

10-4-1993

## Faculty Senate Minutes, Oct. 4, 1993

Eastern Kentucky University, Faculty Senate

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### Recommended Citation

Eastern Kentucky University, Faculty Senate, "Faculty Senate Minutes, Oct. 4, 1993" (1993). *Faculty Senate*. Paper 26.  
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FACULTY SENATE MINUTES  
EASTERN KENTUCKY UNIVERSITY

OCTOBER 4, 1993

CALL TO ORDER

The Faculty Senate of Eastern Kentucky University met on Monday, October 4, 1993, in the Faculty Dining Room of the Powell Building. The Senate Chair, Allen Engle, called the meeting to order at 3:30 p.m.

The following members of the Senate were absent:

P. Creighton	*W. Davis	A. Harnack
L. Hayes	M. Hite	R. James
*M. Klatte	*T. Kubiak	*M. Myers
*T. Ricks	*K. Splinter	J. Thomas
N. Wright		

\*Indicates prior notification to Faculty Senate Secretary.

Visitors to the Senate were Mr. Brett Dunlap, Eastern Progress; Dr. Frank Williams, Philosophy and Religion; and Dr. Robert Adams, Psychology.

Senator Robinette served as acting parliamentarian for the meeting.

APPROVAL OF THE MINUTES

Chair Engle called for additions and corrections to the September 13, 1993, minutes. Senator Slusher requested the minutes to read that the visitor, Ms. Janna Edens, be changed to read Ms. Janet Edens. Chair Engle requested that at the bottom of page one of the minutes the line "Board. Any inquiries or comments to the Arlington Board should be" was deleted during printing and should be added. No further changes were made, and the minutes were approved as corrected.

REPORT FROM THE PRESIDENT

President Funderburk commented on the status of a recommendation to establish a faculty newsletter which the Senate approved last spring. At this time he has not taken any action because it removes faculty from the classroom and places them into roles other than teaching.

The President reported on recent meetings held in Frankfort which relate to proposed reforms and restructuring in higher education that will directly affect Eastern. At a meeting of the Governor's Higher Education Review Commission, which President

Funderburk attended on September 20, fourteen items that cover three major areas of higher education-- mission refinement, efficiency and effectiveness, and funding changes--were presented. The President briefly discussed each item, stating that Eastern has already implemented some of the items, needs to implement others, and anticipates modifying a third group before the Commission's reporting date (December 21) to the Governor. He also mentioned that some of the items relate to current activities of several other state-wide committees. He specifically commented about the significant impact that state budgeting priorities and the current economic downturn have had on higher education, noting that the present level of state funding received from the funding formula puts Eastern at about 70 percent of the average of funding received by comparable institutions in surrounding states. The President feels that there is a continuing need for some type of equitable funding system for all Kentucky state universities.

A new commission called the Governor's Task Force on Teacher Preparation, which was recently formed, has made recommendations that greatly concern President Funderburk. The task force is being run by the Washington based Education Commission of the States. The Executive Director of the Kentucky Council on Higher Education is the only member from the state on the task force. Some major recommendations are coming from this task force and will probably turn up as a proposed Kentucky Teacher Education Reform Act at the next session of the General Assembly. This Act will involve performance-based outcome for all educators and will include clinical training programs for all educators, a system of program approval based on performance measures, and more interaction with public schools and higher education faculties and teacher preparation programs. Further recommendations include a restructuring of higher education to determine which institutions should train teachers, the Education Professional Standards Board (old certification board) and the Council on Higher Education will recommend legislation that will assess the level of commitment to the training of teachers, the assurance of KERA's application of teaching strategies across the campus or the submission of a plan to revamp teaching methods university-wide; and legislation to enable the Council on Higher Education and the Education Professional Standards Board to review university tenure and promotion policies with regard to how quality teaching and service to the schools are rewarded. This task force will meet again and will have a report by mid-November. These are only proposals and a bill for legislation has not yet been devised. President Funderburk plans to keep a close watch on the Commission and the Task Force and will report to the faculty as necessary.

The President responded to several questions. Senator Miller wondered why there was no mention of intercollegiate athletics among the Governor's Higher Education Review Commission items. Senator Laird expressed concern over the lack of participation by universities in the Commission and Task Force. The President

mentioned that some changes will take place and need to take place as higher education undergoes restructuring. He reiterated that he will keep the faculty informed.

REPORT FROM THE EXECUTIVE COMMITTEE: CHAIR ENGLE

The Executive Committee discussed and sent out charges to the Ad Hoc Committee on Child Care, the Ad Hoc Committee on Mid-term Deficiencies, and the Ad Hoc Committee on the Registration Calendar. This last Ad Hoc Committee was authorized in the September 1993 meeting and is comprised of Senator Culross (Chair), Senator Lee-Riffe, Les Grigsby, Susan Luhman, and Loretta Leszczynski.

The Executive Committee received the report of the Ad Hoc Committee on Merit Pay, and after considerable discussion endorsed the committee report. The Ad Hoc Committee report, in the form of a package of motions, will be presented before the full Senate under items of UNFINISHED BUSINESS.

REPORT FROM THE FACULTY REGENT: SENATOR FREED

Senator Freed reported that he and Chair Engle are trying to revive the coffee roundtables on Thursday mornings in the Faculty Lounge of the Keen Johnson Building. Faculty are encouraged to talk about any topic of interest at the roundtable. Senator Freed attended two meetings in September: Governor's Conference on Higher Education Trusteeship (university trustees and regents attended and conducted various discussions and shared ideas; outside speakers also participated) and a Faculty Advisory Committee (faculty regents and trustees got together to compare notes about what was happening around the state). The next Board of Regents meeting will be October 30, 1993.

