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MINUTES OF THE UNIVERSITY SENATE, MARCH 5, 1990

The University Senate met in regular session at 3:00 p.m., Monday, March 5, 1990, in Room 106 of the Classroom Building.

Donald C. Leigh, Chairman of the Senate Council, presided.

Members absent were: Michael Baer, Raymond Betts, James D. Birchfield, George E. Blandford, Susannah Bobys, Peter P. Bosomworth, T. Earle Bowen, Michael W. Bowling, Stanley D. Brunn\*, Joan C. Callahan\*, Rutheford B Campbell, Jr., Ben W. Carr, Edward A. Carter, Jeff Carver, Michael L. Cibull\*, W. Harry Clarke, Jordan L. Cohen, Mary Sue Coleman, Ann Davidson, Ronald Dillehay\*, James Drummond\*, Bruce S. Eastwood\*, Charles W. Ellinger, Rob Followell, Walter C. Foreman, Raymond E. Forgue\*, J. Brauch Fugate, Daniel L. Fulks\*, Richard W. Furst, Philip A. Greasley, John R. Groves\*, Marilyn C. Hamann\*, Zafar Hasan\*, Laurie R. Hatch, Robert E. Hemenway, Micki King Hogue\*, Tony Holloway\*, Alfred S. L. Hu, Bruce Hunt, Craig L. Infanger, David C. Johnson\*, John Paul Jones, Richard I. Kermode, Kenneth K. Kubota, Gerald Lemons, Linda Levstik\*, Scott Lewis, Thomas Lindlof, C. Oran Little\*, Beth Loafman\*, Ken Lovins, Bruce A. Lucas\*, Paul Mandelstam\*, James R. Marsden\*, Richard V. McDougall, Peggy Meszaros, Ernest Middleton, William G. Moody, Jim Musser\*, David A. Nash\*, Robert C. Noble\*, Melody Noland, Dennis T. Officer, Jose Oubrerie\*, Deborah E. Powell\*, Nicholas Rast\*, Doug Reed, Thomas C. Robinson, Edgar L. Sagan, Edward C. Scheiner, Fred Schwendeman\*, Michael C. Shannon\*, Steven J. Skinner\*, M. Scott Smith, Jeffrey Stivers\*, Dennis M. TeKrony, Ann R. Tickamyer, Kimberly F. Townley, Richard H. Underwood, Marie C. Vittetoe\*, Thomas J. Waldhart, Steven C. Weisenburger\*, Carolyn A. Williams\*, Eugene Williams, Paul A. Willis, Constance P. Wilson, Emery A. Wilson and Mary L. Witt\*.

The Minutes of the meetings of December 4, 1989, and December 19, 1989, were approved as circulated.

The Chairman made the following announcements:

I would like to call your attention to the fact that the Senate Rules call for a poll of the faculty to be conducted in the Spring of every other year. Since the last one was done in 1988, one is due now. However, the Institution is required as part of the current self-study process to obtain the views and attitudes of the faculty. As I understand it, this will be done in the Fall. In order to avoid duplication the Senate Council is going to work with the Self-study Steering Committee in that effort in the Fall.

Item 5 on the agenda was to be Russ Groves to present a talk on "Campus Planning", and there was a scheduling conflict that was my fault. He will be here at our next meeting on April 9.

The day after Charles Wethington was named Interim President three of us from the Senate Council had a long meeting with him. One of the things we mutually agreed on was that it would be a good idea for him to come to a Senate meeting and talk to the Senate.

\*Absence explained.

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The Chair welcomed Dr. Wethington who made the following remarks.

Dr. Wethington stated that it was everyone's intention that he try to talk with the Senate in February rather than March but in the press of things the meeting got delayed. He stated that as he talked with the Council leadership shortly after being approved as Interim President, he told them about some things on his mind that are high on his agenda for the University of Kentucky. Dr. Wethington feels that obviously at the top of that list is to do something to improve the funding base of this Institution. In his opinion a top priority is to work with the Governor and General Assembly in every way to help bring about a budget recommendation and approval for the University of Kentucky that would help stop 'the erosion in the financial base of this place.' He feels that clearly such erosion has been underway for sometime and there are few things more important than trying to get that stopped since many of the things the faculty want to do is absolutely dependent upon that state appropriation base.

