

# 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.

Action Items for April: Note: These are items from the February Report and need to be added to the April SEC agenda to be brought forward to the April Faculty Senate meeting.

Emeritus Status Policy Revision: A definition was added for “retiree” with the notion to honor individuals at the end of their career, and the definition should be consistent with verbiage of other university documents and not program based.

The revisions remove “assistant professor” and clearly outlines all ranks. “Adjunct” faculty is being amended to “Affiliate” faculty to allow for faculty who are doing work for the institution to have access to resources without restriction, and this will protect all faculty. Suggested changes to this document aim to provide clarity and guidelines for faculty who wishes to apply for Emeritus status.

[Emeritus Status 02-21-25.docx](#)

Adjunct Faculty Policy Revision: Currently IT must grant access to university resources and their verbiage includes “affiliate” faculty in current documents. Proposed revisions aims to remove “adjunct” as an effort to clarify what affiliate status currently entails to create a more streamline process in allowing affiliate faculty access to vital resources.

[Adjunct Faculty Revision to Affiliate 02-21-25.docx](#)

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