

Sponsors: Faculty Welfare Committee, Budget and Finance Committee, and Academic Quality Committee
Resolution: Regarding Faculty Salaries (April 2025)

Faculty salaries are in a poor and deteriorating state at Western Kentucky University. The data shows that faculty salaries at WKU are very low compared with benchmarks; faculty salaries are declining relative to the cost of living; and significant internal salary inequities exist.

These compensation problems have existed for many years and hamstringing the work of the faculty. The problems have worsened to the point that they inhibit WKU from achieving components of its core mission, its purpose, its vision, and the strategic goals elaborated in the “Climbing to Greater Heights” Strategic Plan.

These compensation problems impact the entire university and require immediate attention by university leadership, starting with the Office of the President. Improving the state of faculty salaries will require a new strategic approach.

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

- University leadership, under the guidance of the Office of the President and the Provost, ~~must~~ should develop a new, comprehensive, ongoing faculty salary improvement plan, and provide data requested in a timely manner;
- University leadership ~~must~~ should commit adequate permanent funding to support the plan;
- University leadership should include meaningful Faculty Senate representation in the development and implementation of the plan;
- The plan and progress toward plan goals should be shared publicly and quarterly;
- The Office of the President should report quarterly to the Faculty Senate on the state of faculty salaries, including progress toward plan goals.

To facilitate the process, the Faculty Senate will:

- Share data on faculty salaries each year with the faculty, university leadership, and other parties;
- Participate in developing and implementing a salary improvement plan;
- Facilitate discussion, advocacy, and an ongoing collaboration aimed at problem-solving.