A second piece of his agenda is to begin to try to pull together various facets of the University to move the University ahead during this interim period. He describes this as not the usual interim period. It is a time, not of his choosing or the faculty's choosing, when the University was going into a General Assembly session after David Roselle's announcement of his resignation. He stated that if the announcement had been at a different time there possibly would have been an opportunity for a much more 'usual kind of interim period.' Beginning with the Senate Council leadership he wanted to try to pull together various facets of the University from faculty to board to lay leadership throughout the state to help with the problems facing the University.

A third objective is to help further increase improved relationships between the University system and the Community College system. He feels he is likely the one person who is in the best situation to try to work with Community College faculty and others to try to bring about some healing and get the University System and the Community College System moving all in the same direction at a very critical period of time.

He stated that a lot has been done and yet nothing has been done in getting something completely accomplished in Frankfort. He feels that it is very easy for him to characterize the next three weeks as the most critical we have seen in the Commonwealth of Kentucky for a long time and not just for the University of Kentucky. Dr. Wethington pointed out that as we look at an education reform effort and improvement package in the state, which has pretty good consensus, but with about three weeks left in the session has not yet come out in bill form. It is likely to be dropped in the 'hopper' this week. This will represent a massive change in the elementary and secondary education system in this state. In his opinion that bill has the potential of turning around a perception and reality of an elementary and secondary system in this state which really does need significant overhaul and improvement in financing. He feels that

passage is critical to move the state forward educationally and economically.

The second part of that, he stated, is that at this time there is a significant revenue measure proposed by the Governor. He added that it is very seldom in this state that there is a chance to even talk about voting up or down a billion dollar tax increase. He assured the Senators that some significant revenue increase like this is critical if major improvements are going to be made for elementary, secondary, higher education, human services and other state services which need significant improvement in the revenue base. Dr. Wethington stated that the size of the tax increase and the relationships between the executive and legislative branches have made this a much tougher process than usual when a governor has made his or her budget proposal. He added that no revenue package has yet been put together in the house which must have 51 votes to get something moving. His appeal to the Senate was for them to urge the General Assembly members to get behind the revenue proposal. He stated that the University's position is not one to determine what the revenue package is but to urge the passage of a bill to fund the proposal which the governor has made. He asked the Senators to help in any way they can to support the budget proposal which will make considerable difference in the University of Kentucky and in education generally in the state. He added this is the best budget proposal the University of Kentucky has had in the 80's. It is the best proposal the Community College system has ever had. He feels this is a result of the Council on Higher Education changing the formula use policy which makes it more beneficial to those institutions that are farthest behind in the formula and the fact that the Governor has recommended considerable additional funding for higher education. He stated there are some facilities that have been proposed for funding, some renovations, and deferred maintenance items, which are very important for the University of Kentucky. In his opinion, all of these are contingent upon there being a significant revenue proposal passed in the General Assembly.

Dr. Wethington stated that whatever happened in Frankfort there must be a 1990-91 operating budget for the University of Kentucky. There are already sessions inside the cabinet to look at budget issues and concerns for 1990-91 without knowing what the dollars are going to be, but he has asked groups to let the Chancellors and Vice Presidents know about those issues that need to get to the top of the list. He stated that obviously faculty and staff salaries are at the top of the list of priorities and hopefully some salary catchup depending on the dollars available. He is aware, as he meets with various groups on the campus, of the sincere expressions that budget decisions should help improve the competitiveness which the University must have in the graduate area whether it be additional graduate assistants, salaries, fellowships or tuition matters that deal with the whole question of making the graduate program and graduate student issues come to the forefront.

