

Western Kentucky University
Faculty Senate Meeting Minutes
March 24, 2022
Zoom: <https://wku.zoom.us/j/97878930247>

Introduction:

- **Members present (Substitute):** Janet Applin, Kirk Atkinson, Melanie Autin, Julie Lyn Barber, Cort Basham, Lauren Bland, Kristi Branham, Katrina Burch, John Cipolla, Margaret Crowder, Amanda Drost, Susan Eagle, Nick Fortune, Chris Groves, Kara Haughtigan, Kate Horigan, Trish Jagers, Mike Kennedy, Julie Lee, Stacy Leggett, Sebastian Leguizamon, Sonia Lenk, Philip Lienesch, April Murphy, Tony Paganelli, Paula Potter, Matt Pruitt, Kelly Reames, Asghar Rezasoltani, Nancy Richey, Mark Robinson, Marilee Salvator, Donna Schiess, Kevin Schmaltz, Julie Shadoan, Jean Snaveley Heather Strode, Dan Strunk, Francesca Sunkin, Jenni Teeters, Sara Thomason, Patricia Todd, Dano Tolusso, Bangbo Yan, Qin Zhao
- **Guests present:** Yelena Stiles, Mariah Yates, LeAnne Coder, Jeff Budziak, Jennifer Hammonds, Yuhan Zhan, Yvonne Petkus, Stuart Burris, Shane Spiller, Rob Hale, Raymond Poff, Molly Kerby, Mindy Hutchins, Merrall Price, Laura DeLancey, Katie Manning, Ray Blankenship, Amber Scott Belt, Aquesha Daniels, Jamison Moorehead, Jace Lux, Susan DeVries, Greg Siegelman, Evelyn Thrasher, Dorothy Browder, Dana Sullivan, Dana Cosby, Damon Stone, Provost Bud Fischer, Beth Laves
- J. Lee called a regular meeting of Senate to order at 3:46 pm CST

A. Approval of February 17, 2022 minutes:

1. [Faculty Senate Meeting Minutes 2.17.22](#)
 - Motion to approve: K. Atkinson, H. Strode (41 y, 0 n, 0 abs) Motion approved.

B. Officer Reports:

1. Chair, Julie Lee (No Report)
 - a. General update and Request for Senate Leadership nominations ([Report posted](#))
 - i. Motion to approve - Jagers, Groves (40 y, 0 n, 0 abs) Motion approved.
 - Janet Applin and April Murphy are rotating off Senate and need volunteers. Julie Lee is willing to serve another term as Chair if wanted. Continues to discuss raises as well as other topics, which are listed on the report. Think about what committees you want to serve on.
 - b. Need Senator representative for two Search Committees
 - Search Committee for Internal Auditor
 - Julie Lee asked for volunteers to serve on these search committees. Sara Tomason has volunteered to serve.
 - Search Committee for Executive Director, Office of Institutional Equity/Title IX Coordinator

- Julie Lee asked for volunteers to serve on these search committees. Katrina Burch was nominated to serve on this committee and she is willing to serve on this committee. Patricia Todd has volunteered to also serve on this committee. After the vote, K. Birch will be the representative on the search committee.
- c. [Charter revision to move Handbook to Standing Committee \(second reading\)](#)
 - Motion to approve - Atkinson (41 y, 0 n, 1 abs) Motion approved.
- d. [Handbook Committee Bylaws](#) (already approved, just for reference)
- 2. Vice-Chair, Janet Applin
 - a. At-Large Senate elections this Spring
 - J. Applin reported on the procedure for at-large elections. There was a glitch because a PCAL representative was ineligible due to not being a full-time faculty. Therefore, there is an open slot for PCAL.
- 3. Secretary, April Murphy – No report

C. “WKU Compensation Initiative, Phase 1 Overview”

1. Provost Fischer, WKU Human Resources, and Segal Consulting presenting
 - Mindy Hutchins reported from the HR perspective. Discussed PowerPoint on the implementation plan for Phase I. Katie Manning reported from Segal Consulting. Discussed what is changing versus what is not changing. Presented a timeline from February 2019 through April 2022. Reported on the methodology for the study. Results on market assessment and salary structure/ranges. Results indicated that 5% were above maximum, 83% were within range, and 12% were below minimum. The 12% is priority right now to level the playing field. Provost Fischer discussed the 12% which is about 79 people – need \$386,000 to bring them to the minimum. We have just enough money to get everyone to minimum. Katie Manning reported on the preliminary salary structure design. The difference between Professor 1, 2, 3 is based on discipline tier. Mindy Hutchins reported that individuals will be able to know which tier their discipline falls. Katie Manning reported on implementation and emphasized that this takes time. Notification was sent to Deans and Divisional Leaders in March and notification will be sent to employees impacted by Phase 1 adjustments in April 2022.
 - M. Crowder asked questions after presenters left regarding instructor rank. Provost Fischer explained that the presenters were going to compile the list of questions into a FAQ and get the information back to the faculty.

