



**University Senate Meeting
Thursday, March 21, 2013 -- 3:45 p.m.
Faculty House**

Draft Minutes

Call to Order:

- Chair Mac McKerral called the regular meeting of the WKU Senate to order on Thursday, March 21, 2013 at 3:45 pm in the Faculty House. A quorum was present.
- **Members Present:** Cain Alvey, Shahnaz Aly, Charles Borders, Kristi Branham, Christa Briggs, Chris Brown, Amy Cappiccie, Ashley Chance-Fox, Christopher Costa, Bruce Crawley, Brittany Crowley, Tucker Davis, Robert Dietle, Amanda Drost, Marc Eagle, Gordon Emslie, Joseph Evans, Barbara Fiehn, Ron Gallagher, Mary Jane Gardner, John Gottfried, Peggy Gripshover, Jennifer Hanley, Nancy Hulan, Angela Jerome, Roberto Jimenez-Arroyo, Guy Jordan, Richard Keaster, Randy Kinnersley, Debra Kreitzer, Alison Langdon, Sonia Lenk, Qi Li, Kelly Madole, James May, Mac McKerral, Steve Miller, Patricia Minter, Samangi Munasinghe, Matt Nee, Ngoc Nguyen, Kristin Polk, Matt Pruitt, Beth Pyle, Gary Ransdell, Nancy Rice, Richard Schugart, Vernon Sheely, Jonghee Shim, Beverly Siegrist, Mark Staynings, Samanta Thapa, Paula Trafton, Carrie Trojan, Rico Tyler, Tamara Van Dyken, Aaron Wichman, Mary Wolinski
- **Alternates Present:** Danita Keley (John Bonaguro), Gayle Mallinger (Dana Sullivan), Martin Stone (Becky Gilfillen), Scott Stroot (Shura Pollatsek), Adrian Switzer (Ingrid Lilly), Andrew West (Janet Tassell),
- **Absent:** Darlene Applegate, Lauren Bland, Diane Carver, Ismail Civelek, Patricia Desroiers, Cory Dodds, Sam Evans, Connie Foster, Dennis George, Steven Gibson, Frederick Grieve, Darbi Haynes-Lawrence, Jeffrey Kash, Ed Kintzel, Jeffrey Katz, Joan Krenzin, Alex Lebedinsky, David Lee, Eder Maestre, Gustavo Obeso, Keith Phillips, Kelly Reames, Kateri Rhodes, Nancy Richey, Janice Smith, Cheryl Stevens, Fred Stickle, Evelyn Thrasher, John White

[Approve February Minutes](#)

- approved

B. Reports:

1. Chair – Mac McKerral (No Report)
2. Vice Chair – Jennifer Hanley
 - Department Heads must send election results to chair

3. Coalition of Senate and Faculty Leadership for Higher Education Representative – Molly Kerby
 - No report

4. Advisory:
 - a. President Gary Ransdell: remarks on the budget
 - Budget presentation
 - Met with staff council, SGA, open forums, and now Faculty Senate
 - Have had useful, productive dialogues
 - Show data that led us to where we are now
 - State budget—only 8% increase in higher education budget
 - But growth in student aid was very high
 - Higher Education: much slower growth than state budget overall
 - Percentage of total budget has fallen
 - At same time, number of students increased dramatically; number of degrees awarded increased dramatically
 - Amount per student has dropped dramatically; percentage of funding from state as portion of total expenses shows steady decline over time
 - Compared to other states nearby, we are in the middle
 - 15% cut from higher education dollars
 - WKU net appropriation per FTE is very low relative to other KY institutions...because we have grown dramatically over time, and state cannot fund students at the rate of growth
 - Eastern Kentucky University has not grown substantially, and their share of the funding has stayed about the same
 - State vs. student contribution hit 50% in 2008, students now pay about 40%, and student share could continue to increase in coming years
 - We would do well in a performance-based model of higher education institutions (i.e., a system where growth is rewarded)
 - If state funding increases and tuition is frozen, we would not benefit as an institution
 - Coming budget will be difficult
 - From 2003 to 2008 we increased tuition significantly, to place ourselves at appropriate value compared to other regional institutions
 - 2008-2013 increases in tuition were much smaller, rate of increase dipped
 - We seek to have our costs just behind UK and U of L, but a bit higher than other regional institutions
 - Our rate of increase in tuition & fees since 2007 is less the UK and U of L, but higher than other regional institutions
 - WKU Budget
 - WKU used to get roughly 50% from state funds
 - Now only about 18%
 - We are dependent on tuition to maintain the University
 - Revenue from most sources is restricted—can only be used for designated expenses
 - Of our unrestricted budget
 - Personnel is largest expense, 57.7%
 - Carrying forward 8.7% of unrestricted funds (for one-time expenses in the following fiscal year)
 - Debt service only 4.2%
 - Academic Affairs is by far largest budget line
 - Campus Services and Athletics next most expensive
 - No additional state support will be coming in 2014
 - 5% Tuition rate increase for 2014, if approved (if this doesn't come through, we have to cut difference from the budget; it is already budgeted)
 - Will generate a little under \$6.5M
 - Will be used for 2% salary increase (\$2.14M)

