

Faculty Welfare and Professional Responsibilities Committee

Western Kentucky University

Report to the University Senate

Date: October 5, 2015

From: Dr. Patricia Minter, Chair

The Faculty Welfare and Professional Responsibilities Committee met on September 25, 2015 and submits the following report and one action item for consideration to the University Senate:

1. Faculty Worklife Survey:

At its August and September meetings, the Senate Executive Committee referred to this committee several questions for study in regard to the Faculty Worklife Survey. After careful consideration and excellent discussion, the Faculty Welfare Committee unanimously decided to continue to conduct the Faculty Worklife Survey and to produce the report as a committee. The FWPR Committee unanimously states that we believe that faculty, not an outsource company, must take and maintain responsibility for conducting this survey and presenting the results to the public and to the President, Provost, and Board of Regents. We believe this to be fundamental to the spirit of shared governance and faculty responsibility.

The committee also unanimously agreed to establish a subcommittee to create and to send to the SEC a five year trend document based on data from previous Faculty Worklife surveys. Members of the subcommittee are Patti Minter, Stephen King, and Lauren McClain. Finally, we are looking critically at the survey questions with an eye towards revisions by March for the 2016 survey launch.

2. Action Item: Active Shooter Training

On the motion of Lauren McClain and after much productive discussion, the Faculty Welfare Committee unanimously passed a motion to ask the University Senate to endorse creation of Active Shooter Training for WKU employees, in the wake of numerous acts of violence on university campuses across the nation. The FWPR Committee will gather data on policies and programs at Kentucky universities and benchmark institutions, as well as looking at best practices across the nation.

Information Items:

- Title IX/Clery Act Subcommittee: The subcommittee continues to meet and will have a report for October to present to the Faculty Welfare Committee and to the SEC.
- A motion on membership in Scholars at Risk was tabled definitely until October to allow committee members ample time for further study.

- Compensation Concerns: We have two requests to study several aspects of faculty compensation, ranging from salary compression, gender inequities, and institutional commitment to long-term compensation plans. Teaching load equity was also discussed as a major concern and source of great disparity. We remain concerned about benefits costs as well. We will discuss this further at our October committee meeting and will communicate with our colleagues on Budget/Finance Committee.