

Faculty Welfare and Professional Responsibilities

Faculty Senate Committee Monthly Report

Members Present: Ashley Orehek (Chair, Libraries); Kelly Reames (PCAL); Wendy Chelson (Regional campus); Kaylee ben Yosef (Part-time); Kyla Mitchell (At-large); Ciin Liu (SGA); Rob Hale (Academic Affairs); Sara Pickett (CEBS); Xingang Fan (OCSE);

Members Absent: Jenny Burton (CHHS); Stephanie Riehn (At-large); Pinky Rusli (GFCB); Aaron Wichman (At-large);

Guests: None

Agenda | Friday, 17 Oct 2025 | via Zoom

- 1) Meeting began at 3:03 PM CT.
- 2) Approval of minutes from previous meeting (Sep 2025)
 - a. First – Kyla, Second – Amy
- 3) Old Business
 - a. Data generation on faculty workloads pre-, mid-, and post-pandemic
 - i. We revisited this discussion point.
 - ii. A question was asked if we would be able to (a) obtain the data needed and (b) if they are quantifiable, because the general feelings we want to convey may come off as anecdotal rather than data-driven. We need to brainstorm ways to display this appropriately, include various factors influencing these feelings, and identify feasible solutions.
 - iii. Some of the data we discussed using include class sizes, in-person versus online courses, part-time faculty workloads versus full-time, and credit hours per year.
 - iv. The conversation turned towards what other peripheral factors could influence the thoughts and feelings of faculty.
 - v. One thought was about mental health wellness support. Students have some from SGA (who has a mental health committee). Faculty don't have an equivalent currently. Benefits through Anthem don't seem to be clear. They have the EAP which offers only 3 sessions *per crisis*. There is also how much sessions are covered with a therapist. Anthem doesn't offer a set number of sessions per year for therapy, and the current coverage only discounts each session (one member said it was 50%).
 - vi. Another thought stemmed from position labelling of part-time faculty particularly. One member noticed *temporary* as a part of their official title, which may give off an unintentional negative connotation that their position is, in fact, temporary. Rob assured that isn't the case and the issue would need to be addressed at the department level.
- 4) New Business
 - a. Welcome to our new CEBS rep (Sara Pickett).

- b. Conversations around compensation and benefits
 - i. Again, we revisited this discussion. Rob provided some sources from the [Compensation Study](#) completed in 2022 and brought our attention to the [Employee Benefits Advisory Committee](#).
 - ii. A question brought up asked if faculty have access to resources and support like the students have SARC. Faculty necessarily don't and cannot utilize resources like the [Talley Center](#) due to confidentiality reasons. PT faculty don't get healthcare benefits like FT do, and there may be discrepancies for what benefits apply to either or both FT and PT. It also doesn't help that, when WKU offers the 2% salary increase, only FT faculty get it, not PT.
 - iii. One suggestion was to advocate for increasing PT wages as a compromise to receiving different benefits than FT. One committee member has an idea and will present it at the next meeting.
- 5) Other discussions
 - a. Annual list of retired/departed faculty members
 - i. Rob is working on obtaining a list. There are possible concerns of confidentiality since some people may leave the university for negative or health reasons. We get an annual list of new faculty, so it may not be an issue. TBD on what other entities decide. Continuing discussion in November.
 - b. Microsoft Teams update
 - i. We have not implemented it fully yet. Not all members were able to access the channel, so we will work on the access between now and the next meeting.
 - c. Discussion item for next meeting
 - i. Comparing and contrasting part-time and full-time faculty.
- 6) Adjournment. Occurred at 3:59 PM CT
 - a. First – Wendy, Second - Kyla

Next meeting is Friday, 21 Nov 2025 at 3 PM CT via Zoom.

Report prepared by Ashley Orehek (31 Oct 2025).