

**Western Kentucky University**  
**Faculty Senate Meeting Minutes**  
**March 18, 2021**  
**Zoom**

**Introduction:**

- **Members present (Substitute):** Aaron Hughey, Alison Youngblood, April Murphy, Cheryl Stevens, Chris Groves, Colin Farrell, Dan Clark, Dawn Garrett-Wright, Dean May, Donielle Lovell, Francesca Sunkin, Guy Jordan, Heather Strode, James Barker, James Gary, Janet Applin, Jarrett Johnson, Jason Bergner, Jay Gabbard, Jeanine Huss, Jenni Teeters, Jennifer Hanley, Jim Lindsey, Julie Lee, Julie Shadoan, Kandy Smith (Toni Szymanski), Kara Haughtigan, Kate Hudepohl, Katrina Burch, Ken Payne, Kevin Schmaltz, Loretta Dye, Laura Bohuski, Lauren Bland, Lester Archer, Liz Sturgeon, Mac McKerral, Margaret Crowder, Mariah Yates, Mark Robinson, Mary Wolinski, Matt Pruitt, Melanie Autin, Mike Kennedy, Nick Fortune, Patricia Todd, Quentin Hollis, Sara McCaslin, Sarah (Herrick) Scali, Shura Pollatsek, Sonia Lenk, Stacey Forsythe, Sue Lynn McDaniel, Tony Paganelli, Travis Newton, Trish Jagers, Uta Ziegler, Bangbo Yan, Garrett Edmonds, and Shane Spiller.
- **Guest Present:** Deborah Wilkins, Raymond Poff, Issac Keller (SGA), Donna Schiess, Evelyn Thrasher, Bruce Schulte, John Sunnyguard, Dennis George, Amber Scott Belt, Yvonne Petkus, Ann Ferrell, Cathleen Webb, Dorothea Browder, Ellie Tolbert, Evelyn Thrasher, Laura DeLancey, Merrall Price, Molly Kerby, Qin Zhao, Rheanna Plemons, Jennifer Hammonds, Martha Day, and Rob Hale.
- J. Shadoan called a regular meeting of Senate to order at 3:45 pm.

**Zoom meeting begins at time code: 15:20**

[https://wku.zoom.us/rec/play/BZRapdFiZEXmsEJz-CXa8IyKGBQ\\_TJAmRvDZBkDzuxM5K4pXBjPFgweA1vhOqqb3t5dDTxs4d-IZ\\_r89.k8SCakPVVvXhkPBg?continueMode=true&\\_x\\_zm\\_rtaid=Hdm9mZwFSKiQIKMwiZ\\_A1Q.1616604980509.08b6e6b38cab95575512bef65363732f&\\_x\\_zm\\_rhtaid=328](https://wku.zoom.us/rec/play/BZRapdFiZEXmsEJz-CXa8IyKGBQ_TJAmRvDZBkDzuxM5K4pXBjPFgweA1vhOqqb3t5dDTxs4d-IZ_r89.k8SCakPVVvXhkPBg?continueMode=true&_x_zm_rtaid=Hdm9mZwFSKiQIKMwiZ_A1Q.1616604980509.08b6e6b38cab95575512bef65363732f&_x_zm_rhtaid=328)

**A. Approval of February 2021 Minutes:**

1. [Faculty Senate Meeting Minutes 2.18.2021](#); D. Clark, F. Sunkin; Motion Approved (47 yes, 0 n, 0 abs.)

**B. Officer Reports**

1. Chair - Julie Shadoan
  - BEC: Universities credit rating improved from negative to stable.
  - New Provost Announcement – Invite Dr. Fisher to SEC and Senate next year.
  - Program Coordinator Compensation Review committee—need a senator appointed asap. If interested, please email J. Shadoan.
2. Vice-Chair - Daniel Clark
  - Departmental Senator elections ongoing.
3. Secretary - Laura Bohuski

### C. Standing Committee Reports:

1. Academic Quality, Francesca Sunkin: (No report)
2. Budget and Finance, Guy Jordan: (Report posted)
  - Motion to approve: (53 yes, 0 n, 0 abs.) Motion Approved.
  - Information report from a discussion at last meeting with Jennifer Breiwa-Smith.
3. Colonnade/General Education, Patricia Todd: (Report posted)
  - Motion to Approve: (49 yes, 0 n, 1 abs.) Motion Approved.
4. Faculty Welfare and Professional Responsibilities, Daniel Clark (Report posted)
  - Move to approve: (51 yes, 0 n, 0 abs.) Motion Approved.
5. Graduate Council, Aaron Hughey: (Report posted) (Martha Day)
  - Motion to approve: (36 yes, 0 n, 1 abs) Motion Approved.
6. Undergraduate Curriculum Committee, Liz Sturgeon: (No report)

### D. Other Committee/Organization Reports:

1. Faculty Handbook, Laura DeLancey: (Report posted)
  - a. [Handbook Committee/Faculty Handbook Committee Report 1.27.21](#)
    - Motion to approve: (52 y, 0 n, 0 abs)
  - b. [Handbook Committee/Faculty Handbook Committee Report 2.10.21](#)
    - Motion to approve (54 y, 1 n, 0 abs)
    - Cleaned up language and removed duplication of policies and referred to the referred policy.
      - i. [Handbook Revision \(IV.B.4 Extension of the Probationary Period\)](#)
        - Motion to approve: (51 y, 1 n, 0 abs)
        - D. Clark: brought up Senate has control over handbook, but not over policies.
      - ii. [Handbook Revision \(IX.F Adjunct Professor\)](#)
        - Motion to approve: (53 y, 1 n, 0 abs)
      - iii. [Handbook Revision \(IX.I Faculty Emeritus\)](#)
        - Motion to approve: (50 y, 2n, 0 abs.)
      - iv. [Handbook Revision \(X.A Faculty Awards\)](#)
        - Motion to approve: (51y, 0n, 0 abs)
    - c. [Handbook Committee/Faculty Handbook Committee Report 2.17.21](#)
      - Motion to approve: (52 y, 1 n, 1 abs)
2. Coalition of Senate and Faculty Leadership (COSFL), Shadoan/Clark/Spiller: (No report)
  - Concerns around the KY campuses about retraction of voluntary retirement options.
3. American Association of University Professors (AAUP), Margaret Crowder: (No report)

