

What question or questions would you like President Caboni to address in the Faculty Senate meeting on Thursday, October 19? (Please submit your top 1-2 questions.) ⓘ

SO, will anyone get fired for the incredible cluster of the budget fiasco? What is going on with philanthropy?

What is your 1-2 year plan to fix faculty salary inequity problem, and by when it should no longer be a problem but with equity and fairness that attracts people? Such inequity as in new employee vs. older employee, leadership personnel vs. regular faculty, athletic vs. academic employees. "For the Scripture says, 'you shall not muzzle an ox when it treads out the grain,' and, 'The laborer deserves his wages.'" (1Tim5:18)

Could part time faculty be given an explanation why certain minimum enrollment numbers for a class are changed?

1. Why are some faculty still fully remote? How do you think this remote teaching impacts the morale of faculty who are on campus? When will everyone have to have a presence on campus each semester? How is it decided who gets to teach remotely and who does not? Are there legal implications? 2. Why are faculty who have classes who are not at capacity during the regular fall and spring semesters still allowed to teach these same classes in winter and summer for extra money? How do you think this impacts faculty morale who have full classes during the regular semester and are not given the opportunity to teach extra off-term classes?

What is the forecast for measurable raises/compensation over the next few years? What would the changes to the tenure and promotion process look like?

Is there going to be any accountability for the mis-prediction of our university budget? The previous president was routinely managing the university based on overly optimistic accounting-why have lessons not been learned?

As programs are evaluated, what is the desired balance between efficacy for students who wish to pursue academia vs students who wish to enter the corporate world?

When can we expect a pay raise?

1) Given the enormous budget shortfall, what proportion of cuts will affect top administrators? If faculty must give up professional development funds and staff do more with less, what will highly paid administrators (\$100k and over) sacrifice? 2) Will the university address salary inequity by using the 2% raise pool to at least raise each salary by the same AMOUNT rather than percentage (since percentage raises continue to increase existing pay inequities). 3) (if room; if not, pick whichever 1-2 you, Susan, think best) Will the university please release to Senate: information about the personnel budget with a breakdown of total for administrators in comparison to faculty and staff, in the 2008 budget and in the 2023 budget?

The U.S. House and Senate is introducing a bill aiming to teachers a \$60,000 base salary. How is it possible than faculty at WKU with 20+ years experience and a Ph.D. are getting paid that or less? When will it be a priority for this university to compensate its faculty accordingly?

Some universities use a half point GPA grading system (0, 1, 1.5, 2, 2.5, 3, etc.) instead of a full point GPA grading system (0, 1, 2, 3, 4) like WKU uses. Have you considered forming a task force of students, staff, and faculty to investigate how a half-point system may improve term-to-term or year-to-year retention at the university?

1. Why do decisions (especially by the provost) take so long? Slow decision-making kills EVERYTHING... 2. Why have a RAMP model when no-one incentivizes those people and departments who bring in income?

Why is there a conflict preventing student employees from keys to access work areas after 5:00PM?

What are you doing specifically to protect liberal arts and humanities from the conservative state legislature and other anti-education entities?

We are hearing that WKU ended the 2022-23 fiscal year with a deficit of more than \$11 million. Of this deficit, how much is attributable to a shortfall in revenue, such as tuition, and how much is attributable to divisions exceeding their budgeted expenditures? Which specific divisions of the university overspent their original budgets for 2022-23? How is this \$11 million shortfall being covered? How will this affect the current 2023-24 budget?

1) When will the administration STOP Getting HUGE raises, while faculty get absolutely nothing? (Do we really need ALL those administrative people? We have VP's coming out our ears. 2) When will faculty get raises, and part 2, without faculty being punished later and being told to find students to fill the classes to "qualify" for the raises we just received?

On September 18, Spectrum News reported UK (6,500) and UofL (3,130) experienced record freshmen enrollment this fall. What is being done to address leadership, promotion and programming deficits in WKU Admissions to capture a surge in higher education interests in Commonwealth high schools?

What can you tell us about the renovation of Cherry Hall? What is the timeframe? Where will offices and classes be during the renovation and for how long? Can you comment on the upcoming changes to Colonnade? What kinds of changes do you expect?

