

Faculty Handbook Revisions Committee October 31, 2012

Members Present: Cynthia Waskowiak, Carol Vogel, Bill Roach, Gordon McQuere, Lisa Jones, David Sollars, Nancy Tate, Jalen Lowry, Randy Pembrook

Discussion:

We discussed several topics:

- The non-reappointment procedure has been applied very inconsistently because of the definition of “faculty member.” We discussed replacing that term with “tenure-track”. This is a change we’d like to make immediately, but we weren’t sure if we needed to consult with faculty first.
- For tenured faculty, we will add language about the impact of negative post-tenure reviews. One suggestion is a recommendation of non-reappointment after two negative reviews. This will not be addressed in the above non-reappointment procedure, rather it will be in the dismissal of tenured faculty section.
- The grievance procedure defines faculty as “General Faculty” members. This is very old language, as it includes vice presidents and the president; our proposed definition of faculty excludes top-level administration.
- The Definitions Sub-Committee will address Librarians’ wishes for changes. They would like promotion to compound, like assistant, associate, librarian, but not tenure. They are teaching more, so they’d like promotion to reflect their increased duties, but do not currently do enough research for tenure. The sub-committee will consider other titles that reflect their wish, but don’t mirror tenure ranks titles.
- For revisions that require both By-Law and handbook change, we’ll submit them to the approving procedures concurrently. It’s a little unclear which handbook changes require WUBoR ratification. The handbook is operational except for the sections required by By-Laws; those sections concern faculty governance, which is difficult to define.
- Lecturer rights are currently undefined. Initially, we hired lecturers because of new programs that we were uncertain of their longevity, they’re cheaper than tenure-track faculty, and there are lots of sections of some general education classes than we could fill with tenured faculty (math or English). The intent was for them to be used on an as-needed basis for these very practical reasons. They’re a low-cost alternative and we want to treat them nicely. Some have committed to WU and provide lots of services. We would like to have a category for some long-term lecturers because of their significant contribution and commitment.
- We talked about differences between part-time faculty and adjunct faculty. Adjuncts typically teach 8 or 6 credit hours each semester and receive no benefits. Part-time faculty teach 6 or more hours a semester and receive benefits; they also have some additional responsibilities. In Banner, both are .5, which is complicated for statistical reporting. That will be changed. We need to define them. The AACSB uses the terms “participating” and “supporting” faculty. Supporting faculty are adjuncts and participating are part-time faculty who have obligations beyond teaching.
- We need to address Unofficial Leave.
- The “road show” is scheduled to present at the Library on November 8.

- Dr. Pembroke handed out a summary of discussions from the Faculty Affairs Committee about P&T issues. We will look at it more during the next meeting.

Decisions:

- Lisa will determine which revisions require WUBoR approval.
- The Definitions Sub-Committee will meet to define Lecturers and Librarians.
- We will add another field in Banner to separate part-time and adjuncts to two categories

Next meeting: November 14, Shawnee Rm