

**Faculty Affairs Council (FAC)  
2014-2015 Annual Report**

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Members: Arledge Armenaki, Lisa Bloom, Shawn Collins, David Dorondo, Jeanne Dulworth, Yang Fan, AJ Grube (chair), Beth Huber, Nancy Luke, Elizabeth Marcus, Karyn Tomczak, Johanna Vinyard, Cheryl Waters-Tormey, Paul Yanik

Resolutions and Policy Changes that Passed through the FAC and the Faculty Senate:

- Passed a resolution supporting changes to graduate faculty status and processes.
- Passed a resolution supporting gender equity with regards to faculty salaries. The resolution is attached.
- Passed a resolution to establish a task force to review issues faced by fixed term faculty at WCU. The task force will convene during the 2015-16 academic year. The resolution is attached.

**REVISION TWO**

**RESOLUTION ON GENDER EQUITY IN FACULTY SALARIES  
WESTERN CAROLINA UNIVERSITY**

WHEREAS, more than 50 years have passed since the Equal Pay Act was enacted; and

WHEREAS, the Equal Pay Act was passed to provide equal pay to workers, regardless of gender; and

WHEREAS, “equal opportunity” is a core value and guiding principle of the WESTERN CAROLINA UNIVERSITY mission statement, and;

WHEREAS, WESTERN CAROLINA UNIVERSITY has adopted an Equal Employment Opportunity Policy Statement that provides, without exception, that WCU will provide equal employment opportunities for all persons regardless of sex or other characteristics unlawfully used to discriminate among workers;

WHEREAS, WESTERN CAROLINA UNIVERSITY issued a Gender Equity Report in 2014, which concluded that at “WCU, women earn 87% of salary compared to men—a 13% difference; and

WHEREAS, WESTERN CAROLINA UNIVERSITY’S EEO Plan for 2014—2015 requires the university to take action to “rectify the difference in pay” (2013-14 WCU Equal Opportunity/Affirmative Action Plan) for all females who are paid less than their male counterparts where the difference in pay cannot be justified; and

WHEREAS, WESTERN CAROLINA UNIVERSITY made salary adjustments to some faculty members on April 1<sup>st</sup> and May 1<sup>st</sup> 2014 in response to a “recently completed a campus wide salary analysis based on internal equity”; and

WHEREAS, this adjustment did not equalize salaries between all similarly situated male and female faculty;

WHEREAS, the WCU faculty do not support and will not tolerate that WCU pay its female faculty 87% of what it pays its male faculty;

NOW THEREFORE, BE IT RESOLVED, that WESTERN CAROLINA UNIVERSITY make the 2014 Gender Equity Report publicly available on the Human Resources website; and

BE IT FURTHER RESOLVED, that WESTERN CAROLINA UNIVERSITY conduct a follow-up review of the original study by July 1, 2015, to determine progress made and action further required toward equalizing the salaries of female faculty members of all ranks comparable to similarly situated male counterparts in the same department and college; and

BE IT FURTHER RESOLVED, that the administration maintain “clean” and transparent salary data that it assesses on a biannual basis; the results of the follow-up review and the plans for addressing the inequities it reveals should likewise be shared with the faculty on a biannual basis; and

BE IT FINALLY RESOLVED, that the administration formulate, explain, and institute a plan to address and correct any inequities revealed by the review and to present that plan by September 1<sup>st</sup>, 2015, with a goal of rectifying inequities no later than September 1<sup>st</sup>, 2017.

## RESOLUTION

### **FIXED-TERM FACULTY SALARY AND POLICY TASK FORCE**

WHEREAS, nearly all undergraduate students at Western Carolina University take classes taught by fixed-term faculty; and

WHEREAS, many fixed-term faculty are long-term members of many departments filling a central role in their curriculum and fostering student success; and

WHEREAS, a faculty member’s expertise contributes to effective teaching<sup>1</sup> and student mentorship, and is maintained through professional development and collaboration activities, yet university funding available to tenure track faculty for these activities has been only rarely available to fixed-term faculty for the same activities; and

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<sup>1</sup> <http://www.wcu.edu/academics/faculty/coulter-faculty-commons/teaching-and-learning/wcu-standards-of-teaching-effectiveness/what-is-pck.asp>

WHEREAS, teaching, service, and scholarship loads are defined for each fixed-term faculty rank, so that related terms of employment (e.g., criteria for faculty rank assignments, reappointment, promotions, multi-year contracts, salary increases), should also be defined and consistent across campus; and

WHEREAS, the last review of policies and salary for fixed-term faculty was completed in 2007, prior to major changes in Western Carolina University's overall budget and faculty work force,

BE IT RESOLVED:

- (a) The Faculty Senate requests a task force to review use of fixed-term faculty at Western Carolina University and the policies affecting them.
- (b) Membership will be decided jointly by the FAC and Provost's office, and would ideally include fixed-term faculty representatives from each college and representatives from the Faculty Senate.
- (c) Goals for the task force will include a comparative work force study, a comparative salary study, recommendations for policy revisions or additions, recommendations for the 2016 campus budget process if appropriate, and a schedule for future reviews.
- (d) Recommendations will be presented to the Senate in Spring 2016.