In light of the recent discussion on salary improvements and the assertion that compensation should be based on merit rather than faculty structure tiers, what steps is the university taking to ensure that future compensation decisions align with this principle? Additionally, could you elaborate on any plans to address concerns regarding the accuracy and fairness of the compensation study conducted by Segal in 2022?

We are in a crisis trying to hire good faculty and retain good faculty, and your consistent best path is a 2% raise every year or two. Why will you continue to fund athletics buyouts and salaries, but not faculty? And please don't say that they are different pools, because we all know that athletics loses millions each year funded by academics.

1. The schedule this fall with a Monday and Tuesday Fall break along with TWO home football games scheduled on a Thursday and a Thursday is affecting classes that meet on Tuesday and Thursday afternoon/evenings. This coupled with students wanting to skip late afternoon/evening classes before the Thanksgiving Break is really affecting T/TR classes. Will this terrible schedule be continued beyond this year? #2. The entire world seems to be getting healthy pay increases. The auto industry is seeking a 32 hour work week and a 40% pay increase. I'd be happy with a 40 hr work week and a 4% annual pay increase that keeps up with cost of living increases. What can be done to increase faculty and staff salaries beyond the measly 1 or 2% increases we get every other year?

Is it possible to combine fall break with Thanksgiving, Students leave early for both and it's hard to get into a rhythm for the semester.

Are there future plans to bring the school of nursing and school of physical therapy back to main campus? If so when?

What is the status of elevating our (faculty) compensation to be competitive with market rates and to fix inequity problems.

Faculty has expressed concerns over low salaries, and administration has made a valid point in that growing our student base is necessary to address the issue. In light of UK lowering admission standards and experiencing record growth, what is our strategy to avoid being deflated in the "big blue vacuum"?

Please explain the low rate of adjunct pay as compared to similarly ranked universities.

Who's getting fired after this latest budget debacle?

When will the faculty receive a substantial pay raise? Is there a funding model that will support compensation instead of campus infrastructure? Are faculty not the priority?

When will we know of plans to adjust compensation to reflect the revised salary bands?

- Why is it that you "the president" get an automatic \$100,000 a year raise no matter what happens and the faculty get the hope of a potential 2% raise that varies from when it will be offered? - How are we supposed to "increase enrollment" without resources on the academic side? - Why is athletics draining money (according to the budget) in the sum of around \$8-9Million a year from the academics? - this does not seem to go with increasing enrollment as the resources would be better served going back to the academic units.

What were the directives given to the third party who defined, assessed and recommended changes for faculty salary compression last year? Having had my most productive decade of a two decade university career (all at WKU) and having virtually no merit raises in that timeframe (and precious few COL adjustments), I really expected to be identified as "effected" by faculty salary compression.

1. What needs of society is WKU committed to fulfilling? 2. How does WKU distinguish itself from \ other universities in regard to WKU fulfillment of those needs?

What plans do you have for addressing the coming demographic cliff and the overall decrease in the number of college students in future years?

Why does he need an emergency generator at his house on campus when he never stays there? Also, why should we not be offended by how he spends as little time as possible here?

It's 2023. POST THE ANNUAL SALARY or the HOURLY RATE for all advertised WKU jobs. To not do so is shameful. Will WKU commit to posting salary information for all advertised positions?

Why is it that we can't have bathroom stalls that lock? Every building I've entered has broken locks. It's embarrassing.

I am a part time instructor with 33 students. I will be administering a 9 page test to my students this week - 9 times 33 is 297 pages of copying that I will be paying for with post tax dollars. I no longer have a printing allowance. I encourage students to write marginal notes and diagram the problems as they are taking the test. Paper simply works better for this kind of test. Paper is both renewable and recyclable; and in Kentucky there is no shortage of landfills. Is there any hope of restoring the printing allowance.

What is the President's plan to address the long-term challenge of employee morale?

When will faculty see "Phase 2" of the compensation adjustments? Those promoted subsequent to Phase 1 are now under-compensated for their new rank. Phase 1 only exacerbated the issue of salary compression within ranks even as it addressed compression between ranks.

