

First Reading: April 11, 2017  
Second Reading: April 11, 2017  
Pass: YES; 25-1-1  
Fail:  
Other:

Resolution 7-17-S      Resolution to Support an Increase for Full-Time Faculty Salaries

**PURPOSE:** For the Student Government Association of Western Kentucky University to support the faculty salary increase ahead of any new renovation and construction projects.

**WHEREAS:** According to the Integrated Postsecondary Education Data System statistics of 2015, in comparison to the 19 other benchmark institutions, WKU ranks second to last for faculty salaries, and

**WHEREAS:** When WKU's Challenging the Spirit Action Plan began in 2012, the stated goals were to "increase salaries of full-time faculty by 15% to better align with benchmark medians," but these goals have in fact have lost significant ground to our benchmarks, and

**WHEREAS:** In every category in relation to our benchmarks, WKU's ranking have dropped considerably between 2014 and 2016, with professor salaries ranking 17<sup>th</sup>, associate professor's ranking 19<sup>th</sup>, assistant professor ranking 17<sup>th</sup>, and an instructor ranking 14<sup>th</sup>, and

**WHEREAS:** According to Faculty Work Life Survey from 2014-2015, faculty morale has steadily been decreasing over the past several years with 57% of faculty morale ranking poor or very poor, and

**WHEREAS:** Several studies have shown that improving faculty salaries can have a positive impact on student outcomes through attracting more well-qualified members, retaining well-qualified faculty members, and improving morale in the classroom, and

**WHEREAS:** The relationship between faculty and students is critical in order to have a healthy academic institution and to improve on a variety of metrics including, but not limited to, student enrollment and retention.

**THEREFORE:** Be it resolved that the Student Government Association of Western Kentucky University support the faculty salary increase ahead of any new renovation and construction projects.

**AUTHOR:** Hannah Neeper, Administrative Vice President  
James Line, Chief of Staff

**SPONSOR:** Legislative Research Committee

**CONTACTS:** Claus Ernst, Chair of the Faculty Budget and Financing Committee