Faculty Welfare and Professional Responsibilities
Faculty Senate Committee Monthly Report

Members Present: Pinky Rusli (GFCB), Margaret Crowder (OSCE), Kaylee ben Yosef (Part-time faculty), Kelly Reames (PCAL), Wendy Chelson (Regional Campus), Ciin Lun (SGA), Rob Hale (Provost's Office); At-large: Kyla Mitchell, Stephanie Riehn, Jenny Burton

Members Absent: Ashley Orehek (Chair, Libraries); Xingang Fan (OCSE), Aaron Wichman (at-large)

Guests: None

Agenda | Friday, 19 Sept 2025 | via Zoom

1) Meeting began at 3:02 PM CT.
2) Approval of minutes from previous meeting (Apr 2025)
   a. First – Kelly Reames
   b. Second – Pinky Rusli
3) Old Business
   a. The committee revisited several projects worked on during AY 2024-25. One of the main projects was a position statement regarding salaries. The Faculty Welfare and Professional Responsibilities Committee, Budget and Finance Committee, and Academic Quality Committee worked together to devise a concise statement. It was brought before the Senate Executive Commitee in May and approved in Faculty Senate the same month.
4) New Business
   a. Timeline of annual Faculty Welfare survey
      i. A recommendation came from Dan Clark to distribute the annual Faculty Welfare survey around Spring Semester weeks 5-7 (prior to spring break) versus the current distribution timeline of weeks 9-12 (after spring break). The purpose of switching distribution periods is to have enough time during the second half of the spring semester to analyze the results and create a report. *The committee unanimously agreed to the new timeline*.
   b. Survey on RAMP budget model
      i. A recommendation came from Dan Clark to survey faculty about their thoughts of how RAMP budget model effectiveness and impact on faculty's workloads. This suggestion is put on pause because the AY24-25 annual Faculty Welfare survey included some questions about the RAMP budget model. The committee agreed to wait until the AY24-25 Faculty Welfare survey report is published before deciding if another survey is necessary.
   c. Data generation on faculty workloads pre-, mid- and post-pandemic

        i. A recommendation came from Shane Spiller about generating data about how the faculty's workloads have altered since around 2020, suggesting this committee works with Academic Quality. It was recommended to resume the focus on the joint position statement about faculty salaries for now. It was also suggested to bring up this topic up at general Senate for further discussion and to align the direction language with administration so there is a streamlined focus.

5) Additional discussion items
   a. Annual list of faculty who have retired or left WKU.
      i. A question was asked if an annual list exists of which faculty have left the university in the past academic year, because an annual list is available of new faculty. The provost office said they would contact HR about creating this list.
   b. Centralized documentation for this committee.
      i. A question was asked if and how this committee should make and store documents in a centralized location. An Outlook account does exist for this committee. Last academic year, a Teams group channel was created but not utilized to its fullest capabilities. The committee offered no objections to the idea and the Teams channel will be explored as a medium for documentation.
   c. Additional Notes.
      i. The committee opened for discussion directions they would like to take in this academic year. The following are a few of the discussion points:
         1. Are faculty feeling overwhelmed with teaching outside of scope of their individual expertise?
         2. Follow up on the "challenge with free speech" statement discussed at Senate.
            a. Rob suggested the faculty handbook and institutional neutrality policy is clear and concise at what is acceptable and unacceptable.
         3. How are students using AI? It is known they are using it on a daily basis in some aspect. How can this committee support faculty experiencing challenges surrounding AI and how is it affecting their workloads?

6) Adjournment. Occurred at 3:50 PM CT

Next meeting is Friday, 17 Oct 2025 at 3 PM CT via Zoom.

Report prepared by Ashley Orehek (30 Sep 2025).