

Faculty Welfare and Professional Responsibilities Committee  
Western Kentucky University

Report to the University Senate

Date: October 31, 2017

From: Dr. Patricia Minter, Chair

The Faculty Welfare and Professional Responsibilities Committee met on October 20, 2017 and submits the following report for consideration to the University Senate:

Information Items:

Faculty Worklife Survey: The Faculty Worklife Survey for 2017 is now posted to the University Senate homepage. The Faculty Welfare Committee continues to work through nine pages of comments submitted by faculty in the Comment Box, sorting it by category and will develop a work plan for our committee once we are finished. We will also submit, as appropriate, to Human Resources, Academic Affairs, and the President's Office for further action.

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

- Gender Equity Salary Study: Stephen King presented his preliminary findings to the Faculty Welfare Committee based on his regression analysis of the data our committee requested from Institutional Research. After lengthy discussion of what this preliminary analysis shows (and does not show), the committee voted unanimously to ask IR for the following additional data: salary, gender, and hiring dates of Instructors (our initial request was only for data on tenure-eligible faculty members) and data on tenure-eligible faculty for five year "snapshots" back to 2011-2012, 2006-2007, and 2000-2001. The data analysis will continue once we receive this information from IR.
- Title IX/Clery Act Compliance: FWPR will continue to monitor this in light of recent public statements by Secretary of Education Betsy DeVos on possible Title IX/Clery Act revisions as applicable to university campuses. We will also follow up with Chief Title IX Officer Andrea Anderson on the website we've long requested for sexual assault/discrimination issues.
- FMLA: By our November meeting, FWPR anticipates receiving a draft policy from Human Resources to discuss changes to the university's FMLA practices. We are working in collaboration with both Human Resources officials and Staff Council leadership.