

# GENERAL FACULTY

## Agenda Item

**Date:**        **January 29, 2009**

**Number:**  V. A.

**Subject:**  **Faculty Handbook Revision in regard to Joint Appointments**

**Description:**

In order to make the Faculty Handbook consistent with the intent of the original action of the Washburn faculty in regard to joint appointments, the Faculty Senate approves the following revision of the Faculty Handbook, Section III:2, paragraph I.

I. When deemed appropriate by the Vice President for Academic Affairs, a full-time tenure track faculty position may split into two half-time positions and persons otherwise qualified to fill such a position may be appointed to share it as a joint faculty appointment. The two members will share the teaching, research, and service components of the appointment. On an individual basis, the quantity of teaching, research, and service will be less than what is expected of a full-time faculty member; however, the quality of the work performed by each member must be comparable to that expected of a full-time faculty member. Responsibilities for teaching, research, and service should be balanced on an annual basis except by special agreement between the two members and the department. Beginning with appointment to instructor or a higher rank in a joint faculty position, the probationary period at Washburn University shall not exceed seven years. Such probationary period for each of the two persons in a joint faculty position shall be identical and stated in their respective initial employment contracts with the University. At least four of the seven years probationary service must be at Washburn at the rank of instructor or higher. Up to three years credit may be granted to both appointees, by written agreement, for full-time service by each as teaching faculty at other institutions of higher learning. Joint faculty appointees in a tenure track position may be eligible for petition for tenure and promotion in accordance with the procedures for full-time faculty members outlined in Article V sections 6-7 of the Washburn University Bylaws and in section III below. A joint petition may be prepared, but it should clearly state the accomplishments of each individual in teaching, scholarship, and service; each individual may choose to present his or her own petition. The evaluation and recommendation will be applied to each member individually, and both must be deemed deserving in order to be promoted or receive merit. In evaluation for tenure, the same consideration should occur, so that each of the two individuals will be considered separately. Separate tenure decisions will be reached, but in the context of the joint appointment. Tenure or promotion will only be awarded to any person sharing a joint faculty appointment in the event that (a) both individuals in such a joint faculty position petition for tenure and/or promotion in the same year of review; and, (b) both individuals are deemed to fulfill all of the requirements for tenure and/or promotion in rank. In the event that one of the individuals does not petition for tenure or one of the two is deemed not to fulfill all of the requirements for tenure, both will be given notice of non-reappointment and their employment will terminate upon the expiration of their probationary period. The property right granted by the award of tenure is the continuation

of employment as a half-time faculty member which may be terminated for cause under Article V, section 8 of the University Bylaws or as provided in subsection K below. Each member of this joint appointment will receive an individual contract. Each member will receive half of the full-time compensation for the position. Both of the members sharing the full-time jointly-held appointment shall be entitled to benefits otherwise accruing to full-time faculty members. Among these are:

Academic and Sweet Summer Sabbaticals (to be shared).

Retirement (each receiving benefits based on their individual salary).

Life insurance (each insured based on their individual salary).

Group Health Insurance (each receiving full benefits; premium payments based upon salary, plan selected, and type of coverage elected).

Tuition waiver for children of either participant.

Note: The faculty benefit of short-term and long-term disability insurance will not be available to faculty members sharing jointly-held appointments due to insurance company regulations

**Financial Implications:** None.

**Requested Action:** General Faculty approval.

**Presented By:** Dr. Robin Bowen  
Vice President for Academic Affairs

**GENERAL FACULTY**  
**Agenda Item**

**Date:** January 29, 2009

**Number:** V. B.

**Subject:** Revision to the Composition of the Academic Affairs Committee (AAC)

**Description:**

One concern with the makeup of the AAC is that the voting power of the College of Arts and Science exceeds that of each of the remaining major academic unit and is greater than all of the other units combined. For these reasons, it is requested that the composition of the AAC to be as follows:

The Academic Affairs Committee shall consist of two (2) Faculty Senate members from each Major Academic Unit other than the School of Law, and the Senate representative of Mabee Library/CRC. Each member will be elected to a one-year term by the Faculty Senate from its ranks. The committee selects its own chairperson. Decisions of the Academic Affairs Committee require the affirmative vote of six of the nine members; six members shall constitute a quorum to conduct business"

**Financial Implications:** None.

**Requested Action:** General Faculty approval.

**Presented By:** Dr. Robin Bowen  
Vice President for Academic Affairs

**GENERAL FACULTY**  
**Agenda Item**

**Date:** January 29, 2009

**Number:** V. C.

**Subject:** Criteria for upper-Division General Education

**Description:**

Proposal: To be accepted as a general-education course, an upper-level course must, in the view of the General Education Committee, fulfill at least one of the following requirements:

1. It must have a strong interdisciplinary component, bridging the methods and approaches of multiple disciplines.
2. It must have a broadly foundational content, covering material of wide interest in the liberal arts and sciences.

No more than 20% of the upper-level courses listed in the catalog for any one discipline may be considered as fulfilling general-education requirements.

This course must also fulfill the criteria for lower-level general education courses.

**Financial Implications:** None.

**Requested Action:** General Faculty approval.

**Presented By:** Dr. Robin Bowen  
Vice President for Academic Affairs

## GENERAL FACULTY

### Agenda Item

**Date:** January 29, 2009

**Number:** V. D.

**Subject:** Revision of the Faculty Handbook regarding procedures for the conduct of General Faculty Meetings

**Description:**

Faculty Handbook

IV. The General Faculty

C. Meetings

There will be a minimum of two scheduled General Faculty Meetings each academic year, one early in the Fall semester and one just prior to Spring Commencement. Between meeting times, the authority of the General Faculty shall be exercised by the Faculty Senate pursuant to the recall provision of Section 10 j. of Bylaws Article V and also subject to the rights of the General Faculty as set forth in Section II.c. of the Bylaws. The General Faculty may be called together by the President of the University, by majority vote of the Faculty Senate, or upon petition by twenty members of the General Faculty. Action items on any topic may be placed on the Agenda of the General Faculty by majority vote of the Faculty Senate, provided that they are distributed to members of the General Faculty at least seven days prior to the meeting of the General Faculty. The Secretary of the General Faculty shall be elected from the members of the General Faculty at the first meeting in the Fall Semester, and shall serve for one academic year. The Faculty Senate at its last meeting in the Spring Semester shall nominate at least one candidate for this office; additional nominations may be made from the floor of the General Faculty meeting. The Secretary may select tellers from the membership of the General Faculty as he or she shall deem necessary, or upon request from at least 10 members of the General Faculty present and voting. A quorum for all General Faculty meetings shall be at least 33% of the General Faculty. The President shall preside at meetings of the General Faculty. If he or she is absent or vacates the chair, the Vice President for Academic Affairs shall preside.

**Financial Implications:** None.

**Requested Action:** General Faculty approval.

**Presented By:** Dr. Robin Bowen  
Vice President for Academic Affairs