

Faculty Welfare and Professional Responsibilities Committee
Western Kentucky University

Report to the University Senate Executive Committee

Date: December 13, 2018

From: Dr. Lauren McClain, Chair

The Faculty Welfare and Professional Responsibilities Committee met on November 13, 2018 and submits the following report for consideration to the University Senate:

Information Items:

1. Faculty Worklife Survey Trend Study: The Faculty Worklife Survey Trend Study was updated and now includes results from 2013 to 2018 (thanks to Dan Clark for completing that report). The preliminary report was sent to SEC for the December meeting and the finalized report was included on the December Senate agenda.
2. The comments on the general comment box were reviewed by the Chair. The plan was for committee members to separate them into lists to be distributed to respective units on campus. However, the vast majority of the comments were about merit raises and/or faculty morale. As those comments have already been shared with the Provost, President, and Board of Regents, no further action is necessary. The committee would once again like to thank all faculty who contributed in the Worklife Survey. Be on the lookout in the Spring for this year's survey.
3. The SEC charged the FWPRC with reviewing the posted announcement for the Externship Coordinator and Clinical Assistant Professor position, specifically about the primary duty and responsibility line that states "maintain office hours 5 days per week on campus." The committee discussed this and decided the Chair would reach out to the Department Head of Communication Sciences and Disorders, Jean Neils-Strunjas, to ask for clarification on that requirement. This position is more akin to a staff/administrative position than to an Assistant Professor position. It is non-tenure-track and it is a temporary position. The Department Head said that this requirement would be discussed with potential candidates and wouldn't necessarily be in the letter of appointment. The FWPRC has determined that nothing further needs to be done on this matter at this time.
 - a. As part of this discussion, we noticed that there are a large number of part-time faculty positions listed on the HR website, many of which are listed as open but are not. The Chair reached out to Tony Glisson to see about getting that cleaned up. His response is as follows: ".....this has been our practice for some time now. This was originally put in place under Dr. Richard Miller's tenure and the idea of continuously recruiting for PT faculty. In other words, establishing a continuous pool from which individuals could be easily and quickly pulled. This idea is especially helpful to fill short-notice needs or unexpected scenarios. I understand your point [that people may spend time applying when in fact there is no opening], however, the positives may outweigh the negatives." A follow up

email indicated that applicants would get an email that their application is complete and then any further communication would be from the colleges or departments. This process seems reasonable to the Chair therefore no further action is required by our committee.

The FWPR Committee will work on several agenda items in the Spring:

- As a result of discussions at the special called meeting of SEC in December, FWPR will work with Academic Quality on faculty/administration expectations moving forward.
- FWPR will work with Budget and Finance to review the merit raise process and department templates to consider gender and other potential inequities and consider compression issues.
- FWPR will be work on developing a parental leave policy for faculty, in consultation with HR and the Provost.