Dr. Wethington stated that a major project for the University is the Institutional Self-Study. His approach to the Interim Presidency

is not to delay anything that does not have to be delayed. Because of the nature of the task he feels the Self-Study is one that should move ahead. With the assistance of Loys Mather, who agreed to head the project, Jim Hoagland and David Nash as Chair and Vice-chair, the Self-study is underway. Dr. Wethington has asked the Chancellors and Vice Presidents to choose their best people to be a part of a steering committee. He feels the Self-study is an important project for the University, especially at this time. Because of the size he said that there would be a lot of time and effort devoted to the study. He encouraged getting good people for the various committees and steering committee, getting the Chancellors and Vice Presidents involved and making it an institutional self-study, not a faculty or administration self-study. He assured the Senate that during the time he works with the process he will try to get involvement, to get good support for the project, and that the kinds of efforts made will get disseminated in order that faculty will know what is going on in the process.

One of the things Interim President Wethington did delay is the capital campaign. He believes that an interim president should not initiate a capital campaign and that a new person coming into the presidency would not want to take on a capital campaign during his or her first year. He assured the Senate that the University is moving ahead in the process of encouraging and pushing private fund raising in every way during this time. The University has been successful at private fund raising even without a capital campaign and will continue to do so.

Another thing he delayed with good advice from everyone is the search for a Vice President for Research. The decision was that the search should not go on during the interim presidency because the person chosen would want to know who the president is going to be. The search will be continued at the proper time.

Dr. Wethington stated that one of the issues coming up at the Board of Trustees meeting is the issue of the Robinson Forest which continues to be almost an annual event. He stated that the new effort involves the application for a permit for mining, not in Robinson Forest but in an area adjacent to it. He will take a report to the Finance Committee of the Board of Trustees and will ask the Finance Committee to address specifically the issue in question. He assured the Senators that as interim president he would not propose any change in the University's position which is not to mine Robinson Forest.

Dr. Wethington stated that jointly between the administration of President Roselle and the Senate Council there were committees appointed looking at the minority issues on the campus, particularly black issues and concerns and at women's issues and concerns. He has assured the Senate Council Leadership early in his term that these are two matters that much concern him. He stated that he would support the efforts of the committees just as they had been supported during the time President Roselle was here. He has met with Dr. Bosomworth and some of his staff to look at the whole question and

issue of cultural diversity and concerns about making this a better work environment that is very sensitive to those kinds of issues and matters that deal with cultural diversity. He was much impressed with what he saw happening there and his understanding is that this is just one of several efforts that are ongoing both in the Medical Center and throughout the Lexington campus. He stated that Peter Bosomworth, Bob Hemenway and Ben Carr in the Community College System are dealing with issues and concerns that try to make all of us more sensitive to matters which may impact a particular group of employees in this place. He wants to add his support and strong backing for trying to make this an even better place to work than it is today.

Dr. Wethington stated that as he came into the role he knew there were many individuals across the campus he knew well and with whom he could work. He is doubly convinced of that today. He assured the Senate that in whatever he has gone about he has received excellent cooperation. He stated that such cooperation speaks very well for the entire University of Kentucky. He expressed his deep appreciation for that. He believes this is a time when the University must put its best foot forward and try to move along in the best possible way. He said that together with faculty, staff, administration, the Board and external support there is a chance to keep the University moving in the direction that has been set in the last few years. He believes there is an excellent strategic plan in place. He thinks the University's direction is set very well, but that does not mean it cannot be improved or changed. Dr. Wethington stated that he will be supportive and add his voice to trying to get done that which the University has determined to be important. He expressed his deep appreciation to the Senate for their support, encouragement, and willingness to work with him. He dedicated and pledged to the Senate to do everything he could to work well with them and move the University of Kentucky toward the future during this interim period.

The Senate gave Dr. Wethington a round of applause.