REPORT FROM THE COSFL REPRESENTATIVE: SENATOR LEE-RIFFE

Senator Lee-Riffe reported that COSFL has not yet met. Senator Lee-Riffe requested feedback on items that may need to be taken to COSFL. One concern she expressed was that no person from higher education has ever been nominated as a board member for the Kentucky Teacher's Retirement System. This may be a matter that COSFL will investigate and consider.

REPORT OF STANDING COMMITTEES

Committee on Budget: Senator Rink

The committee met this week and Senator Rink was elected as Chair. The committee plans to look at the purpose of the committee and to consider the University budget as an item on the committee's agenda.



Committee on Committees: Senator Rink

The committee will not meet until January, but the committee will consider the process of selecting members for committees.

Committee on Elections: Senator Tracy

The Committee on Elections met and elected Senator Tracy as Chair.

Committee on Faculty Rights and Responsibilities: Senator Harnack

In the absence of Senator Harnack, Senator Hart reported that the committee discussed recommendations to make to the Senate on part-time faculty this semester.

Committee on Rules: Senator Duncan

Senator Duncan has received several responses to the report submitted at the September 13 Senate meeting. He encouraged senators to send him additional suggestions or comments concerning the report.

UNFINISHED BUSINESS

Senator T. Myers addressed the Senate about an information brochure for the non-traditional student that was recently developed. He distributed copies of the brochure and requested advice for next year's brochure.

Senator Hart moved the adoption of motions one through seven from the report of the Ad Hoc Committee on Merit Pay:

**Motion 1:**

The current practice, which combines a standard award with a merit award and which bases both on performance, should continue. The standard award is a percentage of one's annual salary awarded across the board to all faculty/staff who meet minimum performance standards. The merit award is a percentage of one's annual salary and/or a share of a pool of funds divided among those who meet and exceed minimum performance standards. The merit award varies from individual to individual and is dependent upon the extent to which an individual exceeds minimum performance standards.

**Motion 2:**

Standard awards and merit awards are equally important. Ideally, the University would have sufficient funds both to ensure through the standard award that those who perform satisfactorily do not suffer a real dollar loss in earnings and to ensure through the

merit award that those who perform beyond normal requirements are appropriately rewarded. Historically, however, such funding has rarely been available. Thus, the University should balance both these needs and should recognize that an erosion in compensation for those who perform satisfactorily and a failure to reward those who go beyond expectations can each by itself have a deleterious impact on faculty morale and performance. Such an impact would undermine the primary objectives of the compensation policy -- to employ, retain, encourage, and reward faculty who contribute to the purpose, mission, and goals of the University.

**Motion 3:**

Salary adjustments, that is, increases occasioned by such circumstances as promotion, substantiated inequities, and the need to maintain the university in a position of strength, should be funded prior to the distribution of standard and merit award funds to the colleges/units.

**Motion 4:**

Academic merit pay systems shall be designed so that no less than 50% of the potential merit award for those with a full-time teaching load is based on teaching performance.

**Motion 5;**

In addition to student opinion of instruction, each department shall use a systematic method of assessing teaching performance for purpose of merit awards. This method shall include a consideration of the perspectives of students, peer, and supervisors and shall be clearly defined and communicated in the department merit pay policy.

**Motion 6:**

Departments shall consider basing merit awards on performance over a period of time longer than one year.

**Motion 7:**

Departments shall periodically and regularly reassess their methods and procedures to insure they are continuing to support the stated purpose, mission, and goals of the University.

Senator Hart stated that the motions were a product of a series of compromises which has taken two Senate ad hoc committees four years to reach. He mentioned that the university has had a formal merit policy in place for seven years and that the motions under review will be the first time the Senate has taken a position on the merit system. Considerable discussion followed concerning the intent and purpose of the motions, the need for clarification

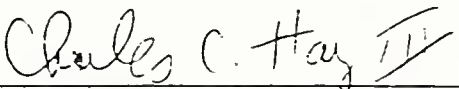
of several motions, and the reason and need for the Senate to affirm a policy which is already in operation. Senator Hart responded that the ad hoc committee felt it was the responsibility of the individual department or unit to develop specific policies and procedures concerning merit pay. The committee's function was to establish guidelines that could be applied university-wide. Senator Franke offered and the Senate accepted a friendly amendment to Motion # 5 to replace "peers" with "colleagues." Senator Miller moved to amend Motion # 4 to replace "no less than 50% of the potential merit award for those with a full-time teaching load is based on teaching performance" with "greatest weight shall be given to teaching." Senator Reed seconded the motion. After considerable discussion, Senator Ellis called for the question which was defeated by a voice vote. A question was raised concerning the applicability of the proposed merit system motions throughout the university. Senator Enzie stated that the motions relate only to the units which report to the academic affairs vice president. Other vice presidential units on campus have developed their own policies and procedures concerning merit pay. Senator Laird moved the previous question. The Senate approved by a voice vote to vote on the original motions. The Senate then approved by voice vote motions one through seven with the amendment to Motion # 5.

REPORT FROM THE COUNCIL ON ACADEMIC AFFAIRS: SENATOR ENZIE

Senator Enzie moved the adoption of a proposal from the Department of Accounting to offer a minor in Health Care Administration. The proposal was approved by voice vote.

ADJOURNMENT

There being no further business to come before the Senate, Senator Enzie moved adjournment. The meeting was adjourned at 4:50 p.m.

  
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 Charles C. Hay III  
 Faculty Senate Secretary