

# Faculty Welfare and Professional Development

Faculty Senate Committee Agendas, AY 2023-2024

## Members

Landon Elkind (chair), present

Brandon Barber, present

Xingang Fan, present

Todd Seguin, present

Peggy Otto, absent (conflicting meeting)

Anna Patsfall, present

Pinky Rusli, present

Neena Jones, present

Sungjin Im, present

Part-time Representative, UNFILLED

Regional Campus Representative, UNFILLED

SGA Rep, UNFILLED

## Persons regularly attending the meeting (in part or whole)

Rob Hale (for the Provost's Office), present

## Special Guests

N/A

## Agenda

1. **Request for volunteer** to be vice-chair and take minutes, host if chair is absent.
  - a. Todd
2. **Faculty Survey** (discuss especially the summary and survey comments pages)
  - a. We should discuss how we want to include comments if at all on the feedback. Is anonymity a concern here if we just publish all comments? Should we summarize themes from the comments (sentiment analysis)?
    - i. Todd: some statements had common themes and we can summarize those
    - ii. Xingang: we can group and categorize them, go by the group message
    - iii. Pinky: a summary would be good and useful, and paraphrase comments
    - iv. Xingang: put up the statistics, cover the entire spectrum of concerns and issues raised
    - v. Sungjin: sentiment analysis is good, and representing what faculty said is important. One caveat about sentiment analysis: it can represent extremes of satisfaction and/or dissatisfaction among the faculty.
    - vi. Todd: let the administrators sort out to what extent it is representative.
    - vii. Sungjin: be careful to say "respondents" rather than "all faculty"

- viii. Rob: relationships between surveys can indicate that a problem or concern is widely held among the faculty. If you carefully consider what we think are the big issues, you should get a good response from administrators.
  - ix. Sungjin: questions about compensation can also be more helpful when combined with how equity or low compensation causes or does not cause other associated problems.
  - x. Neena: are we going to identify 6-10 concerns and explain how many mentioned each concern
- b. Some of this summarizing was done over the summer by last year's committee and this year's committee. But we should adjust the survey so participants do this themselves.
- 3. Following up on agenda items for the year**
- a. **Parking issues** for those needing to undertake temporary drop-offs, particularly for those who might have mobility issues.
- o Landon: we could find out who our faculty senate rep is and ask them to follow up on temporary parking
- b. **Making Faculty Welfare committee more appealing and attractive to faculty**
- o Todd: do a good job and show we are organized. Not all of them are organized and invested. Finding one action item we could come through on is not a bad idea.
  - o Pinky: might not be a problem specific to this committee
  - o Sungjin: communicate more effectively that we are representing the interests of faculty effectively. Adjust the survey on an annual basis.
  - o Sungjin: communicate also how faculty concerns or even perceived issues are causing problems for completing faculty work
  - o Todd: do we do exit surveys?
  - o Rob: some do and some do not. BEC is working on salaries. 2% of the pool will be allocated to salaries, and BEC is investigating how to allocate these funds. If we get some data on this, we can communicate it to Susan (who is on this committee).
  - o Xingang: Post action items each month of stuff we have done (not just future items).
- c. **Transition items**
- o Neena: this committee would show that it knows what its tasks are.
  - o Xingang: the procedures for raising individual or group faculty concerns to the committee (and thereon to senate) would be useful.
  - o Landon: did you all have a clue about what the committee would do?
  - o Pinky: I was not familiar with what the committee does.
  - o Brandon: I was not familiar with what the committee does.
  - o Rob: you can also reach out to past committee members about the transition.

- Reach out to: Kirk Atkinson, Marilyn Gardner, Kate Horrigan, Julie Shadoan, Daniel Clark
  - i. Scheduling should be worked out in April/May 2023,
  - ii. [facultywelfare@wku.edu](mailto:facultywelfare@wku.edu) handle is set up
  - iii. Spring 2024 schedule should include a meeting of old/new officers (perhaps using the faculty survey as a focal point for planning the upcoming academic year)
  - iv. Transition document for new chairs and committee members
- d. **Support faculty who are parents of young children**
  - i. a resource page
    - a. Rob: folks can apply for accommodations, but may not know about what ra
    - b. Xingang: family passes for WKU faculty (how do we support families?)
  - ii. support network of faculty who are parents of young children
  - iii. rooms in classroom buildings for those who need to pump at work
  - iv. faculty network of parent allies (possibly for faculty and students)
  - v. support for pregnant faculty who may want mobility support
  - vi. support for childcare to faculty who are participating in Senate
- 4. New business
- 5. Adjourn
- 6. Recording of meeting

[https://wku.zoom.us/rec/share/fII\\_8D1GSekbV3rBRvqb2A0m5HO4bVg-cYUFna2SXS58Fcz6VssoQxrdObRI3j.cyCy65fq\\_gI6RXVj](https://wku.zoom.us/rec/share/fII_8D1GSekbV3rBRvqb2A0m5HO4bVg-cYUFna2SXS58Fcz6VssoQxrdObRI3j.cyCy65fq_gI6RXVj)