

University Senate Special Meeting
October 22, 2012

The University met in special session at 3 pm on Monday, October 22, 2012 in Center Theater of the Student Center. Below is a record of what transpired. All votes were taken via a show of hands, unless indicated otherwise.

Senate Council Chair Lee X. Blonder called the University Senate (Senate) meeting to order at 3:00 pm. The Chair welcomed senators and guests to the special meeting called by University Senate Chair (and President) Eli Capilouto. The Senate Council Chair reminded those present that Senate meetings are conducted in accordance with Kentucky's Open Meetings Law and follow parliamentary procedures. She noted that Sheila Brothers was taking minutes; Michelle Sohner was serving as Sargent-at-Arms; and J. S. Butler was Parliamentarian. She further explained the agenda for the day: President Capilouto called the special meeting to address the Senate Council's (SC) memo of October 4, 2012 and the Senate's resolution supporting that memo on October 8, 2012. The memo described the feedback received on the effect of the first and anticipated second round of budget cuts.

The Chair said President Capilouto would give a presentation and then answer questions from the floor. Senators would be given preference but the President hoped to answer all questions as time permits. She reminded senators and guests to state their name and academic affiliation before speaking. Students were providing microphones and paper for those who wanted to ask questions anonymously. The President would also be taking questions via email and Twitter. The meeting was live-streamed to UKNow and recorded for future viewing. The Chair then turned the meeting over to President Capilouto.

President Capilouto thanked senators and guests for attending. Prior to beginning his presentation, he said he stood with everyone else regarding the current budget situation. He said that he did not have all the answers, or even know all the questions. The budget process for the year included inviting input and feedback. President Capilouto acknowledged that many people were in attendance because they think the biggest problem is the President. He then offered a presentation to senators and others in attendance; it was approximately 35 minutes long. When he was finished, he said he was happy to answer questions. Those present offered him a round of applause. The President regularly thanked those present for asking their questions. Many of those asking questions thanked the President for attending and interacting with those present.

Berry, a faculty member from the Department of Psychology, asked how the University could have a good outcome with such large cuts in graduate fellowships. President Capilouto asked how Berry was informed of the cuts. Berry replied that he received a memo from the Graduate School that laid out the various funding levels for academic year (AY) 2013-14. The President said that he hoped to grow revenues in smart ways to support graduate education. No final decisions have been made in those areas and he was happy to look at that issue again.

Edwards said that while the President did not make individual decisions regarding colleges' budget choices, there were colleges where academic advising has been drastically cut. Edwards asked how the cuts were in line with the University's efforts to increase retention. He asked further if there were any University-wide plans to ensure academic advising will continue in the future. The President said that more information needs to be gathered about advising across colleges, including the graduating senior survey and trends in terms of satisfaction in advising. The President was committed to strengthening

advising, but currently UK did not have the full complement of technology to support advising; efforts toward easier course planning and degree auditing software used by advisor and student were ongoing.

DeSantis expressed concerns about the salaries of ex-deans – previously they were paid through the Office of the Provost, but they are being transferred to the home colleges for fiscal year (FY) 2013-14. He said that in his department, the Department of Communication, they will be paying the salaries of two ex-deans. The current college dean is also homed in the Department of Communication, so the department will be paying almost 50% of its budget in salaries for three individuals. The President suggested that Interim Provost Tracy offer an answer. Provost Tracy said that his office was working with the Office of the President so that salary support would be phased in over three years; affected departments will be responsible for funding one-third of salary in the first year, two-thirds of salary in the second year, and the entire amount in the third year. The transition plan includes offering colleges some nonrecurring funds for salary support.

Larson said that graduate programs were already strained; the budget cuts to graduate school fellowships would have an immediate impact on quality of undergraduate instruction, as early as next fall. She thought the President's presentation implied that graduate education was a drain on UK's budget. She asked the President to clarify his position. President Capilouto thanked Larson for sharing her impression; he thought he had acknowledged what he thought was a fair assessment in differences in costs of funding graduate education. He also acknowledged that there is teaching by graduate students that is not entirely factored in. He said he recognized that graduate school assistantships help students grow into future opportunities. UK is low in stipend levels for a broad array of programs; a bigger question is how to generate funds to grow graduate programs in UK's current circumstances. The decline in federal funding for graduate students is also a problem. If UK smartly grows undergraduate education, UK can fund graduate education at increased levels. An undergraduate enrollment increase of five percent will bring in \$10 million in recurring monies annually.