The Chairman asked if there were any questions. Professor Hans Gesund (Civil Engineering) stated this seems to be a uniquely propitious time for the University to pull together the Lexington Campus and the Community College System. He added that Dr. Wethington had spoken about the communication between the two systems. He would like to see more students, particularly those that are not academically strong, to go to the Community Colleges for two years and then transfer into the College of Engineering. He said that he had run into difficulty with the Admissions Office because they do not seem to want to integrate the admissions process of the two systems. He stated there are certain impediments to the students who may want to later transfer. He is looking toward trying to integrate the academic preparation of pre-engineering students in the Community Colleges. He wanted to know if there is some way Dr. Wethington could help. Dr. Wethington stated that there is an experimental process at Elizabethtown which was designed to make the flow from the Community Colleges into the University System a much easier one. He added that he gets the same kinds of questions from the Community College faculty and there is a plea for a better relationship generally and part of that involves transfer students. He is well aware that there are enough things to

be done that no one individual or part of the entire University needs to be blamed. Dr. Wethington is committed to trying to help with improving the process in any way he can.

Professor K. R. Subbaswamy (Physics and Astronomy) asked what Dr. Wethington's plans are for the Office of the Vice-President for Research during the interim period beginning July 1. Dr. Wethington has not made a decision on that, but he has been getting a lot of advice. He has had several sessions with Professor Royster and one or two sessions with Drs. Bosomworth and Hemenway. He has in mind some kind of interim arrangement that would bring someone into that position during the time there is an interim president. Dr. Wethington stated that he had not made a decision as yet, but he will be getting the proper people involved in making that decision with him. He has some ideas and the one thing he wants is to assure everyone that there will be no back off in the commitment of the University to move forward with support for its graduate and research programs. He stated that he would work to insure that what is done in this interim period is truly the best in order to keep the focus on research and on graduate students that the University of Kentucky needs.

Professor Marcus McEllistrem (Physics and Astronomy) stated that he had heard mining in the forest would provide something like a five cent per ton fee that would amount to about one and three-quarter million dollars for the University of Kentucky. He did not know if that meant mining adjacent to the forest or mining in the forest. He wanted to know if the opposition was to mining in the forest or mining adjacent to the forest. Dr. Wethington stated there are no plans to mine any part of Robinson Forest which the University of Kentucky owns. The proposal is mining land adjacent to Robinson Forest which the University owns, the impact of which does, Dr. Wethington believes, present some threat to the water sheds and research efforts which the University has undertaken during the last thirty years. So far as Dr. Wethington knows, there is no proposal by anyone to mine land which is actually owned by the University of Kentucky.

Dr. Wethington told the Senate he appreciated their time and would come again upon their invitation. Again he was given a round of applause.

The Chair recognized Professor Carolyn Bratt (Law) for a report on the Presidential Search Committee.

A Summary of Professor Bratt's remarks follow:

Professor Bratt stated that William Lyons, Loys Mather and she are the faculty representatives on the Presidential Search Committee. Since Professor Lyons' report at the last Senate meeting, the committee has met twice. She stated that the committee is getting a lot of press coverage, so everyone should be aware the committee is meeting. The first time they met was primarily an organizational meeting in which Dr. Paul Sears was elected to function as the secretary for the committee to keep track of the various applications that would be coming in and also to take care of the advertising of the position. She stated that Edythe Hayes is the only member of the Presidential Search Committee who has been through a presidential search. Dr. Sears shared with the committee the

chronological timeline that the last Presidential Search Committee used in searching for candidates and interviewing them.

Professor Bratt reported that the committee met again on March 2 to do some substantive work as opposed to getting a sense of what the committee is supposed to do. The committee approved unanimously a statement of required qualifications that they would like to have in a new president for the University. The qualifications are the same ones the Board of Trustees approved the last time when the search resulted in the selection of David Roselle. The ideal candidate would have academic qualifications of a distinguished record of scholarly achievement, leadership abilities, and the candidate would have public projection. Public projection means the candidate could articulate the mission and the goals of the University not only in the University community but to various constituent groups and the legislature.

Professor Bratt stated that after approving those criteria that the committee felt necessary for a candidate to meet, they approved the text of an advertisement for the position that will run in the Chronicle of Higher Education either March 14 or March 21. The ad will also run in Black Issues which is an attempt to indicate the University's commitment to recruiting a diverse candidate pool and also in a publication called Initiatives which is aimed at women who are in academic leadership positions. The committee also talked about other ways of making it known that the position is available and that the University is seeking candidates.

