

Faculty Senate Meeting Minutes



Faculty Senate Meeting Thursday, May 15, 2025 -- 3:45 p.m. IN PERSON Senate Chambers - DSU 2081

Present: T. Hunley, K. Liang, E. Kondratieff, J. Burton, G. Ellis-Griffith, P. Rusli, M. Pruitt, C. Trojan, K. Smith, J. Logsdon, L. Owens, S. Scali, D. Boamah, K. Neelly, R. Ayers, D. Clark, L. Plumlee, J. Maddox, A. Jerome, Y. Petkus, B. Thomas, M. Salvator, K. Reames (for P. Otto), B. Elliott, M. Peterson, S. Riehn, M. Travelsted, M. Reece, T. Jenkins, D. Strunk, J. Stewart, A. Wichman, J. Erickson, J. Shankweiler, T. Seguin, C. Basham, M. Crowder, K. Joseph (for M. Aram), S. Bonis, M. McKerral, B. Fischer, R. Robinson, S. Spiller

Guests: B. Laves, J. Hammonds, D. Kelley, J. Klemm, R. Hale

A. Approval of previous months Senate Meeting:

1. [Faculty Senate Minutes 4-17-25](#)

1st/2nd: Jerome/Flener; motion passes, unanimous

B. Guest Speaker

1. Todd Stewart, Director of Athletics

Rescheduled for the fall

C. Officer Reports

1. Chair - Mac McKerral

- a. [Report](#)

- b. [Addendum](#)

President asked Mac to attend a meeting tomorrow at 10 am about “campus.”

2. Vice-Chair - Dan Clark (no report)
3. Secretary - Sarah Bonis (no report)

D. Standing Committee Reports:

Motion to bundle and approve all reports except for graduate council (items 1-4, 7-8),
1st/2nd: Jerome/Ayers; motion passes, unanimous

1. [Academic Quality, Tracy Jenkins \(Chair\): \(Report Posted\)](#)
2. Budget and Finance, Eric Kondratieff (Chair): (Reports Posted)
 - a. [BFC - April 3, 2025 Report](#)
 - b. [BFC - April 24, 2025 Report](#)
3. Colonnade/General Education, Angie Jerome (Chair): (No Report)
4. [Faculty Welfare and Professional Responsibilities, Stephanie Riehn \(Chair\): \(Report Posted\)](#)
5. Graduate Council, Jeremy Logsdon (Chair): (Reports Posted)

Motion to bundle and approve all GC and GCC reports from item 5 and 6, 1st/2nd:
Logsdon/Jerome; motion passes (unanimous)

 - a. [GC - April 10, 2025 Report](#)
 - b. [GC - April 17, 2025 Report](#)
6. Graduate Curriculum Committee, Whitley Stone (Chair): (Reports Posted)
 - a. [GCC - April 3, 2025 Report](#)
 - b. [GCC - April 17, 2025 Report](#)
7. [Undergraduate Curriculum Committee, Shelia Flener \(Chair\): \(Report Posted\)](#)
8. [Faculty Handbook, Julie Shadoan \(Chair\): \(Report Posted\)](#)

E. Other Committee/Organization Reports:

1. American Association of University Professors (AAUP)
2. Budget and Executive Committee (BEC)
3. Coalition of Senate and Faculty Leadership (COSFL)
4. ONE WKU

F. Old Business:

G. New Business:

1. [Senate Charter Revisions \(Second Reading\)](#)

Motion to approve, 1st/2nd: Jerome/Neely; motion passes, unanimous

2. [Faculty Handbook Revision - Blanket Revision \(Policy & Ombudsperson\)](#)

Motion to approve, 1st/2nd: Jerome/Wichman; motion passes, unanimous

3. [Faculty Handbook Revision - I.B.1 Faculty Senate](#)

Motion to approve, 1st/2nd: Flener/Ayers; motion passes, unanimous

4. [Faculty Handbook Revision - II.O Grade Reporting](#)

Motion to approve, 1st/2nd: Pruitt/Flener; motion passes, unanimous

5. [Faculty Handbook Revision - II.V. Faculty Student Relationships](#)