Brion referred to the RCM (responsibility-centered management) budgeting process and said she was concerned that UK's new budget model will have a negative impact on the collaborative process. She was told faculty should stop cross-listing courses because they will be viewed as an inefficient use of resources in the new budget model. The President expressed clear support for collaboration and said the need to protect that came up in every discussion regarding the new budget model. He said the principles for the new budget model will include continued support for collaboration.

Guest Vershawn Young, a faculty member from the Department of English, wondered how the President could object to asking select senior administrators to endure a five percent reduction while employees are being fired. President Capilouto said that anytime someone loses a job at UK it pains him; it also pains him to think that UK is not properly preparing itself for the future and for future jobs. He said he would not rescind any commitments the University has made to any individual, which is also fair.

The Chair said that she had a question from the audience. The President was asked to speak to his commitment to hiring women and individuals of color; recent hiring decisions were made in favor of white males when women and individuals of color were represented. President Capilouto replied that every search committee is composed to support the values of diversity. Great efforts are made to find a diverse pool of candidate and the best person they can find is hired. He said decisions are made with a perspective towards diversity and gender, which is a continuation of what he found when he arrived on campus.

M. Wright noted that the north campus parking lot [across the street from Blazer Hall] was permanently closed that morning in preparation of construction for the new dorms in the area. She asked him to comment on why the closure had to occur in the middle of the semester after students had already purchased parking permits and the short notice of only one week. The President asked Vice President for Facilities Management Bob Wiseman to answer. Guest Wiseman said that the construction period for the new residence halls was constrained by the expected opening date of August 2014. After backing up 18 to 20 months for a construction schedule, it brings it to October 2012. He said that the loss of parking spots was anticipated and there are a few back-up plans in place. He added that the master campus plan will include consideration of parking.

O'Connor said that UK needs a top-notch distance education program like those in the Department of Communication. She commented that UK's distance education technologies, such as Blackboard, are suboptimal. The President replied that he agreed with her. He would not tell people what to do exactly, though, but would encourage people to continue to move forward. UK needs a more efficient technological infrastructure to excel. He commented that he was dazzled by the online programs offered by the College of Communication and Information which were offered through less than optimal circumstances.

Wasilkowski said he could understand that the President did not or could not reduce the salaries of former deans and current administrators. It would be fair, though, if former administrators returning to the faculty ranks could be required to have a DOE (Distribution of Effort) that includes teaching, research and service, not just nice offices. President Capilouto said he understood sensitivity to those matters. While he does not have much to do with those discussions, he will take such concerns seriously.

Prats said he accepted the economic reality as explained by the President but that UK fails if it does not somehow include dreams of higher education while discussing the budget. He asked President Capilouto what President Capilouto and his office can do to allow the dream of education turn into reality. The President asked Prats about his ideas and Prats said he would get in touch with the President's office.

Guest Heather Davis, president of the graduate student conference, asked President Capilouto to explain his vision for the role of the Graduate School. The President suggested that Provost Tracy could best answer her question. Provost Tracy said that the Graduate School is an academic unit like any other and is proposing reductions and then walking through those cuts with the Provost. No final decisions have been made regarding graduate students – the FY 2013-14 budget is still under discussion.

