

# Faculty Welfare and Professional Responsibilities

Faculty Senate Committee Agendas, AY 2024-2025

Members Present: Stephanie Riehn- chair (CHHS), Dan Clark (OCSE), Kelly Reames, Xingang Fan (At Large), Sungjin Im (CEBS), Todd Seguin (Lib.), Larry Owens (Reg)

Members Absent: Rob Hale (AA), Pinky Rusli (GFCB), Brandon Barber (At Large),

Guests Present: Eric Kondratieff, Budget and Finance; Eric Reed, Provost Bud Fisher, Tracy Jenkins, Academic Quality Committee

Report: April 18, 2025

- I. Approval of Minutes
- II. Old Business

- Review of position statement provided by Eric Reed and Eric Kondratieff.
  - i. [2025 Senate Resolution -- Faculty Salaries .docx](#)
  - ii. [Salaries at Rank -- WKU and Benchmarks -- Feb 2025.xlsx](#)
  - iii. [WKU Salary Charts and Links -- Feb 2025.docx](#)

The 2025 Senate Resolution; Faculty Salaries was posted on the March SEC agenda for review prematurely and without review or permission by the FWPRC prior to being shared with the faculty body. Discrepancies were discussed at the SEC meeting regarding lack of data and incorrect data. The Provost was invited to this meeting to discuss the resolution. The Provost expressed that he felt the Senate committees needed to work with the administration moving forward. Provost Fisher referenced the current compensation model, and stated the following points:

- The goal was to get all faculty to 80% of the median salary of benchmark institutions. We have achieved 80% and some faculty are currently at 90% of the median salary of benchmark.
- The committee would need to avoid comparison to R2 institutions, as we are not there at this point in time.
- He reinforced that there has been a plan to increase faculty salaries, and that has happened since 2022 when the current compensation model was initiated.
- The University was working towards a goal of getting the budget and expenditures out of the red and for the first time we will be in the black, as the University is paying for debt created 10-15 years ago. This point has made it difficult to raise salaries above the 2% mark, because there was no room in the budget.
- He was not opposed to the resolution proposed by the committee, but he asked, "Where will the money come from?"
- We have gotten rid of inversions but not conversions.
- The BEC has shown transparency, but there is always room for improvement where transparency is concerned.
- The composition model needs to be re-evaluated, and it needs to be "reworked" in the future.

- The following data was shared with the chair of FWPRC by the Provost following the conclusion of the meeting:
  - [Faculty Senate - Provost Data Request 2025.04.07.xlsx](#)

The following questions and comments were directed to the Provost by the committee and guests:

- The benchmarks are not accurate, and the data is difficult to find for faculty to evaluate and review. The Provost stated he would be happy to share data to the committee.
- The benefit of a 2% raise has more impact for those with higher salaries, and what is the true impact for the body of faculty as a whole? Essentially, if you make more you benefit more from a small salary increase of 2%. The Provost stated this was addressed by the BEC, but did not share what that discussion included.
- Why are we talking about merit raises when our faculty is not meeting the rate of inflation? We need COLA raises to meet the demand of the financial climate in today's society. The Provost stated we are not close to merit raises and they won't likely happen in the near future.
- A guest stated need to remember that we only have one "pocket of money" and we need to remember there is a large amount of money going towards healthcare costs. A larger amount is paid by the institution compared to our peers in higher education. As a body we need to include benefits along with salaries when evaluating compensation.
- Discussion by the committee members and guests included the need and desire to work alongside the administration to have a plan moving forward.
- Workload was addressed by the committee and discussion included the impact of high workload on academic quality. Lack of salary increases in comparison to an increase in workload will create attrition and this has a direct impact on academic quality. The Provost stated workload has not increased since 2017 and IR data shows the median by department has not changed. The following data was shared with the chair of FWPRC at the conclusion of the meeting:
  - [Faculty Workload Data by Department.xlsx](#)
  - [Faculty Workload Data.xlsx](#)

The committee unanimously voted to submit the following revised resolution to the May SEC agenda to move forward to Faculty Senate in May. A motion to move forward was proposed by Dan Clark, second Todd Sequin. This resolution is supported by the Budget and Finance and Academic Quality Committees in conjunction with Faculty Welfare and Professional Responsibilities Committee.

#### [2025 Senate Resolution -- Faculty Salaries .pdf](#)

- Survey Update  
The survey for the AY 24/25 concluded with 327 responses, and several pages of comments. Dan Clark and Stephanie Riehn will review the data and contact the committee for delegation assignments to assist in composing the report for Faculty Senate.
- Update on Emeritus Status and Adjunct Faculty Policy revisions: approved at the April Faculty Senate meeting.

III. New Business:

- Update on attendance of Academic Quality Committee meeting in March.  
Stephanie Riehn (chair) was invited to the March meeting for Academic Quality to discuss the Senate Resolution on Faculty Salaries and impact on academic quality and performance. Discussion included the impact of workload, attrition, and poor student performance. The committees jointly shares concern on the impacts of student outcomes, faculty morale, and faculty support. Concerns were addressed in the discussion with the Provost during this meeting.

IV. Additional items for discussion from the committee- No additional items addressed.

V. Next meeting: TBA

Items to be added to the May SEC agenda: [2025 Senate Resolution -- Faculty Salaries .pdf](#)