Motion to move back to Handbook Committee and align with AA policy, 1st/2nd: Jerome/Wichman; motion passes, unanimous

6. [Faculty Handbook Revision - XII.W. University Publications](#)

Motion to approve, 1st/2nd: Pruitt/Jerome; motion passes, unanimous

7. [Faculty Handbook Revision - XII.Y. Mail Service](#)

Motion to approve, 1st/2nd: Pruitt/Ayers; motion passes, unanimous

8. [Faculty Handbook Revision - Criteria for Rank](#)

Motion to approve, 1st/2nd: Jerome/Pruitt; motion passes, unanimous

9. [Academic Policy \(1.21245\) - Summer/Winter Compensation](#)

Motion to approve, 1st/2nd: Clark/Pruitt; motion passes, unanimous

10. [Senate Resolution - Compensation](#)

Motion to approve with friendly amendment, 1st/2nd: Flener/Reames; motion passes, one opposed

Provost – concern for completion by 1/30/26 – first compensation study took 2 years, might be aggressive timeline; university wide concerns (see Chronicle article sent by Mac RE: compensation)

Friendly amendment, 1st/2nd: Wichman/Neely – friendly amendment to change 1/31/26 to 1/31/27 because the reality is these things take time, and we know what has happened in the past, so let's set a realistic timeline; motion passes (25/7/0)

11. [Senate Resolution - Academic Quality](#)

Motion to approve with amendment, 1st/2nd: Pruitt/Flener; motion passes (1 opposed, 2 abstentions)

Motion to amend the R2 language, 1st/2nd: Strunk/Neely; motion passes, 20/12/0.

Comments:

Wichman – data shared from IR, workload has stayed stable.

Kondratieff – workload isn't representative of IR data, it is about increase of need post-COVID.

Reames – some service roles can only be done by tenured faculty.

Peterson – with retirement and VSIP, a lot of workload is shifting.

Strunk – we passed a resolution on increasing compensation and we are now asking to do less work – how are those reconciled? Would like to see R2 processed as an additional funding stream.

Hunley – extra policing with AI cheating requires extra work.

Provost – overload is a choice (you do not have to do overload and you can tell your chairs that). If you have a lot to do – you need to quantify that in a way that allows the chair to make decisions about workload.

Clark – overload is IR data, but doesn't account for the other parts that are what are extra work.

Provost – it's imperative to communicate that to your chair and quantify so that you can actually implement the workload policy.

Jerome – we have a lot of pre-tenure faculty think that if they don't do an overload, then their students won't be served. So, yes we can say no, but there are implications for

students if they say no, and it's at the sacrifice of their research.

Crowder – People can't say no to overloads for fear of retribution.

Ayers – when I look at my schedule every semester, when I look at my fall semester – I have an overload and now the class is full and we need someone to teach it.

Mac – when it comes to overloads – the result of saying no is that classes are canceled, students don't get the course, can't graduate on time.

Provost – then you should take it out of the handbook that you have a choice, because that is what the policy and handbook says. Struggling with how to help if you are going to say yes to overloads. Agreement that the pandemic has changed the student body, but how do we (AA) help?

Petkus – so many parts to workload that are invisible, so many committees. Faculty have been in crisis mode since COVID and the students we have now are different. There's the student side, so much work to get done and fewer people to do it. It's too much and a lot of us who believe in our students and are student- and program- and department-oriented, we care so much about this place, we are getting worn out. I've been here for 25 years and the reality on the ground is that it's not a clear picture and if we painted it, it would have a lot of nuance and range, but it is a very big problem.

Seguin – there is nothing wrong with sending this up the chain, we're afraid that we can't serve our students anymore, don't offer another VSIP.

Neely – Q for the body – does this body have duty to consider the fiscal nature of this resolution (every bullet has a dollar associated with it)? These are great asks, but there's not money.

McKerral – resolution is to remind folks who are making decisions that there is a crisis here that needs to be addressed, money or not.

Clark – follow up Q for Provost – talked about demonstrating/documenting workload, we have been told in our college that they can't exceed 100%.

Provost – well overload is over 100% (it's why you're compensated for it, that's the workload policy as stated).

Jerome – what goes is research and creativity, that is what is given up for service and teaching.

