Faculty Handbook Revisions Committee
May 16, 2012

Members Present: Lisa Jones, Cynthia Waskowiak, Bill Roach, Matt Arterburn, Steve Angel, Mark Kauffman, Willie Dunlap, Gordon McQuere, Monica Scheibmeir, Carol Vogel, Nancy Tate, Judy Druse, Jalen Lowry

Discussion

Monica Scheibmeir presented a report from the Promotion and Tenure Sub-Committee meeting on behalf of Randy Pembrook, who was not present:

The sub-committee primarily discussed the requirements for tenure. Now, there is a difference between departments as to what qualifies as peer-reviewed and qualified journals. They will ask each chair for a list, as they feel there should be some University standard, but also requirements specific to departments. They will work to define this and bring it back to the committee.

They next discussed required Chair letters as part of the tenure process. The Schools of Business and Nursing do not currently use these. It's an area in limbo, especially with Chairs who are new to a department or do not support a candidate's application. There is no process for how to handle these situations. The committee had the following comments:

- The Chair should know the faculty and thus provide some quality assurance to the tenure committee that the candidate meets department criteria. The Dean has institutional perspective and can speak as to the candidates' behavior.
- The purpose of the Chair letters are to help subsequent levels of review determine the credibility of the candidate's application and understand the area of research. Deans depend on the Chair's expertise as it's impossible to know all disciplines.
- Gordon estimated that about one of the six applications a year (on average) is a split decision. It provides protections for both sides that all levels of review have access to all information.

The sub-committee will clean up language for the tenure probationary period. The handbook needs to set a timeline for when items are due and when the clock starts. There was disagreement in the sub-committee about whether candidates only get one chance at tenure or can apply early, before the end of their probation. They will work on clear definitions for teaching, research, and service (ie. now advising can fit all three categories). The sub-committee did not reach any conclusions at this point. They will next determine what can be solved in the next two months while working toward the overall goal of making WU a place that attracts faculty. See the handout, Summary of the first meeting, for more information.

The committee had the following comments about other general P&T issues (please refer to both handouts):

- The librarians want P & T; they were invited to have a representative on the sub-committee
- The committee discussed having a three year pre-tenure review. Units should consider how that would work and if it's helpful. Currently SAS does a two and four year review.

The two year is an open discussion about strengths and weaknesses and the four year is more formal. CAS does a review in practice, but not policy.

- Having no committee decision or opinion at the pre-tenure review is optimal as individuals can differ in opinions about the validity of research areas.
- Lisa explained that department standards cannot supersede College/School standards; they can be more strict, though, if they're tied to business standards. It's most important that there is a consistent and clear uniform process within each unit.
- The School of Law has the same issues as other departments about tenure. They need guidance and procedures; now it is done by tradition.

The committee briefly discussed the inconsistency with using 'Visiting' at the SOL, as those individuals tend to be non-tenure. Some of them are tenured at another school, but others are not. The SOL also uses Associate Professor for non-tenured individuals, although scholarship is required. Those professors know they are non-tenure, but it's not clear.

Decisions:

- Sub-committees will continue to meet and bring reports to the whole committee

Next meeting: May 30, 2012, Lincoln Room