How are faculty supposed to maintain any standards as the administration hammers recruitment and retention? I've had students who could not write one paragraph in English, including native speakers, and yet we're encouraged if not pressured to pass them along.

What's your solution to the morale issue on campus? Faculty, staff, and students are increasingly struggling to want to be here. Why should students have faith in your leadership when this university continued to recruit for majors and programs it knew were being cut?

President Caboni, thank you for your support of the important points and initiatives you spoke about in your 2023 Fall convocation-<https://www.wku.edu/convocation/> Your comments that students are the focus of all that we do at this institution were very much appreciated. And also, your comments about the Living Learning Communities, First Generation College Students, the sense of Belonging that we want students (and us all) to have here at WKU, and about revisiting the objectives of our Colonnade program, all demonstrate a clear vision for developing a healthy and focused student body at WKU. Thank you for your administration's focus on these initiatives! Sometimes the ability for faculty to focus on these important initiatives, and others you mentioned that morning, don't always trickle down to the department and faculty level, once we get going with our busy semesters. Could you help the faculty and departments to integrate these important initiatives into our work through a revisit of the faculty evaluative process at the department and college level, and through a review that helps better align our workloads with the initiatives, particularly reviewing our teaching and service loads? A substantive review of these areas would help us to balance those areas, which would, in turn, give focus faculty the ability to contribute to the important areas that your opening convocation outlined. Essentially, if we could revisit how faculty are evaluated and how workloads are calculated, those areas might be able to organically incentivize us all to continue the work we do for students in each of our specialized areas as faculty, while still making the important contributions towards the health and longevity of our programs at WKU, and WKU, overall.

Are there current opportunities and support for professional development and continuing education outside of Kentucky (depending on the course / program topic)?

Many universities are developing new interdisciplinary majors around artificial intelligence. There seem to be growing job opportunities in these computational areas for WKU graduates and grant opportunities for researchers and students on campus. Other universities are clearly setting out to capture these opportunities. WKU is strongly positioned to create such a program between its Ogden and Potter Colleges given that we have beingAI coming to our Innovation Campus in 2024 and given there is no such interdisciplinary program at U. Louisville or U. KY. Is this something that the president would support as an area of both sustainable enrollment growth and student success both on and off campus?

Why haven't you consistently met with Faculty Senate? What are you going to do about the mental health crisis on campus? Students are not adequately counseled, and at least one student that I know was told basically to just "pray the gay away".

How you will address the lack of incentives for faculty to continue at WKU when those exceeding expectations are paid often under the average for rank/experience even within the state? When will WKU have a coherent policy regarding active shooters or should students, faculty, and staff assume the policy is "have a will"?

How are you going to address the dismal faculty and staff morale here and prevent more employees from quitting? You have emphasized increasing research here, yet the university has created numerous logistical hurdles for research, to the point that faculty often can't even get external grants processed. How will you remedy this before those with research skills leave?

With your emphasis and focus on retention and specificity recruitment, what funding and support are you giving departments to pay for registration, travel, and materials to be successful at this? If they are understaffed, how do faculty cover classes when they are away at necessary recruitment events?

What can you do to improve the state funding levels for higher education. How can you convince the politicians that education pays?

When will you address faculty pay inequity (in the same department)? Do you really think that paying new hires more than full professors would be sustainable for the university?

What is the timeline for dealing for salary compression, particularly in departments with cast discrepancies within rank? Why aren't faculty loads, particularly at the grad level, standardized across colleges?

Could we, as a university, consider ways to simplify the continuance and tenure and promotion portfolios so that faculty involved in this process are not miserable and burned-out by the process?

What are the specific efforts that you and the administration engaged in that are designed to bring faculty salaries up to, or above, nationwide university benchmarks?

What steps need to be taken to increase faculty wages within the next three years, to ensure they meet, or are within, Kentucky's median pay (approximately \$60,500)?

Do we get a faculty salary raise this academic year? Can we have research active faculty get merit-based raise this year so that they can get some recognition and incentive as well as encouragement?

