

Faculty Welfare and Professional Responsibilities Committee Report

March 20, 2020 – Via Zoom

Submitted by Lauren McClain, Chair

Members present: Lauren McClain, Natasha Gerstenschlager, Jacob Byl, Julie Lee, James Barker, Melanie Asriel, Conner Hounshell

Old Business:

1. Post-tenure review process – changing from annual review to every 3 years – Lauren was not able to get these changes made prior to the meeting so we will discuss and vote on recommendations next month.
2. Lots of Handbook changes:
 - a. Revisions to Continuance: Addition to make clear what is sent to the Board for review
 - b. Revisions to Financial Exigency: Brings our procedures in line with AAUP recommendations
 - c. Revisions to Grievance VIII.B: Eliminates the process that currently requires faculty to attempt to solve issue informally and then go through the chain of command in one's own college for policy violations against a member(s) in that chain. (This is then connected with the subsequent change in the next revision)
 - d. Revisions to Grievance VIII. C. and D.: Presents a different procedure to be followed when filing a grievance.
 - e. Revisions to Program Closures: New language makes explicit that Colonnade is an academic program and faculty contributions to Colonnade have to be considered in decisions to eliminate faculty positions when there are program closures.
 - f. Revisions to Tenure process, Promotion for tenure-eligible lines, and Promotion for Instructors (three different places in the handbook): New language allows faculty who receive a negative recommendation at any stage of the process to include a memo responding to that recommendation with 15 days of notification which will be included in the packet going forward.
 - i. All of these handbook changes were supported unanimously. The Chair sent them all to Faculty Handbook Chair, Kirk Atkinson, on Monday, March 32, 2020.
3. Tony Glisson and Thelma Jackson (Director of WKU Childcare) were invited to join us to talk about childcare benefits, lack thereof, and ways to potentially move forward with changes – Tony could not make it and Thelma had technical difficulties getting on to the Zoom meeting. We will meet with them soon.

New business:

4. Faculty Worklife Survey: We decided to make a few changes to the survey. Namely, we eliminated the section of questions about the Strategic Plan, we added a section about WKU's response to COVID-19 and the impact on faculty work/life balance, we added a

section about diversity/inclusion and how supported people here feel based on their sociodemographic characteristics and disability status, and we added a section on faculty confidence in CAPE, the CPE project, the Compensation Study, and RAMP. We will administer the survey on Tuesday, March 27 and leave it open for 3 weeks, sending a total of 5 reminders.

5. We discussed SITEs for this semester and considered a resolution about if or how they should be used given the nature of this semester. We decided that we need more time to think about it and tabled it indefinitely.