

Faculty Welfare and Professional Responsibilities Committee  
Western Kentucky University

Report to the University Senate

Date: January 27, 2015

From: Dr. Patricia Minter, Chair

The Faculty Welfare and Professional Responsibilities Committee met on January 23, 2015 and submits the following report and agenda items for consideration to the University Senate:

Action Items and Background Documents:

1. Resolution on Instructor Ranks

Background: Two items were referred to the Faculty Welfare Committee by the University Senate at its May 2014 meeting, the first of which is the following resolution (passed by Faculty Welfare in April 2014 and amended/sent back to Faculty Welfare Committee by the Senate in May 2014).

You may read the original resolution here which appeared on the Senate's May 2014 agenda:

[http://www.wku.edu/senate/archives/archives\\_2014/c\\_4\\_a\\_resolution\\_for\\_instructors\\_pt\\_4-29-14\\_amended.pdf](http://www.wku.edu/senate/archives/archives_2014/c_4_a_resolution_for_instructors_pt_4-29-14_amended.pdf)

This is the resolution as amended by the Senate in May 2014, and it was unanimously approved at FWPR's January 23 meeting:

**ACTION ITEM A., 1: "Whereas, continuing appointment full-time instructors are of value to the university mission and the education of our students; Therefore be it resolved that the university work on a system to provide promotion and greater job security to instructors."**

2. Proposed Instructor Ranks

The proposed instructor ranks document originated in the Faculty Handbook Committee and was presented for approval at the May 2014 Senate meeting. After brief discussion, the Senate unanimously referred this item to Faculty Welfare for further study and consideration. The Committee approved this unanimously at its January meeting:

**ACTION ITEM A., 2:**

[http://www.wku.edu/senate/archives/archives\\_2014/f\\_2\\_b\\_7\\_revised\\_instructor\\_ranks.pdf](http://www.wku.edu/senate/archives/archives_2014/f_2_b_7_revised_instructor_ranks.pdf)

The FWPR Committee also continues to work on several agenda items going forward:

- Title IX/Clery Act Compliance: The subcommittee consists of Patti Minter, Gayle Mallinger, and Julie Shadoan; they have met several times and are on target to present findings in February

- Benefits Concerns: Current self-insurance plans may represent a de facto compensation reduction. Chair Minter attended the December Finance and Budget Committee meeting to partner with them on studying the effects of the new plan on total compensation. We will continue to study this.
- Compensation Concerns (see above; we will also partner with Senate Finance/Budget Committee)
- Faculty Handbook issues: we continue to work with this committee to provide input as requested on potential substantive changes