

PRELIMINARY REPORT

Dec. 14, 1978

FSW: 001.1: 12-14-78

Preliminary Report: Rank and Promotion Policy

In his address to the very first meeting of the Faculty Senate, President Downing requested the Senate's review of university policy on rank and promotion. Other items occupied the Senate's attention throughout the first year of its existence, so Mr. Downing reiterated his request at the beginning of this year. The Faculty Status and Welfare Committee has been charged with carrying out the review and making recommendations.

The following is a preliminary report to inform the Senate regarding the general direction in which the committee is moving on the question of rank and promotion policies. This document does in no way attempt to deal with the important matters of each faculty member's review, the details of procedures from the lowest to the highest levels of the university's administrative structure, or the differentiation of the various ranks. The committee will deal with such items in reports to be presented later.

GENERAL CRITERIA FOR PROMOTION IN RANK

The Faculty Senate shall establish minimum guidelines for promotion, which shall be reviewed by the Office of the President and passed on for approval to the Board of Regents. When such a document has been established and approved by the Board of Regents, it shall become an addendum to the

university redbook which includes Governing Statutes, Rules, Policies and Administrative Regulations.

Each college shall have a comprehensive promotion document, prepared with the full participation of the faculty of that college. The document shall meet the standards of the university minimum guidelines which will have been established by the procedure described above. The college document shall be submitted to the Faculty Senate for confirmation that it is in accordance with the university's minimum guidelines and, then, transmitted to the Office of the President for review before being passed on to the Board of Regents for approval. A copy of the confirmed college document shall be filed in the Office of the President and shall be given to each member of that college's faculty.

Criteria for evaluation for promotion shall be established in but not limited to, the following areas:

- 1) Teaching effectiveness
- 2) Research, publication, or creative achievement
- 3) Evidence of professional growth
- 4) Service to the university
- 5) Service to the community, region, state or nation
- 6) Seniority (Seniority alone shall not be basis for promotion).

The details of these criteria and of any additional criteria to be considered in making a recommendation concerning promotion shall be specified in the college's promotion document. This document shall also specify the types of evidence to be considered in determining whether the criteria have been met.

When such college documents have been established and approved, they shall become addenda to the redbook containing the university's Governing Statutes, Rules, Policies, and Administrative Regulations. These documents and the redbook shall establish procedures and the only criteria for promotion actions.

FSW: 002.1

Trends in Average Salaries
 --Comparisons with Consumer Price Index using 1972-73 as the Base Year
 (Nine Month Basis)

Rank	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80
Professor								
Average WKU Salary ^c	16,310	16,976	18,030	19,106	21,098	22,142	23,049	23,049 ^f
CPI Adjusted Salary ^a	16,310	17,530	19,450	21,124	22,305	23,784	25,665	27,456 ^b
Difference in Purchasing Power ^d	0	-554	-1420	-2018	-1207	-1642	-2616	-4407
% Difference in Purchasing Power ^e	0	-3%	-8%	-11%	-6%	-7%	-11%	-19%
Associate Professor								
Average WKU Salary ^c	14,362	14,938	15,445	16,435	17,587	18,551	19,178	19,178 ^f
CPI Adjusted Salary ^a	14,362	15,436	17,127	18,601	19,641	20,943	22,600	24,177 ^b
Difference in Purchasing Power ^d	0	-498	-1682	-2166	-2054	-2392	-3422	-4999
% Difference in Purchasing Power ^e	0	-3%	-11%	-13%	-12%	-13%	-18%	-26%
Assistant Professor								
Average WKU Salary ^c	12,148	12,620	13,085	13,695	14,613	15,587	16,196	16,196 ^f
CPI Adjusted Salary ^a	12,148	13,056	14,487	15,733	16,613	17,715	19,116	20,450 ^b
Difference in Purchasing Power ^d	0	-436	-1402	-2038	-2000	-2128	-2920	-4254
% Difference in Purchasing Power ^e	0%	-3%	-11%	-15%	-14%	-14%	-18%	-26%
Instructor								
Average WKU Salary ^c	10,236	10,773	11,054	11,760	12,635	12,097	12,346	12,346 ^f
CPI Adjusted Salary ^a	10,236	11,001	12,207	13,257	13,998	14,926	16,107	17,231 ^b
Difference in Purchasing Power ^d	0	-228	-1153	-1497	-1363	-2829	-3761	-4885
% Difference in Purchasing Power ^e	0%	-2%	-10%	-13%	-11%	-23%	-30%	-40%
August Consumer Price Index	125.7	135.1	149.9	162.8	171.9	183.3	197.8	211.6 ^b

- a) Normalized using 1972-73 salary as the base salary and Consumer Price Index for August of each year.
 b) Projected using yearly inflation rate of 7.0%.
 c) AAUP Bulletins, 1971-78 and HEGIS XI, XII, and XIII.
 d) Difference in Purchasing Power = Average WKU Salary - CPI Adjusted Salary.
 e) Percent Difference in Purchasing Power = [(Average WKU Salary - CPI Adjusted Salary)/Average WKU Salary] x 100%
 f) Assuming no change in salary in order to see what the increase needs to be in order to keep up with inflation.

passed

Resolution
Faculty Senate, Western Kentucky University
Introduced 12/14/78
Sponsor: Faculty Status and Welfare Committee

Whereas, salary increases of the WKU faculty have been, in recent years, less than the rate of inflation and

Whereas, this fact has resulted in a significant decline in the purchasing power of the WKU faculty,

Therefore, be it resolved, that the Faculty Senate of Western Kentucky University, on behalf of all faculty members, respectfully recommends that salary increases for the 1979-1980 academic year be no less than the expected rate of inflation for the ¹⁹⁷⁸⁻⁷⁹ period and,

Be it also resolved that the Faculty Senate go on record as recommending that the President of Western Kentucky University make every effort to secure the funds to restore the purchasing power of the faculty to the level existing in the 1972-1973 academic year and,

Further be it resolved that the Faculty Senate support the Board of Regent's approval of the "Guidelines for Preparation of 1979-1980 Operating Budget" in which priority consideration will be given to improvement of salary and wages for faculty and staff.

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