Grossman thanked the President for responding to questions and said it would be helpful for it to happen more often. He said the numbers that seemed to upset people more than any other are the \$20 million being put aside for debt service on buildings; setting that money aside is seen as generating a false crisis since the legislature still has not given UK bonding authority. Grossman questioned why the entire amount has to be allocated immediately. The President said that he would not repeat the dire statistics on UK's infrastructure. UK is throwing good money after bad by spending money to patch problems and retrofit small labs and outdated buildings, which is wholly inefficient. UK could continue to limp along, spending \$2 - 3 million to cobble things together. UK asked the legislature last year to consider a flexible list of projects so UK can combine philanthropy with debt service; this was included in the Governor's budget, but not in the final budget from the legislature. When President Capilouto spoke with legislators, they repeatedly asked how UK would designate monies to pay for service on debt. One way to get building authority from the legislature is to demonstrate that UK has explicit monies in the

budget for debt service. The monies set aside for debt service will not be used as a piggy bank; faculty will be consulted on how the monies are spent.

Wood asked a follow-up question – has the President done a cost-benefit analysis to see what the impact of the budget cuts on the educational mission? The President replied that in addition to needing to create a building fund, UK also needs to address uncompetitive salaries. He referred to a staff member who told him that their salary has not improved significantly in five years; new hires are paid more than existing employees. The President said he was trying to balance a variety of concerns. He said he understood Wood's comments and those concerns are why Provost Tracy is working so closely with units to understand the impact of the budget targets UK is aiming for. He said he remained encouraged by UK's enrollment and what it means for revenues. The Provost has flexibility to look at the entire academic mission and address pressure points.

Farrell said that his concern as a senator pertained to what he has heard has been the reception of the Senate's voice at the level of the Board of Trustees (Board). Last spring, the Board approved the contested Gatton College of Business and Economics restructuring, which the Senate voted against but the Board approved. Farrell saw a quote from the Kentucky Kernel where the Vice Chair of the Board seemingly questioned whether the SC represents UK's 2000+ faculty. He said that he hoped, going forward, that when the Senate speaks everyone recognizes that the Senate speaks on behalf of all faculty. President Capilouto said that he worked closely with the Senate and the Board during the last year and a half; when the President and his administration share the challenges that are expressed by senators they are heard and internalized by Board members. The Board has the highest respect for what the Senate upholds. He said the Board also wants to be strong advocates for UK; they are UK's strongest advocates at the governmental level.

Farrell asked a second question. The financial model that started in the 1960s seems to be moving towards this value-based financial model, a place where individual units are now required to be entrepreneurs, however not all units have a focus on selling tickets – they are selling education. Farrell thought that the University is starting to ask individual units and employees to raise money, which are responsibilities for the President and his staff. President Capilouto said that UK's employees are the ones that make things happen at UK – the President should not make all the decisions on a \$2.7 billion budget on his own. He said the financial model is now far more complex than what was present in 1960. He also said he remembered when he visited the College of Fine Arts and someone told him that they felt "put upon." President Capilouto said that comment has stuck with him. He sees a values-based budget as a way to empower employees. For example, he said that when he visited the College of Communication and Information, he was amazed at what they had done in their fully online degree program, which includes Google Labs. He said the program recruits nearly half of its students online through Google ads through which it also receives additional income. The President said that although some may not like it, developing recruitment strategies is something to consider when creating a program. The income that program receives has increased tuition by about \$800,000 and is used to fund their vast array of people, talent and depth of teaching. The administration cannot make micro-decisions for every program; the President wants to empower individuals to make decisions for their own programs in a fair way that respects interdisciplinary activities and creates opportunities for individuals to thrive.

Hippisley referred to the President's comments earlier on about research and wonderful faculty. Hippisley said that those points are not disconnected – faculty are wonderful because UK is such a strong research institution. Faculty see undergraduate programs and graduate programs not as

disjointed, but part of a seamless web. Research done by faculty leads to strong graduate programs, which lead to great undergraduates. Paul Lawrence Dunbar High School [Lexington, KY] has a program where students have internships with research faculty and many students involved in that program come to UK for undergraduate work because they had such a wonderful time with their research activities. Any threat to a graduate program is a threat to an undergraduate program. President Capilouto said that all the things that have been talked about during the meeting thus far come back to education and putting students first, which the President agrees with. The Office of the Provost was reorganized to do just that, and also support student success, both undergraduate and graduate students. Support is not divided between the two. The President said he wanted UK to grow its way to the top rather than cut and hunker down for the future. Strong undergraduate education provides an opportunity to grow. That cannot be done without an outstanding faculty, and cannot be done by unfairly compensating faculty and staff. President Capilouto agreed with Hippisley's characterization of undergraduate and graduate education.

