

Faculty Welfare and Professional Responsibilities

Faculty Senate Committee Monthly Report

Members Present: Ashley Orehek (Chair); Kelly Reames; Rob Hale; Pinky Rusli; Xingang Fan; Kyla Mitchell; Jenny Burton; Aaron Wichman; Stephanie Riehn; Sara Pickett

Members Absent: Kaylee ben Yosef; Ciin Lun; Wendy Chelson

Agenda & Notes | Friday, 16 Jan 2026 | via Zoom

1) **Meeting began** at 3:03 PM CT.

2) **Approval of minutes** from previous meeting ([SenateReport FWPR 202511.docx](#))
a. First- Aaron, Second – Pinky

3) **Old Business**

a. Proposed Human Resources Policies Revisions

- i. Quenna Thompson from Human Resources contacted FWPR to offer feedback and comments about 3 policies they hoped to update in the spring semester. For each, the FWPR committee compared the current standing policy and its proposed revision. The committee submitted clarifying questions back to Quenna, which she replied to. The committee reviewed her responses and offered no additional feedback.
 - 1. Policy 4.6002: Employee Benefits Eligibility
 - 2. Policy 4.8601: Drug and Alcohol Abuse Prevention Policy
 - 3. Policy 4.6402: Bereavement

4) **New Business**

a. Annual Faculty Welfare Survey

- i. The committee plans to open the survey between the end of February and Spring Break (third week of March), so the committee has ample time throughout the end of March and all of April to analyze the results and create a preliminary report in time for the May Faculty Senate meeting. Analysis shouldn't take too long since most of the report will be quantitative data – most of the qualitative data will remain in-house and distributed to proper channels.
- ii. During the February meeting, the committee will review the questions with intentionality to make sure we capture any desired data. Senate Chair Dan Clark is invited to this review. The chair provided the committee with a comprehensive list of the survey questions to review prior to this meeting.
- iii. This year, one thing the committee wants to focus on is the response rate. Approximately 1/3 of all WKU faculty participated (~200/600) in the 2025 annual

survey and the committee would like to increase this number for better campus representation. To be determined how this will happen. The committee was charged with bringing suggestions to the next meeting.

5) Other discussions

a. February Meeting

- i. The next regularly scheduled meeting was rescheduled for a different Friday in the month due to several committee members having previously known conflicts with the date. The committee was polled and Fri 13 Feb was selected as the new meeting date.

b. Public Availability of Course Schedules in TopNet

- i. The question was submitted to Registrar during the fall semester. No response has been received yet.

c. Developing a Policy about Remote Work Faculty Positions

- i. Someone contacted Faculty Senate about an issue because their request to become a remote position was denied. FWPR was looped into the discussion because it could possibly fall under our purview. Provost Fischer expressed possibly considering pedagogical instructor positions to be remote but hesitated on tenure-track instructor positions.
- ii. Currently, no formal policy exists about remote positions specifically. The only relevant guidance falls under that of flexible work arrangements between an employee and their supervisor.
- iii. FWPR could pitch a policy to SEC if we choose. Questions arose on (1) if this could encourage more adjunct faculty hirings than full-time faculty, and (2) if this is a discipline-specific issue - An example was brought up about SLP struggling to hire instructors because their instructor positions are not fully remote, therefore losing these hires to other institutions who do offer fully remote teaching positions. SLP sees many of these positions on job boards lately.
- iv. The committee discussed researching institutions who do offer fully remote teaching positions to possibly help develop a policy proposal. I.e., Lindsey Wilson University offers a few graduate degree programs in a hybrid format that is primarily online with one required in-person meeting on campus over one weekend during the semester ([Example – MSDS program](#)).

d. List of Departed Faculty from WKU

- i. The FWPR chair requested a list be provided of faculty who departed from WKU because some faculty do not inform all campus channels of their departure and then these channels are left scrambling to fill their gaps (i.e., FWPR struggling to fill positions this academic year).

- ii. Rob Hale secured a list with permissions from HR and Legal Counsel. The major note is that these people aren't classified by why they left because it can be considered personally identifiable information.
- iii. The decision was to pass the list onto the Faculty Senate leadership for annual logistical purposes.

6) **Adjournment** occurred at 4:07 PM CT

Next meeting is Friday, 13 Feb 2025 at 3 PM CT via Zoom. This is an abnormal scheduling occurrence due to conflicts from several members.

Report prepared by Ashley Orehek (29 Jan 2026).