- Academics (\$500,000)
 - Student Financial Aid (\$2.56M) for merit and need-based
 - Salary adjustments:
 - Market adjustments \$1.5M
 - 1% Salary Increase \$1.5M
 - No layoffs or furloughs for some years, but if we need to cut more from budget, layoffs could be possible
 - Board meets on April 26, budget will be presented; we will know more by the end of April
- Question and Answer:
 - Q: just to clarify, when we will know about merit increase?
 - A: CPE meets April 18, then our board
 - If CPE recommends increase lower than 5%, that is what we will recommend to the board (but we will not recommend higher than 5%)
 - Q: You said the typical department spends 98% of its budget on personnel, but for University as a whole it is 57%?
 - A: Well, there are a lot of other items in that figure that are not personnel. It varies by department and division.
 - Q: 2014 5% tuition increase—how did you count enrollment growth?
 - A: We built this budget using fall 2012 enrollment figures
 - The fall 2013 enrollment figures are still going through a lot of ups and downs
 - Changes in financial aid make this more difficult students at low end of academic scale; continued problems in the economy
 - Some students are getting jobs and deciding not to return to school at this time
 - Currently we are 287 students off from where we were one year ago today
 - But...that number has been improving for the last couple of weeks
 - Some students that were dropped for non-payment a couple of weeks are realizing they have to get their financial affairs in order, and as they do so the enrollment is improving
 - Have to have our final number by March 30, so we will know then
 - And this has a budget impact—we need to bring enrollment back up
 - Q: retention—we're good with honor students and athletes—we value them, and we show it with scholarships and support. But maybe we're not so good with regular students—the students who pay us.
 - A: I would agree with that. There are a lot reasons for a student not to give up completing a degree...perhaps they don't get reinforcement; other issues in life. But we should not lose as many students as we do (25% of each freshman class). Even a small difference would be important.
 - Retention is very important. I'm not suggesting we keep students if they're not performing to standards, but we need to improve.
 - Q: A few years ago we talked about increasing standards for admission...what effect did that have?
 - A: We moved away from some of those changes...we have admitted fewer low-performing students. We've raised minimum standards, but we still try to be reasonable. Retention strategies take time to have an effect. We are hoping that increased scholarships are going to help with retention. Have to balance the need for retention with need for quality performance.
 - Q: In other industries you would discount the product for some types of customers. Could we offer temporary tuition discount as an incentive--one that would be removed if students did not perform?
 - A: Yes possibly, but we would need to make sure we know how this affects the overall picture—the budget overall, other areas of the campus.
 - We do need to find ways to assist. We definitely need, for example, to focus on adult learners.
 - Q: Sounds like you feel that per-student state funding will continue to fall?

- A: Yes, I would say that's a fair statement.
 - Q: People understand the need for a tuition increase, but this is also a time to have a discussion about what is necessary and what is simply desirable. We are often given "either/or" answers...but we should be more willing to consider more alternatives.
 - A: Yes, we can put everything on the table, and see what department or group could get cut, but that is a grueling process, and I want to make sure we maintain energy and drive.
 - I do not believe there is any department or program on campus that is not essential to the mission of the University.
- Discussion of a [Resolution from WKU Faculty](#):
 - President Ransdell:
 - First, there are a number of inaccuracies in this resolution. We would have to review this carefully before moving forward.
 - Second, whom do you want to make mad by sending this to them?
 - There is a chance for a better conversation with the state government in the coming years, but we have done better in KY than many states, and higher education has taken a lesser budget reduction than many other segments of the budget.
 - At the very least, I would like to see this tabled until a time when there is an opportunity for a realistic discussion, and I would like to see this come from all of the public institutions, not just from WKU
 - Comment: There must be some response to these continued cuts in funding
 - Comment: How can we improve the situation if we don't have some response?
 - Response: I don't think we want to be seen as [complaining] on paper.
 - Comment: Faculty Senate is giving you the opportunity to let the faculty be the bad guy—we'll complain, not the administration. We had planned to submit this resolution through COSFL, in cooperation with the other state institutions.
 - Response: the legislature doesn't work that way—the legislators will simply see WKU as a single institution. You could simply end up painting a target on our back. And at this time there is no point in trying to discuss something that just isn't there to discuss. It would be better to return to this discussion when there are funds to talk about.