12. [Senate Resolution - Commitment to the Mission and Values of WKU](#)

Motion to approve, 1st/2nd: Wichman/Reames; motion passes (1 opposed, 1 abstention)

H. Advisory Member Reports:

1. Faculty Regent, Shane Spiller

Met for committee meeting in May, will be at full board in June. Third quarter looks good, but we will see about 4th quarter – typically little revenue comes in then, but still spending. Was announced at board meeting that there will be 2% raise pool again this year, will decide in the fall how that will get used. UK announced today that they will be doing a 1.5% raise. Potter College is priority new building.

In special called meeting, that includes final approval of P&T. Moving forward, board will have two meetings in June – one will be quarterly and final approval of committee meetings; the second will be the budget meeting which will require some training. As a reminder why Shane voted no last year – message to state that we can't keep doing this, we have reached a point where we can't keep doing more with less (we're tired). We are running on fumes but those of us who care about our students are trying to find a way to keep our students moving forward. We are struggling to put our job into numbers. Have done this for 30 years, but what I'm doing/feeling now isn't sustainable – I've never been this tired. Second reason for no vote was the 10% tax they were trying to do. Still has not come back for consideration.

August will be retreat and another meeting. There will be a Presidential contract coming forward; you should expect that he will get a raise. Board looks at challenges we have had and have going forward, and seen a number of existential threats and they are external. The board is not looking to make a change – a contract will be extended to the President, assume full board will consider in June meeting.

Going back to earlier comments: have heard a lot about campus and community regarding campus buildings; people chose not to put money into infrastructure and maintain/repair buildings for years (e.g., Minton AC). This is what happens when we make short-term budget decisions. We need to make sure our current leadership isn't doing the same thing with faculty. Instead, they need to put money in now to repair and maintain so faculty don't deteriorate because they are the core of this institution. As you talk about workload – do not pass curriculum, course, program proposals past your department if you do not have the resources to do it. Otherwise, the board will say that faculty want to do it and will then pass it along.

M. Pruitt – in fall, we were told that if we desired something greater than a 2% raise that we should go out and get offers and the university will match that. Would that be the position of the board for that approach for how to get a raise?

Shane – hard to predict board perspective but some board members have shared that they want to see merit raises. Board is aware of the compensation issues and does want a solution – but what is the solution?

Pruitt – we don't get a say in other contract negotiations (athletics asks for more money and we seem to find it).

Shane – when new coaches come in, a standard budgetary amount is maintained and if we can't afford them anymore, we let them go and bring in someone new to grow. If you look at history of board documents, president referenced 440 staff market equity adjustments but only 70 faculty.

Pruitt – struggling with whether it is ethical to go burn an interview, etc. with knowing you won't accept.

2. Provost, Robert "Bud" Fischer

Congratulations to those who have secured P&T – Woohoo Senator Ayers!

Budget is not done yet because of Provost. Still having subvention conversations as of today and not had a chance to look at those numbers. Have until Monday at 10am, board will get them soon.

ESE – starts July 1. Before then, will send out the Org Chart with changes that have occurred and so everyone will know who to go to.

UK Med School – in process of expanding, we have a cooperation with them and they are expanding that (40-50% of students who enroll in UK Med School are our students). They want their students to do mentoring of our pre-med students on campus.

Honors 2.0 was given to Provost and President to look at and start thinking about. Honors Director search ended and we hope to have someone named very quickly.

Student Success & Online Search just finished – thanks to all for participation.

Assessment and Accreditation Search is posted – people are encouraged to apply.

Get some rest this summer.

3. SGA President, Rush Robinson

Doesn't take role lightly. Faculty are raising some big concerns and those trickle down to students. So, if there are things that are impacting students, happy to have that conversation. If there is anything I can do as a student regent to help your work, please let me know.

I. Informational Items:

J. Items for the Benefit of the Body

Mac thanks officers, Jessica Steenbergen (shadow chair), committee chairs and members, and all Senators who are giving their time to serve. We are faculty advocates – that is our job, sometimes people don't like it.

McKerral passes the gavel to D. Clark

K. Motion to adjourn

1st/2nd: Ayers/Jerome; motion passes (unanimous)