

The faculty of WKU welcome you, Dr. Caboni, as our new president. We appreciate your acknowledgement that faculty are valued and that you are committed to transparency and shared governance. In that spirit, the faculty would also like to be transparent. Before the search for the next president began, the Board of Regents asked faculty what characteristics, traits, and experience we would like to see in the new President. The main points below are the summary points that the Board of Regents used to inform their search. Since that time, and since meeting you, we have elaborated on each of those points. What follows is a wish list of sorts that we believe is both realistic and obtainable. We believe that you also have commitment to these items and we look forward to working together so that we can thrive as a university.

1. Demonstrates commitment to principles of academic freedom, tenure, and shared governance:
 - a. values academic freedom;
 - b. maintains a tenure-friendly environment that supports junior faculty in obtaining tenure;
 - c. has transparent expectations and procedures for tenure and promotion;
 - d. holds frequent meetings with Senate leadership, Senate membership, and the full faculty with a method for meaningful conversation and feedback.

2. Values faculty and allocates appropriate resources to support faculty work:
 - a. follow through with your point that the “budget is a value statement” and show faculty that we are valued and are therefore compensated appropriately;
 - b. recognizes that faculty workload is unique, takes many forms, and occurs both inside and outside of the traditional workday, and their work is acknowledged and appreciated;
 - c. we hope that you will not compromise standards to gain higher enrollment and retention.

3. Demonstrates proven academic leadership and experience as teaching faculty:
 - a. fosters a positive workplace – “attitude reflects leadership”;
 - b. values all faculty, staff, and students as full members of the university community
 - c. values adult learners and online students and offers support for nontraditional students;
 - d. values graduate education;
 - e. values diversity at all levels – administration, faculty, staff and students; diversity and inclusion should be demonstrated through action, not simply talk or paper; programs and policies to educate the WKU community about issues of diversity and inclusion should be a high priority;
 - f. works with faculty and students to come up with a clear plan to address issues of diversity and inclusion;
 - g. ensures that WKU is an inclusive environment for people of all backgrounds and identities free from hate speech, threats, discrimination, harassment, or emotional or physical harm.

4. Possesses experience with successful budgeting and planning including implementing a strategic and realistic budget that prioritizes the academic mission:
 - a. reviews the Budget and Finance committee report on changes in budget allocations from 2004 to 2015 and make academics a priority in the budget; reduce administrative bloat;
 - b. historically, there has been no input from faculty on admission standards, yet faculty bear the burden to retain students once they are admitted;
 - c. in the new performance-based funding model, faculty should be fully engaged in the discussion about our academic mission and admission standards and processes; if faculty are to be successful, we cannot be set up to fail;
 - d. therefore, faculty must have a strong role in establishing academic and admission standards and processes;
 - e. faculty must have a strong role in the upcoming strategic planning activities for the university.

5. Demonstrates commitment to inclusive excellence and transparency in all processes as core values that enhance the educational mission:
 - a. ensures transparency in all processes is a paramount concern; this includes budgetary processes, capital projects, institutional goals and objectives;
 - b. ensures transparency and collaboration in creating university goals and objectives;
 - c. those who will be affected by decisions are included in the decision making process rather than having a top-down approach;
 - d. ensures that budget concerns including salary and compensation, capital projects, long-term contracts, etc. put the university first and are in the best interest of the university, students, faculty, and staff;
 - e. ensures there is transparency between the President and the Board of Regents so they can make informed decisions.

6. Exhibits commitment to consensus building as to WKU's mission and place in Kentucky higher education:
 - a. articulates clearly the value of higher education due to the budgetary and ideological shift at the state level away from 4-year liberal arts education.