- Issues with raise given to Caboni vis a vie no raises to faculty and staff. Statement from AAUP that addresses these issues is attached to the end of the meeting minutes.
- Motion to endorse statement by AAUP: (44 yes, 3 no, 5 abs.) Senate Endorses AAUP Statement

#### **E. Advisory Member Reports:**

##### 1. Faculty Regent, Shane Spiller

- Committee drafted authority agreement proposal: not accepted by Board of Regents, a new proposal from Board of Regents was approved, but the one created by taskforce was not brought up for vote or sent back to committee for editing.
- Discussion about President Caboni's contract. M. McKerral, K. Burch,

##### 2. Provost, Cheryl Stevens (Rob Hale)

- Plan for Fall 2021: when do we return to normal? It will be a gradual transition and Fall 2021 will look very similar to now. Provost meeting with Big Red Restart group about opening back up.
- SACS Interim report was submitted.

##### 3. SGA President, Garrett Edmonds (Isaac Keller)

- Finalizing second round of scholarships.
- Sexual assault awareness campaign in April; donating 1,000\$ to Hope Harbor.
- Asking for Senate endorsement of SGA Resolution to Support WKU's naming and symbols task force. (32 yes (approximate), 1 abs.)
  - Discussion of what the Naming and Symbols Taskforce does.

#### **F. New Business:**

##### 1. WKU SACSCOC Reaccreditation Update - Rheanna Plemons

- Changing of methodology of classes added to accreditation for SACS. Online to Face-to-Face.
- Offsite campus regulations also changing.

##### 2. Overview of WKU Sexual Violence Response - Deborah Wilkins.

- Overview starts at 1:37:40 and covers meetings with Greek Community, Campus community, Title IX, Staff/Student Training, etc.

##### 3. WKU Travel Policy and Appeal - John Sunnygard

- Power point presentation (1:57:30—2:12:00)
- We do not currently have a policy for Students.
  - a. WKU Travel Policy Proposal
    - Motion to approve the WKU travel policy. M. Pruitt, G. Jordan: (32 yes, 0 n, 3 abs.) Motion Approved.
  - b. Student Appeal to Travel to Restricted Locations Proposal
    - Motion to approve: M. Pruitt; D. Clark. (29 yes, 0 n, 3 abs.)

##### 4. Resolution related to President's salary increase.

- Tabled definitely until next meeting (27 votes--majority). S. Forsythe, J. Lindsey.
5. Question of Quorum Called—L. Bohuski

**G. Old Business**

**Adjournment: L. Bohuski; G. Jordan.**

## Compensation Statement from the WKU AAUP

At their March 5, 2021 meeting, WKU's Board of Regents voted to approve a new contract for President Caboni, giving him an 8% raise of \$34,000 on his base pay of \$416,000, additional yearly performance bonuses up to 10% of his base pay, and a deferred compensation and separation payments plan that strongly incentivizes him to remain at WKU through 2024 and 2025.

This decision raises serious concerns about the budgetary priorities of the institution. WKU's chapter of the AAUP finds it deeply concerning that such a dramatic increase in compensation for the president is more important than bringing faculty and staff compensation up to benchmark levels or resolving salary compression and gender and racial salary inequities.

President Caboni's base starting salary at WKU in 2017 was \$400,000. The recent BOR decision further widens the gap between the level of compensation of high-level administrators and that of faculty and staff. Based on data for benchmark institutions, faculty salaries for all ranks combined stand at approximately 88% of the median, whereas President Caboni's new salary stands at 100% of the median for presidential salaries.

The last time an across-the board raise was given to faculty and staff was in January 2019, which was a 2% cost-of-living raise. At that time, an additional 2% pool was distributed as merit pay. This was after several years of, at most, minor compensation increases of up to 1% that were outpaced by increases in cost of living. These incremental raises have also done little to address salary compression and other inequities for faculty and staff. In the meantime, top administrative salaries have continued to grow.

The increase in President Caboni's salary during the current COVID-19 crisis comes in the wake of a resolution by the Board of Regents in their December 2020 meeting recognizing that "the Faculty and Staff, acting in the best interest of students, made personal and professional sacrifices to ensure the continuity of the WKU experience" and that the "Faculty and Staff continue to exemplify the WKU spirit by exhibiting leadership, guidance, compassion, and flexibility in keeping the education and welfare of the students as their top priority." It is time to bring WKU's budgetary priorities in line with these words.

We therefore ask for the following:

- a. Budgetary prioritization for compensation increases to bring faculty and staff salaries up to benchmark levels and to fully resolve internal pay disparities, including salary compression and gender and racial inequities.
- b. Anchoring any and all raises for administrators to a percentage of those of faculty and staff (even though this still allows for greater gains to higher paid administrators).
- c. Transparency in budgetary planning and decision-making pertaining to salaries, including a release of information gathered by the staff and faculty compensation committees (including the compensation study directed by Sibson Consulting/Segal that began in Spring 2019) and any information related to the recent presidential raise decision by the BOR.

WKU Chapter

American Association of University Professors (AAUP)

Click to join AAUP: <https://www.aaup.org/membership/join>

