

Faculty Welfare and Professional Responsibilities Committee  
Western Kentucky University

Report to the University Senate

Date: January 5, 2015

From: Dr. Patricia Minter, Chair

The Faculty Welfare and Professional Responsibilities Committee met on December 5, 2014 and submits the following agenda items for consideration to the University Senate:

1. In response to a request for consideration from the Faculty Handbook Committee, the Faculty Welfare Committee unanimously endorsed amending the proposed wording in the Proposal to Amend WKU Faculty Handbook, section IV, B., 3, a. (see attached proposal from Handbook Committee for reference). The new proposed wording is:

"By September 10 (February 7 for the first year evaluation), the committee chair will send a memorandum to the department head in which the faculty discussion is summarized and the vote count reported. The department head will then promptly provide the candidate with a continuance evaluation which will include the committee's vote count as well as the committee's memorandum and in which any deficiency in performance, as noted by the committee and/or the department head, will be clearly identified, documented and explained. The candidate will be given an opportunity to send to the department head a response to this evaluation. The department head's recommendation to the dean will include the committee's memorandum, the result of the continuance committee's vote, the department head's continuance evaluation, and any response by the candidate to that evaluation."

Then, we approved amending the tenure and promotion sections of the Faculty Handbook to conform to the practice outlined above for continuance in section IV, B., 3., iv.(tenure) and section III, E., 3 (promotion).

The FWPR Committee also continues to work on several agenda items going forward:

- Title IX/Clery Act Compliance: The subcommittee consists of Patti Minter, Gayle Mallinger, and Julie Shadoan and is meeting on target to present findings in February
- Benefits Concerns: Current self-insurance plans may represent a de facto compensation reduction. Chair Minter attended the December Finance and Budget Committee meeting to partner with them on studying the effects of the new plan on total compensation
- Compensation Concerns (see above; we will also partner with Senate Finance/Budget Committee)
- Faculty Handbook issues
- Instructor ranks (will be on January's agenda, tabled from last year's Senate; will ultimately need to go to Handbook if action is taken by FWPR)