

Faculty Welfare and Professional Responsibilities Committee

Western Kentucky University

Report to the University Senate Executive Committee

Date: October 26, 2015

From: Dr. Patricia Minter, Chair

The Faculty Welfare and Professional Responsibilities Committee met on October 16, 2015 and submits the following report and one action item for consideration to the University Senate:

1. Active Shooter Training

Following the University Senate's unanimous approval at its October 15 meeting to endorse creation of Active Shooter Training for WKU employees, in the wake of numerous acts of violence on university campuses across the nation, the FWPR Committee is currently gathering data on policies and programs at Kentucky universities and benchmark institutions, as well as looking at best practices across the nation. I have been contacted by Bob Skipper from University Relations, who is working with WKYU-TV to create video training, and a meeting will be scheduled shortly between his office and the FWPR committee to discuss the list of best practices listed below, as well as the training information collected from other universities. The FWPR Committee unanimously recommends that the university proceed in collaboration with following standards to develop Active Shooter Training:

- **All stakeholders (faculty, staff, students) must be included in the discussion**
- Training should be conducted by police
- Training should be mandatory and in person; everyone needs to be in a room and have conversations with training officials
- Training should be done by building, as needs vary greatly depending on where one works on campus
- Training must be practical, usable, and easy to find on WKU's website
- Extended campus sites also need a response plan which should be coordinated with adjacent KCTCS campus sites
- Situational building issues and disability issues must be considered
- Student training: this should be included in MASTER Plan but also done in Housing and Residence Life to make sure as many students as possible receive training
- Text alerts should be upgraded and timely
- Adjunct faculty and part-time employees must be included in training, as well as HRL staff
- Palm cards are a helpful way to provide a quick summary in case of emergency
- Flip charts posted near classroom doors are best practices in public schools and make sense in most classrooms at WKU

2. Concerns about Faculty Teaching Abroad:

The Committee met with Dr. Martha Day and Dr. Lynn Hines who presented their concerns stemming from their August 2015 trip to China to conduct teacher training for

Hanban/Confucius Institute. After their presentation, the FWPR had a thoughtful and lengthy discussion about concerns relating to our committee's charge. Although we have serious concerns about intellectual property issues arising from their trip, we agreed that this was the charge to our colleagues on the Academic Quality Committee.

We identified several significant issues and concerns and the FWPR Committee unanimously agrees that the following concerns should be addressed by the University immediately:

- All contractual obligations (including but not limited to changes in contracted stipend amounts) must be clear and must be followed by the University, as well as any entity contracting with University employees (in this case, Hanban/Confucius Institute). There must be full disclosure of possible risks to ensure transparency for the benefits of all contracting parties.
- All parties involved in contracts must be disclosed; in this case, faculty discovered once in China that they were working for CTI, not Hanban/Confucius Institute. The University should conduct appropriate due diligence about any company's record on safety, intellectual property, or other worklife issues, and that information must be disclosed to faculty before they sign any contracts or undertake any travel on behalf of the university.
- All travel on university business by university employees must be registered; no subcontractor can encourage them not to do so.
- The faculty members should have been informed that they were working for another third-party entity (CTI) instead of Hanban/Confucius Institute. It is unclear whether or not WKU officials were aware that Drs. Day and Hines were working for CTI. Either scenario, however, is problematic.
- Contractually agreed upon working conditions (student numbers, modification of team-teaching agreement to compel them to work separately in different classrooms) were not honored by Hanban/Confucius Institute. This does not meet the standard for acceptable working conditions.
- The influence of the President's Office on faculty is a key issue; faculty should not be asked to travel abroad, teach abroad, or engage in other activities offsite if they are not protected and safe. Furthermore, it is ultimately the responsibility of the President's Office to ensure that contracts with faculty are honored, particularly if such contracts are entered into at the urging of the President's Office.
- The President's Office should be an advocate for faculty and employees first and foremost; if faculty are placed at risk, the President's Office should consider seriously ending or altering relationships with third-party entities that do not conform to these basic safeguards and workplace rules.
- In conclusion, if WKU is not going to protect its employees, then the university should not encourage them to engage in risky activities; faculty and other employees should not be in positions unless all reasonable efforts have been made to ensure their safety, welfare, and working conditions. Nor should WKU use its power to pressure faculty to do such work.
- WKU must work to protect faculty and staff and should resolve this issue for them.

3. The committee unanimously approved a motion to recommend that WKU pursue membership in Scholars at Risk, after significant discussion.
4. Information Items:
 - Title IX/Clery Act Subcommittee: The subcommittee continues to meet and will have a report for resent to the Faculty Welfare Committee and to the SEC.
 - Compensation Concerns: We have two requests to study several aspects of faculty compensation, ranging from salary compression, gender inequities, and institutional commitment to long-term compensation plans. Teaching load equity was also discussed as a major concern and source of great disparity. We remain concerned about benefits costs as well. We will discuss this further at our October committee meeting and are now in communicatation with our colleagues on the Budget/Finance Committee.
 - Due to time constraints, the FWPR Committee voted to table definitely until the November meeting investigation on whether the whistleblower process is clearly defined on the Internal Auditor's website.