

## **Resolution on New CHHS Policy on Program Coordinator Responsibilities and Compensation**

Within this resolution, the word compensation refers to any of the following as an umbrella term: dollar amounts of compensation, pay, and/or stipends; or course releases.

In the College of Health and Human Services, a new compensation structure was put in place for program coordinators for fiscal year 2021 in addition to the tiered salary reductions applied to most WKU employees who earned more than \$50,000 the previous year. The new policy had the following effects:

1. The date of effect of the compensation structure was retroactive. Program coordinators were notified of the new compensation structure on July 6, 2020, with an effective date of July 1.
2. Program coordinators were instructed to respond to which one of up to three compensation options were preferable to them by July 15 (note: these compensation options significantly reduced summer compensation from prior years). This is a short turnaround time with respect to the issues involved.
3. The new compensation structure amounts to program coordinators doing the same amount of work as in the previous year – but for dramatically reduced compensation in the Summer.
4. The new compensation structure can amount to double dipping with respect to decreased compensation for program coordinators in CHHS. These program coordinators were already subject to the university-wide pay cuts that were applied to most employees making over \$50,000. With this new policy targeting them specifically, they are being penalized twice with this approach to handling the university's financial issues. What was intended to be a fair tiered salary reduction strategy was not fair for them.

With these effects of the new CHHS program coordinator policy in mind, the Faculty Senate calls on the administration to do the following:

1. Acknowledge program coordination is important and necessary to the university and fulfills a requirement for SACS accreditation and other accrediting bodies. It is an ongoing and integral part of program operations and not a discrete set of tasks.
2. Conduct a university-wide examination of compensation (for summer work and work done during the contract period) for all program coordinators in all programs to create a university-wide policy for consistent and equitable compensation for program coordinators. Such a policy would necessarily take into account the fact that program coordinator responsibilities vary widely across the university. This policy should ensure the tenets of shared governance by involving those affected in the decision-making process. Program Coordinators are to be included on a policy that affects their workload, responsibilities, contributions, and compensation.

3. Create a policy where, in the case of compensation reductions, (a) individuals are given reasonable notice to prepare for the reduction in overall compensation and/or decline the extra workload, and (b) pay, including salary and coordinator compensation collectively, are considered together and reduced, as a whole, at a fair tier.