With all the additional responsibilities that faculty have been required to take on (ie recruiting and retention, advising, teaching a higher load) while none of the other responsibilities have diminished, what are you doing to help faculty have a more reasonable work load?

Your psychology department has failed to secure APA accreditation for its doctoral level program. Likewise, only 2 of its 11 school psychology students have secured school based experiences promised to them. That department, like so many others across campus, have had significant turnover of faculty who go on to work at larger, higher paying universities while our student life and community engagement and reputation decline to historic lows. All that to say: are you ready to abandon your failed policy of outside hires?

1. Plan to provide at least cost of living raises for faculty as prices of basic necessities soar.

1) Why can't the administration make timely decisions about hiring - we are condemned to mediocrity if we cannot recruit early in the cycle. 2) Why have a RAMP model if you don't reward faculty and departments that are successful in their teaching and research; entrepreneurship is punished.

Faculty salary compression and inversion. We are achieving incredible goals in terms of student mission and it is time for faculty concerns to be addressed.

What plans are in place to increase faculty compensation? When should we see these potential increases?

-What are your plans for addressing faculty compensation, in particular salary compression/inversion? -How do you plan to address faculty morale and retention?

Why are programs that cost no money to run being cut? Programs that are making money for the university are being cut for no logical reason. When are we getting significant raises? We earn less than any other faculty in our region.

What's with the lack of meaningful COLAs?

1) Why is this the first time you've taken questions from faculty since you interviewed for the job so many years ago? 2) Why is our faculty pay the lowest of all our benchmark institutions while yours is among the highest of presidents of those same institutions?

Economy has drastically changed and inflation prices are much different than when salaries were last looked at for compensation. How is the university looking to address this gap and pressure on their staff and cost of living needs?

When will WKU ever get serious about an overall increase in salaries? WKU salaries are woefully behind those of comparable universities. Our salaries are embarrassing and I would never recommend WKU to faculty colleagues.

Without more funding from the state, or via tuition increases, faculty salaries will never achieve the desired levels. What steps are being taken to become more efficient in our use of funds, in order that faculty raises at least keep up with inflation? For example, are larger class sizes being considered? Or greater use of adjuncts? Or are low-enrollment programs being cut? Or other means?

What remedial plan have you put into place to address the concerns raised by faculty in the most recent Faculty Welfare and Professional Responsibility Committee survey?

1. How do you plan to address the issues facing faculty recruitment (growth) and retention (compensation/atmosphere) in competitive academic fields? 2. How do you plan to address evolving trends in higher education (online/hybrid/new fields of study) to make WKU relevant and competitive in the future?

1. When will WKU seriously address salary compression for faculty?

Faculty and staff are being tasked with recruiting students. However, there is no training or resources for that. How are we supposed to do this, in addition to teaching, service, and research?

1. Many faculty have drawn parallels between recent administrative mismanagement at West Virginia University and what could happen here at WKU if infrastructure spending and debt continue to grow when demographic trends suggest that enrollment may not. How will you protect academic programs and avoid a similar embarrassing situation at WKU? To put it another way, how much did that new fountain next to the faculty house cost and which of us may lose our jobs to pay for it when the bill is due?

We do not have sufficient staff and faculty to effectively operate. What is your plan to address this problem?

Adjunct pay

Has any consideration been given to making VSIP for faculty a semi-regular program? Given the inevitable year of lapse salary that comes with faculty retirement/rehire, it seems like it would be financially possible. It would also help offset the state-mandated loss of the TRP opportunity, and knowing in advance would help faculty plan their transition into retirement. I understand why this isn't a financially sound option for staff.

If faculty research output is supposed to double, what steps is he taking to facilitate this transition?

What ways will the university address budget shortfalls should student enrollment continue to decline?

One stated motivation for moving to the RAMP budget model was transparency; thus, why is no one below the level of dean able to access the budget details?

How do you plan to address the lack of cost of living adjustments to faculty/staff salaries in the upcoming year?

is there any plan for a substantial salary increase for faculties? we are suffering. How do you expect us to be productive with this range of salary?

Something