

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), Rob Hale (AA), Pinky Rusli (GFCB)

Members Absent: Brandon Barber (At Large), Todd Seguin (Lib.), Larry Owens (Reg)

Guests: Eric Kondratieff, Budget and Finance; Eric Reed

Agenda: March 14, 2025

I. Approval of minutes

II. Old Business:

a. Guest: Eric Kondratieff, Budget and Finance and Eric Reed: Faculty Senate position statement on the following issues:

- COLA
- Internal salary equity
- External salary equity
- Merit pay
- Other projected salary issues as they present themselves, such WKU recruiting Ph.D. program-salaried faculty; consultant-led compensation strategic initiatives; VSIP

Discussion included the need for a clear and concise position statement regarding the minimal raises with regards to faculty salaries to match the cost of living and inflation. It was unanimously voted to work on a position statement with the Budget and Finance Committee. We will review the statement at the Faculty Welfare Committee meeting in April. Eric Kondratieff and Eric Reed will devise a basic statement with supporting data and report back to the committee for review.

b. Survey Update

Faculty Welfare and Professional Responsibilities annual survey will be emailed on 3/25/2025 and will be available for a two week period. Three reminder emails will be sent to promote faculty participation.

III. New Business:

Chair: Stephanie Riehn will attend the next meeting for Academic Quality Committee to discuss the following items.

a. Academic Quality Committee invitation to attend the March meeting to discuss issues related to Faculty Welfare such as:

- Increasing class sizes and their impact on faculty workload and student success.
- Faculty retention concerns, including workload sustainability and burnout.

- The effects of resource allocation and faculty hiring trends on academic quality.
- The need for a structured approach to advocating faculty well-being beyond salary considerations.

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

Next meeting 4/18/2025 at 3:00 pm via Zoom.