

Hi Mac and Landon,

Happy 2025! I'm writing to follow up on the salary discussion we had a couple months ago. Glad to talk with and work with anybody about getting this going.

My hope is that the Senate will make an annual advocacy statement about salary priorities and, in the process, become a source for data to advocate for its salary priorities. Ideally, the annual statements would be relatively consistent from year to year and focus squarely on the most basic "bread and butter" salary issues. The statements should be shared with administrators and publicly, with our student paper and the Daily News, as airing these issues publicly is the only way to create a conversation and move decision-making needles.

Practically, I think that the statements and the data should be as simple as possible, and require as little actual time-labor to produce as possible. This would give such an initiative a better chance of continuing without highly motivated people pushing it forward.

What Position Statements? The position statements should include faculty opinions on the issues below. In my opinion, these should be simple, repeated statements that most faculty could agree on, such as "WKU must institute a permanent cost-of-living adjustment salary increase as part of its annual fixed cost budgeting." And of course I have opinions on these, and I'm listing these issues in what I see as most-to-least important salary priorities for WKU:

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

What Data? Data that we should use should be publicly available, easy to compile, and consistent from year to year. We should use these sources to compile custom sets of data for WKU that are pretty standard from year to year and can be easily posted on, say, the Senate's web page:

- IPEDS data: <https://nces.ed.gov/ipeds/use-the-data>
- AAUP: <https://data.aaup.org/ipeds-ft-faculty-salaries/> (same IPEDS data plus their annual compensation survey, and nice visualization tools)
- WKU Salaries and Budget: <https://www.wku.edu/strategyopfin/budget/>
- WKU Benchmarks: <https://www.wku.edu/instres/benchmark.php>

Who Should Produce the Position Statements? I would say the Faculty Welfare committee, perhaps with participation of additional, interested faculty volunteers (maybe from the Budget committee, but really from anywhere if somebody's really motivated), should generate annual salary position statements for voting and dissemination by the Senate. There are some basic tables we could create that could be templates for annual data to support position statements, to make it simpler for those who take on this responsibility going forward. A few suggested templates are attached, many of which haven't yet been updated to more recent data.