Heath Martin referred to the periodicals that the President mentioned in his presentation. He said there were concerns about the book budget, the number of faculty and staff needed, and the modern facilities to appropriately support the Libraries. He asked about representation from the Libraries on the Provost's Search Committee. President Capilouto replied that it was not possible to represent every unit and/or college on every search committee. The President expressed support for the Libraries and the incredible resources Libraries is for the University. He referred to the work Libraries has done with other educational units, about best uses for space, to meet the educational needs of students. He said that the values-based budget model will help maintain accountability for necessary units, which includes Libraries.

Guest Brea Perry, from the Department of Sociology, said she had one specific request from the SC's memo was to have a faculty body to advise the President on budgetary issues. The President's response was to appoint people to existing committees – how does the President plan to prevent faculty from being overlooked in such discussion in the future? The President said that the committees already had faculty on them; he was adding more. He deeply appreciates others' perspectives. President Capilouto is still looking for budget planning ideas, from which the committees will make recommendations. He said he expected to receive additional input from the Senate again.

Guest Ashley, a graduate student from the College of Arts and Sciences, said it seemed that the President was emphasizing undergraduate education at the expense of other programs. She expressed concern that he was not fully addressing some issues in graduate programs and in research programs. UK is a research institution and needs to be able to address such issues. She referred to the construction projects for undergraduate residence hall and the anticipated 2,000 additional beds. She wondered if UK will be able to fill those halls, which will be in addition to existing residence halls. She also wondered if increasing faculty loads, due to loss of teaching assistant (TA) positions, will be offset by increasing numbers of faculty. President Capilouto replied that UK turns away hundreds of students every year who want to live in a residence hall, but for whom there are insufficient numbers of beds. Approximately, only 600 of UK's 6,000 beds are in modern facilities, yet 85% of students requesting housing want to live in the modern housing. The new residence halls will improve the campus' physical condition and is being done without any debt on UK's part. He said there are people who are looking at the issue of fair teaching loads and how decreases in the number of TAs affects faculty teaching loads, particularly since faculty teaching loads vary widely across campus. He said he wants to work with deans to be sure resources are assigned appropriately.

Guest Carlos de la Torre, a faculty member from the Department of Sociology, said he was disappointed that the President was not addressing issues the way Torres would like. UK's Athletics program is growing but he is not convinced there is a crisis and subsequent need for all the painful budget cuts. The cuts will result in lost jobs and increased teaching loads, which will transform a top research university into a mediocre teaching university. President Capilouto replied that the things people talk about often cost money; how best to allocate resources and empower faculty to shape their destinies is what he is most committed to. The President said he had been very open and transparent regarding the budget, avoiding a rush in the late spring. He added that course section sizes were important to him – they affect the quality of learning and he is deeply committed to improvements.

Truszczynski said that academia was being put under pressure. Until today, there have been no discussions on campus to close the gap between faculty and administrators. Faculty have thought and spoken at length, but it seems that the administration sees things differently. Truszczynski asked the President to pledge to close the gap and create meaningful opportunities for staff, faculty and students to express their opinions, perhaps every semester. The President said he was happy to attend Senate meetings, although he has a conflict for the November Senate meeting. He said that during his nine years as provost and attending senate meetings, he only missed a handful of meetings. He is comfortable sharing information and welcomes the idea of forums. Meeting with small groups has also been helpful to him – he appreciates questions that challenge.

D. Anderson asked the President to share his philosophy on shared governance. The President noted his reflections on his past activities as a faculty administrator. He sees the people attending the meeting as the people who make things happen. President Capilouto said he wants to further empower units to have levers to pull to make things happen. It is not just responsibility from administration – the art of shared governance is further empowering individual colleges to control and have responsibility for making decisions.

