

# Faculty Welfare and Professional Responsibilities Committee

## February Report

Submitted by Lauren McClain, Chair

February 21, 2020

Present: Lauren McClain, James Barker, Julie Lee, Sue Lynn McDaniels, Conner Hounshell, Tina Smajlagic

### Old Business:

1. Administration accountability, grievance policy, tenure appeals – Will have full report and suggestions next month
2. Child care options on campus (tabled until next month)

### New Business:

3. Post-tenure review process – review results to poll, decide how to proceed – Poll shows overwhelming majority want reviews post-tenure less often than annually. Lauren will work on adjusting handbook wording to make that adjustment. Will present at next month's meeting for discussion and vote.

I think that TENURED faculty should be reviewed

| # | Answer                               | %      | Count |
|---|--------------------------------------|--------|-------|
| 1 | Annually                             | 25.32% | 99    |
| 2 | Once every three years               | 47.31% | 185   |
| 3 | Once every five years                | 14.07% | 55    |
| 4 | Some other interval (please specify) | 8.18%  | 32    |
| 5 | Never                                | 5.12%  | 20    |
|   | Total                                | 100%   | 391   |

4. ADA compliance/faculty accommodations – Will begin to review best practices and will report next month.
5. Promotion and tenure process – discussed the possibility of including language that would allow candidate to respond to memos and recommendations at each level of review. Will work on language to present next month.
6. Ad Hoc Committee on Free Speech Statute: review was conducted and the conclusion was that WKU is in compliance so no changes need to be made.
7. Handbook change: Extracurricular Activities – Handbook change form completed and voted on (unanimous). Rationale: Committee service is addressed in Section II.B. The language of encouraged is used elsewhere in the in the workload section of the Handbook and this makes it more clear that there are a variety of extracurricular duties that faculty may choose to engage in. Lauren will send to Handbook Committee for review.