

Faculty Welfare and Professional Responsibilities Committee  
Western Kentucky University

Report to the University Senate

Date: March 28, 2014

From: Tucker Davis, Chair

The Faculty Welfare and Professional Responsibilities Committee submits the following report for consideration by at the SEC meeting 4/7/14.

I. Information Items

1. Liberal Arts and Sciences (LAS) faculty and home departments
  - a. At the February University Senate meeting concerns were raised regarding the move of tenured faculty that do not hold terminal degrees into departments where terminal degrees are typically required for a promotion and tenure track appointment. (ex. faculty without terminal degrees sitting on tenure boards for faculty with terminal degrees, workload)
  - b. During discussions among the FWPRC it was agreed that a blanket approach to resolving these issues would be neither feasible nor prudent.
  - c. The general consensus among the committee members is that these issues should be resolved within each department in accordance with the University Faculty Handbook and former LAS faculty appointment letters
2. Field Trip Policy (2 issues have arisen)
  - a. Potential hardships on faculty
    - i. Short notice field trips (i.e. agriculture, geology)
      1. We are drafting language to allow for a blanket approval form that can be completed at the beginning of each semester
      2. Dr. Bonaguro has shared the proposed online form with the committee. It looks good, but we will continue to review these issues.
    - ii. Liability issues
      1. Dr. John All has shared a resolution that was passed by the University Senate in 2005
      - 2.

*Whereas currently University employees are frequently required to travel as part of their employment,  
Whereas faculty often lead field trips and study abroad trips outside of the University Campus,  
Whereas currently employees are not covered or inadequately covered by the University either personally  
or professionally in the case of lawsuits for off campus events and thus are potentially exposed to  
excessive financial loss,  
And whereas the University as an organization can purchase such insurance in the most cost effective  
manner,*

*The University Senate resolves that professional liability insurance or its equivalent should be provided to  
all faculty and staff whose activities require them to travel off campus as part of their employment. This  
policy should provide coverage of at least 3 million dollars per incident and the maximum should increase  
to keep pace with inflation and typical liability judgments.*

3. We are/will be seeking information from WKU Human Resources and WKU Counsel regarding the status and outcome of this resolution
    4. We are/will be seeking information from WKU Human Resources regarding current liability insurance coverage limits
3. Promotion for instructor ranks
  - a. It has been mentioned that this issue is being considered
  - b. We are/will be seeking information from administration regarding any documentation or discussions that have taken place referencing this issue.
  - c. See separate resolution
4. Proposed Resolutions
  - a. Instructor Promotion and Tenure Resolution
  - b. South Campus Long-Term Plan Resolution