The Chair said that she had several questions for the President. She said one question pertained to the 4%, \$26 million cut for the College of Arts and Sciences. If just half of that is absorbed by cutting TA positions, approximately 100 courses per semester will go untaught – how does that advance undergraduate education? President Capilouto replied that he was positively encouraged by trends in revenue and areas set as targets. He is working with units to honestly discuss the budget cuts and their effects. He said he could not comment on specifics, but will continue to address concerns moving forward.

The Chair offered another comment from the audience. In 2010, UK created a five-year vesting period for retirement benefits. The upcoming budget cuts will likely result in UK taking back pension benefits from those who are asked to leave. It seems like UK will make money from firing people. President Capilouto said he did not know the details of the vesting plan and apologized for being unable to answer the question.

The Chair read another question. Can the President give a best- and worst-case scenario for cooperative extension? The President asked for a show of hands of those who know about cooperative extension. About half those present raised their hands, so the President prefaced his response with a brief description. He said that cooperative extension offices are both service units and academic units; if the six percent state cut was passed on to these offices it could result in some very stark situations. Therefore, after a lot of conversations, the cuts to cooperative extension for all 120 counties were mitigated by tuition revenues.

Guest Eir-Anne Edgar, a student on the executive board of the graduate student congress, said that after two hours she was still waiting for specifics on the effect of budget cuts on graduate education. The President replied that he and others were still in the process of open exchanges prior to making decisions. He said he could not provide specific answers at the current time. Grossman asked the President if he could say when he would be able to report on final decisions and if there will be opportunities for further input prior to final decisions being made. President Capilouto said that discussions with units across campus are ongoing – those are very good opportunities to offer feedback. Once the next round of discussions and tentative decisions occurs in November, he will come back for more Senate feedback.

Debski said she was having trouble with the idea that faculty and others were told they needed to have plans in to the deans by October 1, for further assessment in October by the Provost and President to determine the impact of the cuts. Now, at the end of October, the President still does not have any sense of the immensity of the cuts. At the same time, the President has said several times that nothing has been implemented. That is difficult to believe since fellowships have been cut and staff advising in the College of Arts and Sciences was extraordinarily disrupted and essentially dismantled; faculty are now doing advising in the Department of Biology, for one. She asked about a cost-benefit assessment of such deep cuts and requested the President moderate the \$20 million set aside for debt capacity. President Capilouto said he needed to correct the figure he quoted – it is \$15 million, not \$20 million. He continued that he was giving his commitment to listen and gather information, such as is occurring during the day's special meeting. He said he has an obligation to look across units on distributing resources and addressing the issues Debski raised.

Debski offered a follow-up request. She said that it seems the President has been a little inflexible regarding his budget plan, which is exactly the same plan as presented last year, for FY 2012-13. She asked the President to give concrete examples of how input has changed any parts of the budget plan. The President said he would prefer to wait to offer such examples until after decisions have been made. The budgets have been put out there as targets to generate discussions that continue to take place. There are trade-offs and forces at UK that require decisions to be well informed and as good as they can possibly be. Debski wondered if that was the answer the President would give to employees who were recently given 90 days' notice. The President said that Debski should speak with her dean or with the Provost about personnel matters.

Gross said his question pertained to budgetary transparency; he thought that to some extent, President Capilouto was suffering the sins of past administrations. UK has never been good at budgetary openness. Employees are told not to listen to rumors but then employees hear about alternatives that are being considered. He said that for budgetary openness, employees need to know what the alternatives are. Employees cannot comment on how alternatives will affect programs unless employees know what the alternatives are. The President thanked Gross and said it was a fair statement.

Christ expressed agreement with Gross's comment and said that maybe the most important point in the SC memo is a request for a committee of faculty that has de facto responsibilities regarding policy issues, including budget cuts. She said that there was a problem with a model that demands cuts of small, low-level units which are informed by faculty discussion, but any discussion about what cuts will be alleviated go from the top down. There also needs to be better plans for incorporating consensus-building mechanisms into policy decisions. President Capilouto said that he hoped that as UK moves forward that many decisions will start resting with the college and will not involve central administrative

oversight of every decision. In the meantime, he and others are really trying to engage as many people as possible on all issues.

