

Faculty Welfare and Professional Responsibilities Committee

Western Kentucky University

Report to the University Senate Executive Committee

Date: November 23, 2015

From: Dr. Patricia Minter, Chair

The Faculty Welfare and Professional Responsibilities Committee met on November 20, 2015 and submits the following report and one action item for consideration to the University Senate:

Motion from SEC to investigate whether the university's whistleblower policy is clearly defined on the website of WKU's Internal Auditor:

After committee members perused the Internal Audit website and the third-party reporting platform, following a lengthy and productive discussion, the Faculty Welfare Committee makes the following recommendations:

- Although best efforts will be made to insure anonymity, WKU's Internal Audit office should make it clear that identities will be protected and to what extent they are protected. Employee fears of retaliation may impede proper reporting without clear statements about these safeguards.
- The Ethics Point form is not easy to find; it should be easier to find with one click
- The Ethics Point form should be easily searchable; the committee recommends that the keyword "whistleblower" should lead anyone to the form
- The website should make it clear what telephone number is the anonymous one; committee members reported confusion about which telephone number they should call (both Internal Audit and Ethics Point's 800 number are listed)
- The Internal Audit website presents as a fiscal misconduct reporting site; it needs to be more inclusive and it should be made clear what can be reported here
- The committee raised questions as to whether a central misconduct reporting page might be an effective solution (FAQ about which office handles which issues, with links to the appropriate offices)
- Enlarge the "reporting tools" and distinguish WKU fiscal policies from whistleblower issues

Information Items:

- Title IX/Clery Act Subcommittee: The subcommittee continues to meet and will have a report for resent to the Faculty Welfare Committee and to the SEC.
- Compensation Concerns: We have two requests to study several aspects of faculty compensation, ranging from salary compression, gender inequities, and institutional commitment to long-term compensation plans. Teaching load equity was also discussed as a major concern and source of great disparity. We remain concerned about benefits costs as well. We will discuss this further at our December committee meeting and will remain in communication with our colleagues on the Budget/Finance Committee.

- Due to time constraints and lack of information on evaluation processes, the FWPR Committee voted to table definitely until the December meeting investigation our study of college evaluation forms and standards.