

Senate Resolution: Academic Quality Committee
Western Kentucky University
April 2025

Resolution from the Academic Quality Committee Regarding Academic Quality

Academic quality and faculty workload at Western Kentucky University are in a deteriorating state. Increased class sizes, unfilled faculty lines, budget disparities, and growing workloads are threatening the sustainability of WKU's academic mission. Faculty burnout is widespread, student learning is negatively impacted, and workforce readiness among graduates is declining.

These issues are compounded by structural budget models that prioritize administrative funding over academic support, the push toward R2 designation without adequate resources, and an erosion of academic integrity due to large classes and online testing. Without immediate corrective action, the university's reputation and student success will continue to decline.

Be it resolved that the Faculty Senate requests the following actions be completed by January 31, 2026:

- University leadership must prioritize full-time faculty hiring and retention, focusing on competitive compensation, mentorship, and sustainable workloads;
- University leadership must reassess the RAMP budgeting model to ensure equitable, transparent distribution of resources across all colleges and departments;
- Reasonable class size caps must be implemented to preserve academic quality, student engagement, and active learning opportunities;
- Academic integrity measures must be strengthened, including increasing in-person assessments and reducing dependence on online testing;
- Faculty workload expectations must be standardized and equitable, with clear protections against overload and burnout;
- The R2 designation process should be paused until academic quality, faculty workload, and resource concerns are adequately addressed.

To facilitate these goals, the Faculty Senate will:

- Advocate for faculty hiring, retention, and academic quality;
- Monitor and report on faculty workload and academic resource distribution;
- Collaborate with leadership on strategies that support sustainable academic excellence at WKU.