D. Standing Committee Reports:

1. Academic Quality, Francesca Sunkin, Chair (No Report)
2. Budget and Finance, Kirk Atkinson, Chair ([Report Posted](#))
 - Motion to approve: K. Atkinson (36 y, 0 n, 4 abs) Motion approved.
 - K. Atkinson provided a summary of his report. Committee was close to drafting a resolution and getting support from AAUP and SGA. Provost Fischer recommended waiting until the report was released.
3. Colonnade/General Education, Patricia Todd, Chair ([Report Posted](#))
 - Motion to approve: P. Todd (39 y, 1 n, 0 abs) Motion approved.
4. Faculty Welfare and Professional Responsibilities, Trish Jaggars, Chair (No Report)
5. Graduate Council, Martha Day, Chair (Report posted)

- [January Report](#)
 - [February Report](#)
 - Motion to approve: K. Birch, C. Groves (30 y, 2 n, 1 abs) Motion approved.
6. Undergraduate Curriculum Committee, Melanie Autin, Chair ([Report posted](#))
- Motion to approve: M. Autin (27 y, 0 n, 0 abs) Motion approved.

E. Other Committee/Organization Reports

1. Faculty Handbook, Julie Shadoan (No Report)
2. Budget Executive Committee, Kirk Atkinson ([Report posted](#))
 - Motion to approve: K. Atkinson (37 y, 0 n, 3 abs) Motion approved.
3. American Association of University Professors (AAUP), Susan Eagle, Chair (No report)
4. Coalition of Senate and Faculty Leadership (COSFL), Robin Ayers, Chair (No report)
5. Diversity, Equity, and Inclusion (DEI), Molly Kerby, Chair (No report)

F. Advisory Member Reports

1. Faculty Regent, Shane Spiller
 - S. Spiller reported on Faculty Regent meeting and the 1.5% raise for everyone. Worked with internal auditor as she was leaving. Clarified that the raises for coaches came from private funds.
2. Provost, Bud Fischer
 - B. Fischer reported on the Big Red Backpack – April 15th is the deadline to put in for the Fall. Reported on Academic Program Review and passed it to Rob Hale to report on where we are. R. Hale reported that we tried to learn from CAPE and find a better way to focus on continuous improvement. Authority will rest in the colleges, who will make the decisions. External reviewers will be used in the process, which will be paid for by the university. The goal is not to cut programs, but to help programs get better. Trying to make it meaningful and helpful. Gordon Ford will be part of the group this summer as they have their accreditation coming up.
 - M. Crowder asked about the academic program review. Heard that there would be certain criteria looked at annually. If there were a certain number of flags met, they would be required to complete a review every year. R. Hale reported that was a sustainability review and part of a different process.
 - M. Crowder asked about clarification about backpack plan – does it actually save students money? Provost Fischer responded by stating that it is an aggregate. Savings for students on this campus between \$200-\$400 a year. Students will be able to opt in and opt out and will be given the information needed to make a decision.
 - T. Jagers asked Provost Fischer about whether the President is making clear statements regarding gag orders coming out of the state legislature. J. Lee reported that she asked the President about this in their meeting. He is working with someone to remove higher education from the bill.
 - M. Robinson asked question about the timeline in the policy. Provost Fischer reported that he would go back and push harder to move the date back if the group felt that he needed to.
3. SGA President, Matthew Wininger
 - J. Moorehead reported there was no report.

G. Old Business

H. New Business

1. Academic Affairs, Rob Hale

a) [AA Policy 1.4202, 9.4032 Textbook Adoption Policy](#)

- Motion to approve: M. Autin, N Fortune (31 y, 1 n, 4 abs) Motion approved.
- R. Hale reported that the date was tagged on as a result of the Big Red Backpack. Faculty can use their own textbooks as long as there is not a conflict. The policy outlines the process for getting approval.

Adjournment 5:41pm CST (Pruitt, Atkinson)