

FACULTY AGENDA ITEM 13.19

FACULTY AFFAIRS AGENDA ITEM

Date: *November 4, 2013*

Submitted by: *Faculty Affairs Committee (Margaret C. Wood, Chair)*

SUBJECT: Addition of language to the Faculty Handbook (Section 3) regarding the Procedures for Recommendation for Tenure. Added language will establish a policy that creates pathways for faculty members, unit heads, chairs, and deans to collaboratively establish development opportunities for faculty who are granted tenure but are not promoted to Associate Professor.

Rationale: *Why is this being recommended? For curriculum items, rationale should include student learning assessment data used for curricular change. Rationale may also include, but not be limited to, labor market data, enrollment increase/decrease, accreditation requirement changes, and student course feedback information.*

In almost all Academic Units at Washburn University, tenure and promotion are considered as two separate decisions. Over the last ten years, approximately 20 faculty members have been awarded tenure but have not been promoted in rank to Associate Professor. A variety of circumstances can lead to this outcome. The addition of language to the Promotion and Tenure section of the Faculty Handbook is designed to help promote professional development and career advancement of faculty. The words “consensual” and “collaborative” are purposefully used to assure that faculty members do not feel coerced into seeking a higher rank if they do not choose to do so. It is the right of a faculty member to choose to pursue promotion or not to pursue promotion.

Financial Implications: *Costs involved (none, new faculty, adjunct replacement, additional operating costs, etc) None*

Proposed Effective Date: *Identify the implementation date of the proposed agenda item.*

Changes will be effective upon final approval of the Faculty Handbook by the General Faculty.

	Action	Wording
Section 3 3.III.A.4 Policies & Procedures Promotion and Tenure <i>The College of Arts & Sciences</i> Procedures for Recommendation	Insert additional letter at end of “Procedures for Recommendation for Promotion” that outlines actions taken when tenure granted but promotion not achieved.	h. In cases where candidates are awarded tenure but do not earn the rank of Associate Professor, the faculty member, department chair, dean, and/or VPAA will work collaboratively in a consensual process to establish professional development opportunities to enhance the faculty members ability to achieve the rank of Associate Professor.

<p>Section 3 3.III.B.4</p> <p>Policies & Procedures Promotion and Tenure <i>School of Business</i> Procedures for Tenure</p>	<p>Insert additional letter at end of “Procedures for Tenure” that outlines actions taken when tenure granted but promotion not achieved.</p>	<p>g. In cases where candidates are awarded tenure but do not earn the rank of Associate Professor, the faculty member, dean, and/or VPAA will work collaboratively in a consensual process to establish professional development opportunities to enhance the faculty members ability to achieve the rank of Associate Professor.</p>
<p>Section 3 3.III.D.5</p> <p>Policies & Procedures Promotion and Tenure School of Nursing Nursing committee on promotion and tenure (CPT) Functions</p>	<p>Insert additional letter under the functions described for the CPT.</p>	<p>vii. In cases where candidates are awarded tenure but do not earn the rank of Associate Professor, the CTP will recommend that the faculty member, dean, and/or VPAA will work collaboratively in a consensual process to establish professional development opportunities to enhance the faculty members ability to achieve the rank of Associate Professor.</p>
<p>Section 3 3.III.E.4</p> <p>Policies & Procedures Promotion and Tenure School of Applied Studies Procedures: Committee on Promotion and Tenure</p>	<p>Insert additional letter at end of “Procedures: Committee on Promotion and Tenure” that outlines actions taken when tenure granted but promotion not achieved.</p>	<p>l. In cases where candidates are awarded tenure but do not earn the rank of Associate Professor, the faculty member, dean, and/or VPAA will work collaboratively in a consensual process to establish professional development opportunities to enhance the faculty members ability to achieve the rank of Associate Professor.</p>

Request for Action: *Approval by AAC/.FAC/FS/ Gen Fac, etc*

Approved by: *AAC on date*

*FAC on date **11/04/13***

Faculty Senate on date

Attachments Yes **No X**