

## **University Senate Resolution for Appropriate Emphasis: Academics**

WHEREAS, the faculty and staff have not experienced a merit raise or merit pool since 2007; and

WHEREAS, faculty salaries at WKU at all ranks are below benchmark (averaging 15<sup>th</sup> out of 18 institutions) while our tenure-line faculty/student ratios are grossly out of line and continue to grow as the administration persists in its move toward more part-time faculty; and

WHEREAS, the university's funding and continued viability as a state-supported entity are based upon retention and graduation rates controlled primarily by actions and productivity of the faculty; and

WHEREAS, spending in non-academic areas suggests to faculty and the public a shifting emphasis from the university's primary mission — academics — to areas of lesser importance; and

WHEREAS, these priorities and conditions not only prevent departments and programs from attracting quality faculty and staff but make it increasingly difficult to keep employed the quality faculty and staff the university currently enjoys; and

WHEREAS, these conditions and circumstances severely damage the faculty and staff's confidence in the administration's ability to appropriately support the essential components and mission of the university; therefore,

BE IT RESOLVED THAT the University Senate strongly encourages the administration to return academics to its position as foremost in strategic planning and budgeting; and

BE IT RESOLVED THAT the University Senate recommend that administrative strategic planning address compensation for faculty, thus refocusing on the university's primary mission; and

BE IT FURTHER RESOLVED THAT the University Senate encourage faculty to consider pursuing whatever means necessary to help the administration in this refocusing effort.