Professor Bratt stated that one of the first things the committee will do is to send a letter to every member of the faculty and administrator in the UK system soliciting nominees. Letters will also go to the chief executive officers of institutions belonging to the National Association of Land Grant Universities and to the National Association of Research Libraries. The committee will solicit nominees from the chief executive officers of well-established, four-year, liberal arts colleges. She added that there will be an open letter in the Kentucky Open Door to reach all of UK's alumni telling them about the process.

Professor Bratt reported there would not be a firm cutoff date for applications from prospective candidates. There are recommendations against having a firm cutoff date because very often the best candidates show up further along in the process. However, the ad will have a statement that the committee will begin reviewing applications on May 11.

Professor Bratt told the Senators their role was more than merely sending names across campus to the committee. The committee wants help with the process of not only identifying who would be outstanding nominees for the position but help with the 'courting' of those people so as to convince them that they ought to apply, stay in the pool, and to give the University serious consideration. She feels that is a critical role because the committee does not have enough people to be able to do that with everybody that might be a

really viable candidate. She suggested going beyond just merely identifying candidates and playing a part in the process of encouraging the people nominated to be serious and stay through the process.

Professor Bratt stated that the committee would not be able to discuss individual applicants for the position. The committee has agreed those names cannot be circulated because it scares off some of the very best candidates. When the candidates are brought on campus, obviously their names will become known.

Professor Bratt asked for any questions or suggestions to carry back to the committee. Professor Lester Goldstein (Biological Sciences) stated that he had heard reservations about the openness of the search. Because of that, faculty here will not ask their colleagues from other institutions to apply for the position. He wanted to know if Professor Bratt could give any assurance about the openness of the search. Professor Bratt stated that she could not speak for anyone other than herself and the other two faculty members. She believes that the three of them are committed to an open national search. Her own feelings are that until proven otherwise, she will assume the committee is doing a full, fair, national search. She assured the Senate that the three faculty members are watching very carefully to make sure that in the initial stages everything is done correctly. She stated that she cannot guarantee that the Board of Trustees will select the right candidate or the one someone might want, but the committee has to go forward with the idea that this is what is going to happen until proven otherwise.

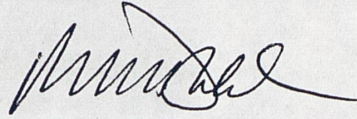
Professor Marcus McEllistrem (Physics and Astronomy) wanted to know if all members of the Search Committee had been able to participate fully so far. Professor Bratt stated that Judge Wilhoit has not been at either one of the meetings. Her understanding is that he has been ill, but the committee has been assured that he will be participating at all meetings after May 11 when candidates will be reviewed. Professor McEllistrem wanted to know if any consulting firms had been involved and how they would be used. Professor Bratt stated there seems to be a majority sentiment among the committee members to use a professional firm to assist in the search. The experience last time was that the firm did not do very much to identify candidates other than those identified already. The firm did not really add very much to the pool by way of suggesting significant candidates. What the consulting firm does is background checks on the various candidates that the committee is seriously interested. The committee needs to make sure that the candidates have the degrees they claim to have. Professor Bratt does not feel it is important for the consultants to provide names of candidates.

The Chair reminded the Senate and the news media that the list of candidates for Honorary Degrees is to remain confidential until approved by the Board of Trustees. Chairman Leigh recognized Professor George Herring, Chair of the Committee on Honorary Degrees, to submit the names of the nominees for approval by the Senate. Professor Herring read a brief biography of each of the nominees.

After the presentation, Chairman Leigh asked for a motion to approve the candidates. Motion was moved and seconded. There was no discussion and the motion carried.



Student Senator Rob Lohman called for a quorum. There were 34 in attendance. The Chairman adjourned the meeting at 4:05 p.m.

A handwritten signature in cursive script, appearing to read "Randall W. Dahl".

Randall W. Dahl  
Secretary, University Senate