

Potential Business Items for Senate

Comments/themes/topics from the Faculty Welfare Survey

- Merit/Evaluation Processes (unclear methods, criteria, categories)
- SITE Evaluations (questions regarding reliability and validity) – AQ
- Cost of Benefits for Family Coverage – FW
- Workload regarding teaching and service – AQ
- University process for measuring workload using the 16 unit scale – FW
- Lack of campus child-care options, lack of access to WKU Child Care Center – FW
- Maternity/Parental Leave—lack of information, inability to distinguish policies between 9-month and 12-month employees – FW
- Roles of Department Head (need for training on the evaluation process, and equitable balance of workload)
- Inconsistent temperature control in buildings
- Lack of focus on retention of faculty

Comments/themes/topics from meeting with CAD and other Administrators

- Need to explain budgetary issues and processes to faculty and a need for faculty to have more voice in budget decisions
- Explanation needed about DELO and revenue generation for faculty
- Moving the Information/Library fee to an inflationary index – Senator Carol Watwood

Comments from New Senator Orientation

- SITE Evals need to be replaced with an instrument that has been tested for validity and reliability. Faculty members should be able to distribute SITE evals to students, leave the room, and have a student return them to the department OR evaluations should be moved online. Either will decrease the amount of class time lost. – AQ
- As we are increasing the number of instructors, we need to make sure that these positions are filled through national searches that adhere to the spirit of EEOC.
- The Senate needs to investigate how the university collects and uses statistical data about academics. They have proven to be inconsistent, unsystematic, and unjustifiable in this, over and over again. And these data are the 1 data used to evaluate our programs.
- The Senate needs to address how the WKU SES is administered. This includes how the instrument is distributed and how the data are used.
- The university needs to seek greater transparency in how academic units are evaluated for resources, continuation, etc. – from year-to-year.
- I'd like to see us revisit the charter. There are things that have changed on campus and they are not considered in the charter as it stands now.
- I would like to see a greater presence of women, minorities, and other nationalities in the top administration. I would also like to see more responsiveness to the concerns of working parents.
- It should be mandated that anyone turned down for tenure should be told, either in person or in writing, the reasons for denial. In plowing through the tenure document (Handbook), it

seemed that nobody has to give reasons at any level. I would like to believe that reasons for denial would be given to me at whatever level the denial occurred. I would need that information in order to change my behavior before the next chance to apply for tenure. If it seems appropriate, the Senate could draft a wording change for that part of the tenure document (Handbook). – Handbook Committee

Items communicated to Senate Officers for SEC consideration

- Consideration of promotable ranks for Instructors
- Review of procedure mandating CITI training for faculty conducting research
- The Faculty Handbook says that:
Nine SCHs of independent research are equivalent to 1 hour of course load assignment, and Six SCHs of graduate thesis are equivalent to 1 hour of course load assignment. As we continue to ratchet up the outside-the-classroom learning and research opportunities for both undergrads and grads, I'm sure that departments are running up the number of unredeemed hours owed to faculty as they invest ever more time in working one-on-one with students. As we put more emphasis on student engagement, independent research, graduate programs, etc., the growing demand on faculty time is becoming unsustainable.