee Report 2019-2020.
 - Asked for a report. Report is ambiguous and brief, but a short turn around time. Want more frequent and detailed reports going forward from UAC. One in November and one in April.
2. L. McClain: Title Nine guidelines came out recently. There are changes coming on campus to Title Nine, just keep that on your radar going forward.

Adjournment: L. Bohuski; G. Jordan 6:46pm.