

Rec. #2017-12-06 UNIVERSITY SENATE RECOMMENDATION TO THE PROVOST

The University Senate recommends the the Faculty Welfare & Professional Responsibility Committee's report and associated Resolution on Merit Pay and Procedures (as amended in the Senate meeting of 7 Dec. 2017) to the Provost for endorsement.

I will share the University Senate's recommendation with the President and the Council of Academic Deans.

Faculty Welfare and Professional Responsibilities Committee  
Western Kentucky University

Report to the University Senate  
Date: November 27, 2017  
From: Dr. Patricia Minter, Chair

The Faculty Welfare and Professional Responsibilities Committee met on November 17, 2017 and submits the following report for consideration to the University Senate Executive Committee:

Action Item:

The SEC tasked this committee with drafting a policy for implementation of merit pay. We submit the following motion for approval:

On Merit Pay and Procedures:

The Faculty Welfare and Professional Responsibilities Committee unanimously approved the following statement on merit pay and procedures:

The FWPR Committee unanimously endorses as an ethical solution that faculty compensation increases be implemented across the board to cover cost of living (COLA) increases and to move towards benchmark parity in all ranks. We endorse implementing a merit pool in conjunction with benchmark raises. We also unanimously raise our concerns about having one committee structure that creates possible gender or other inequities.

Therefore we propose the following procedure for merit raises and implementation:

- 1) We endorse setting up clear, transparent guidelines for merit pools at the departmental level. These guidelines should include all three aspects of the expectations faculty should meet—research, teaching, and service—and these guidelines should closely mirror the departmental tenure and promotion guidelines. We also note the modifications necessary for Instructors in promotable tracks, Clinical and Pedagogical faculty.
- 2) Once departments create these guidelines, department heads will then create a list of faculty receiving merit raises, including amounts, based on the guidelines.
- 3) College-level committees with representatives from each department and the dean's office will approve the departmental guidelines and the outcomes
- 4) There will be no application process; all faculty will be considered annually for potential merit raises
- 5) We further endorse considering merit pay on an annual basis; going forward, if there are years in which there is no merit pool, faculty should be considered for merit pay for work going back no more than three years from the last merit pool

Information Items:

Faculty Worklife Survey: The Faculty Worklife Survey for 2017 is now posted to the University Senate homepage. The Faculty Welfare Committee has now sorted through it by category and is sending it to the appropriate offices/officials, 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: The data analysis will continue once we receive the recently requested 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: We will continue to work with our colleagues on Staff Council to get from Human Resources to discuss changes to the university's FMLA practices.