Guest Michael Cavagnero, a faculty member from the Department of Physics and Astronomy, said that other universities are going through budget changes, which brings about potential for change and problems, particularly with respect to chasing credit hours. He said the troublesome part of the change in budget models is taking place at a time of budget cuts and no permanent provost. A new provost will come in right after a lot of changes to rules in a short period of time and UK will have to accept those changes. Cavagnero questioned the wisdom of all those things occurring at the same time. The President said that introducing any budget model involves potential problems. He does not want to introduce volatility by introduction of any new budget model. The intent is to attempt a step forward in transparency. President Capilouto said he wants units to have time to adjust to a new budget model, in addition to offering an enduring mechanism to allow units to look five years forward when planning and addressing issues. The other universities with new budget models also tweaked the model along the way; such tweaks are inevitable and will be done after great consultation with stakeholders.

Guest Frank Richardson, a graduate student from the College of Engineering, said he was particularly concerned with the disjoint between undergraduate education and graduate education. He said he has spent two-thirds of his time at UK serving as both a TA and residence hall advisor (RA) and has heard a lot of feedback from students. That feedback indicates that TAs serve in a unique position, improving communication with students who are closer in age to TAs than the average faculty member. The student said that he hears over and over again how instrumental TAs are to student success. He was disturbed by the President's unwillingness to look at the previous contracts made with non-senior administrators, such as graduate students, about the environment in which graduate students will be working. The President thanked him for his comments.

Guest Daniel Fonfría Perera, a graduate student in the Department of Hispanic Studies, spoke about rumors in the Department of Hispanic Studies about pushing online courses in all departments – teaching foreign language is one area in which online learning is not pedagogically sound. The President replied that he did not intend to force any unit to do anything. Faculty have control of the curriculum and that is how it will remain. The faculty have the responsibility to know how to teach and oversee how learning takes place. He said he shared with those present the forces facing UK. UK needs to empower colleges to set up systems to introduce and integrate appropriate technology into appropriate areas.

The Chair asked additional questions from the audience. Why does the President cut teaching positions but create position that take up money. The President replied that his office and the office of the Provost were restructured, with a number of position eliminations. He said he would let Provost Tracy speak for his area, but noted that assessing people in terms of revenue production could be taken to a place that is not helpful. Provost Tracy said that during the reorganization of the Provost's area, four associate provost positions were eliminated and one was created. The new position was created to better align with the goals of student success. The number of direct reports to the Provost decreased from 34 to 26, with some positions being kept but changing the reporting structure. The overall intent is to improve student retention.

Pienkowski said it would be helpful if faculty could have a formal, written business plan that details the alternative courses of action that were considered and rejected. President Capilouto said that many trustees expressed an interest in having unit plans at every level. He said it was fair to look at business approaches to how UK functions, because while UK is business-like, it is not a business and not

everything can be measured in dollars and cents. He proposed the overall budget in general terms and is currently weighing alternatives. The President said he was happy to return to the Senate and discuss alternatives in the future.

The time was shortly after 5 pm. The President said he would stay to answer questions as long as folks wanted him to stay.

The Chair asked another question from the audience. The Provost was asked to comment on cutting back on student services, the Diversity Center, the Writing Center, etc. Provost Tracy said that all those areas and other areas of student affairs are going through a methodical process to determine what negative impact would occur if they were gone, as well as how to mitigate cuts. There were going to be some direct impacts on UK Core originally and the Provost and his staff did their best to understand the direct impact on faculty and how to make the best decisions.

Guest Janet Eldred, a faculty member from the Department of English, said that while the President has used the term “power” and “empowered,” she commented that she did not feel empowered and thought others felt the same. She saw a crisis of confidence and she knew one thing with certainty – she has no confidence in the plan or the process and is no longer confident in the future of UK. President Capilouto said that he was present out of a deep respect and with a willingness to listen to what people have to say. He said he hoped that at the end of the process people will be able to say that the President listened. The President said that he thought the future was bright. Although the state is offering flat or declining budgets, UK is in the same ballpark as similar universities and can still make improvements. He said that similar universities are improving their graduation rates and UK can, too. It takes difficult conversations and challenging ideas and the President believes that UK can smartly grow its way to a point where UK is empowered to do lots of things that UK wants and needs to do. President Capilouto said he would work hard to help others feel that way, too.