b. Faculty Regent: Patricia Minter

- Just one thing: the agenda for the Board of Regents committees
- Meeting will be held a week from tomorrow at 9 am in the Regents room
- Any questions or concerns, please contact me

c. Provost—Gordon Emslie

- 10 recommendations from Faculty Senate
 - 8 were Curriculum, Graduate Council and UCC, 6 Colonnade courses, All approved
 - Recommendation on Study Abroad: responded to and posted
 - Recommendation of Department Head selection policy will be discussed at CAD next week
- New appointments on campus
 - New Director of Clinical Education complex, Dr. Yvette Getch (from University of Georgia)
 - Will start beginning of May
 - New Associate Provost and Dean of the Graduate Program—Carl Fox (from Montana State University)
 - Starts Monday
- Chair: Could you explain, very briefly, how the study abroad fee will be handled for this year?
 - Provost Emslie: students and faculty studying abroad for spring or summer 2013 will receive an amount in scholarship equal to the fee

- Fee will appear on the paperwork, but it will be returned to them
- If the fee has been paid, it can be refunded

d. SGA President—Cory Dodds (No report)

C. Standing Committee Reports and Recommendations

1. [Graduate Council: \(Report Posted: Endorsed by SEC\)](#)
 - Approved
2. [UCC: \(Report Posted: Endorsed by SEC\)](#)
 - Approved
3. [Academic Quality: \(Report Posted: Endorsed by SEC\)](#)
 - Approved
4. Faculty Welfare:
 - Please fill out faculty work-life survey...will close on 3/29
5. General Education: No Report

D. Old Business

F. New Business:

1. [Academic Program Review \(Posted: Endorsed as amended by SEC\)](#)
 - SACS-driven
 - approved
2. [Evaluation of Faculty Credentials \(Posted: Endorsed by SEC\)](#)
 - SACS-driven
 - Approved
3. [Clinical Track Faculty \(Posted: Endorsed by SEC\)](#)
 - Makes clinical track available to whole campus
 - Could be used in other colleges, recognizes unique roles among faculty
 - Also changes titles from Clinical Practitioner I, Clinical Practitioner II and Senior Practitioner to match the Assistant, Associate and Professor ranks
 - Very closely modeled on the Research and Pedagogical tracks approved recently, including the 5% cap as percentage of total faculty then policy would come under review
 - Question: Was this voted down before?
 - Answer: No
 - Comment: some history:
 - This was brought up for CHHS, debated over time, eventually passed (narrowly) only for that college
 - The motion before you now opens this up to any college or department that decides to do so
 - So, the Senate did not vote against it, but only to limit it to one college (CHHS)
 - Approved
4. [Evaluation-Orientation of Student Teaching Assistants \(Posted: Endorsed by SEC\)](#)
 - Has been endorsed by SGA, Academic Quality, and SEC

- Comment, Provost Emslie:
 - Section 3D—and I'm not sure why this is there—but there is the same 5% limitation as in the Clinical Faculty Track
 - Don't know if the Senate wants this—we can sort it out in the policy-making stage later, but I was surprised to see it there
 - Would limit within each college, and this would vary by college, so the limits should be college-specific, not university-wide
 - Comment: has this been endorsed by Graduate Council?
 - Academic Quality Chair: we sent this to Graduate Council because no one on AQ at the time was using graduate teaching assistants. We wanted to make sure there wasn't anything here that would cause problems for graduate faculty.
 - Tabled pending comment from Graduate Council
5. [WKU Mission Statement \(Posted: Endorsed by SEC\)](#)
 - SACS-Driven
 - Provost: Minor revision and refinement, not major change
 - Approved
 6. [Handbook Committee: Amendment-Continuance Committee \(Posted: Endorsed by SEC\)](#)
 - Chair: There are changes going on in Handbook committee
 - Therefore, it might be best to withdraw and send back to committee for final revision
 - Approved
 7. [Handbook Committee: Amendment-Continuance Dates \(Posted: Endorsed by SEC\)](#)
 - Withdrawn to return to committee
 8. [Handbook Committee: Amendment-Non-Continuance/Non-Tenure Date \(Posted: Endorsed by SEC\)](#)
 - Withdrawn to return to committee
 9. [Handbook Committee: Amendment-Tenure at Appointment \(Posted: Endorsed by SEC\)](#)
 - Withdrawn to return to committee
 10. [Resolution of the Faculty Senate in Defense of Public Access to Affordable Higher Education \(Posted\)](#)
 - Withdrawn by sponsor due to lack of wide support

G. Information items:

1. [SGA endorsement of Evaluation-Oriented of Student Teaching Assistants \(Posted\)](#)
2. [Handbook Committee Memo \(Posted\)](#)

Meeting adjourned 5:15 pm