

Faculty Handbook Revisions Committee

January 9, 2013

Members Present: Cynthia Waskowiak, Bill Roach, Lisa Jones, David Sollars, Nancy Tate, Carol Vogel

Discussion:

The Chronicle had an article about the work force at the University of Nebraska. One position that drew our attention was Professor of Practice. These are individuals who were formerly Senior Lecturers that the University hired to work under contract, off the tenure track. Here, this would be the individuals we've previously discussed as falling into a Senior Lecturer-type position, like Jim Martin or practitioners in Allied Health or Nursing. We discussed several aspects of creating a similar position, like having ranks (Assistant Professor of Practice, and so on) or promotion to or from this position. Even if their responsibilities are the same as tenured faculty, Lisa sees no issue with default tenure as long as we continue awarding tenure through our affirmative process and make the contract clear. Cynthia will gather more information about this position at the University of Nebraska.

Lisa reported on the last Definitions Sub-Committee meeting. One issue is the School of Law's titles and practices, as they don't fit neatly into our drafted categories. We discussed whether we should attempt to reconcile all the definitions or have a separate Law section. One way to include everyone would be to simplify our definitions. We could have only two groups of "faculty", tenure/tenure-track, and not tenure. Within these two groups, we could have several titles and rights assigned specific to that group. Lisa and Cynthia will meet with Jalen to discuss this and make a presentation to the Definitions Sub-Committee.

Currently the formal grievance process applies only to faculty. It's unclear whether this applies to all individuals who teach, like adjuncts. This process is only for terms and conditions of employment (not complaints about promotion and tenure, termination or discrimination). Carol recalled that through the years, there have been complaints, but the formal process has only been used about three times. We discussed whether this should be used for all faculty.

The next issue is equivalency, which is when a candidate does not have a terminal degree but substitutes extensive professional experience. We decided against having an extensive policy. We will say "normally" a terminal degree is required in the handbook and position descriptions and leave to the candidate to make an argument they're qualified for a position. The handbook will address this simply as exceptions are made by the Dean's presentation to the VPAA with approval by the President.

The R&R Sub-Committee continues to work on graduate load and collegiality. Someone will compile a list of cosmetic changes for faculty vote or information items.

Decisions:

- We will consider creating a category of Professor of Practice.
- The Definitions Sub-Committee will draft a more simplified set of definitions.
- They will also draft a simpler equivalency policy.

Next Meeting: January 23, 2013, Shawnee Rm.