A guest from the College of Arts and Sciences asked how to best offer input into the budget process. President Capilouto suggested that employees contact their department chair or dean or provost.

Guest Jenny Rice, a faculty member from the Department of English, explained that she taught rhetoric to first-year students and that part of the class is teaching students to not just hear words, but to actively listen and be flexible about changing one’s mind. She asked the President to say if any of the comments during the meeting had changed his mind about budgetary matters. The President replied that the effort to engage campus in a dialogue was not a hollow gesture. The Provost is working with all units on their budgets. President Capilouto reiterated that he did not have all the answers or all the questions regarding UK’s budget. He heard a lot during the meeting and will incorporate it into the information received in other forums.

Guest Jason Grant, a graduate student in French social theory, shared some of his academic background and the other educational opportunities he turned down to attend UK. He said that the teaching load for him and fellow TAs had grown to a size that was not pedagogically sound, according to current research. Grant commented that although President Capilouto was unwilling to change the contracts of high earners to reduce salaries or benefits, Grant’s contract with the University and his understanding of the environment in which he was expected to work is no less important than anyone else’s contract. President Capilouto expressed appreciation for Grant’s comments and noted that cutting administrative pay would not solve problems of the magnitude that UK faces. Grant wondered if the issue was that the President simply refuses to amend others’ contracts, or if the President thinks the verbal contracts are

“different.” President Capilouto said he would work to keep the promises made to Grant (and others) under different circumstances. He said it was important to have the necessary resources to make sure UK can excel.

Guest Lazarus Eze, a graduate student from the College of Public Health, expressed deep concern about the future of public health at UK and asked the President if he could offer any assurances about the importance of the College of Public Health and its buildings. The President replied that UK needs to seriously consider the effect of debt when evaluating whether or not to build new buildings. He recognized that public health is a challenging academic area – there are typically low student enrollments, but there are also very high levels of research.

A guest from the Graduate School thanked the President for answering questions and giving out details of the budget and budget cuts.

Guest Matthew Giancarlo, a faculty member from the Department of English, said he was interested in a specific piece of data – costs of administrative overhead. He said he was at a recent session at Western Michigan University (WMU) where that institutions’ provost boasted that WMU’s overhead costs were the lowest in MI and among the lowest in the nation. Giancarlo asked how much administrative costs drain from the University. The President commented that a report from the Goldwater Institute indicated that UK had managed overhead expenses well. He added that it was difficult to compare WMU to UK, since UK also has 120 extension offices and a hospital on site.

Due to the time and another reservation in the room at 6 pm, Brion **moved** to adjourn and D. Anderson **seconded**. A **vote** was taken and the motion **passed** with none opposed. The meeting was adjourned at 5:40 pm.

Respectfully submitted by Robert Grossman,
University Senate Secretary

Absences: Allison; Andrade; Anstead; Atwood*; Bailey, E.; Bailey, P., Ballard; Bensadoun; Bilas; Blackwell, D., Blackwell, J.; Bland; Branham; Brennen; Bruzina; Conners; Coyne; Davis; Dawson; de Beer; Deep; Dietz; Dupont-Versteegden; Durham; Eckman; Effgen; Feist-Price; Ferrier; Fox; Geddes; Graf; Hardin-Pierce;; Hazard; Hong-McAfee; Jackson; Jong; Kaplan, Karan; Kovash; Latham, Leahy; McNamara; Michelman; Mock; Osborn; Payne; Peffer*; Plamp; Rabel; Richey; Rieske-Kinney; Sexton; Smith; Speaks; Stanley; Stewart; Tick; Tracy, J.; Tracy, T.; Walker; Walz; Watt; Wells; Wiseman; Witt; Wyatt; Yelowitz.

Prepared by Sheila Brothers on Monday, November 5, 2012.

* Denotes an absence explained prior to the meeting.