

Faculty Handbook Revision Committee
February 24, 2016

Members Present: Nancy Tate, Cynthia Waskowiak, Tracy Routsong, Pat Munzer, Marc Fried, Matt Arterburn, Laura Stephenson, Monica Scheibmeir

Discussion:

Marc presented a proposed preamble to teaching load guidelines. One idea is to allow each college/school to develop their own guidelines and submit to VPAA for approval, then use a default set of guidelines if not submitted or approved by VPAA. Committee members suggested it be more like promotion and tenure, where we first start with university standards then look to see what's different in an area.

The suggestion was to establish guidelines, then a process where departments work with the dean to address unique settings. The Committee discussed whether the exceptions need to be approved because some changes are based on funding. It was pointed out there is a difference in units having different guidelines and a one-off situation, like whether the need for a change is ongoing or just an exception like if someone takes sabbatical.

Someone noted that it should be explicit that load of 12 hours is the norm, as there's concern about departments wanting to change this. It is already stated in Section Five, so that's covered. Someone suggested the section on load be just deemed "faculty load" and not specify undergraduate. Nancy will make that change.

There was discussion about the language to load in Section Five that's already been approved by General Faculty, which allows for varied loads for certain programs in general. The specifics are left for discussion. There's concern people will push the banking or load adjustment because there are things like research supervision are required for graduation. Marc had question about banking hours. Section 5.I.A. addresses adjustment in future semesters, but it is not done consistently.

Pat wants the reference in Section 5.I.C.3 b changed to "clinicals, excluding nursing" instead of "allied health clinical" or just "clinicals" and define nursing separately because clinicals apply to departments more than Allied Health. Nancy will make that change.

We next switched to discussing academic sabbatical. A suggestion was to add language in sabbatical leave for the deadline to be identified annually by VPAA. The idea is that a deadline will be clear in case a date written in the Handbook fell on a holiday or weekend. We also looked at David's suggested sabbatical language, which would allow a faculty member to be paid on sabbatical if in a visiting professorship or internship position. Not intended to allow double dipping, but just if the sabbatical happens to be paid. We discussed the benefits and concerns with this suggestion: it would only work if a one year sabbatical under his suggested language since the limit is one year's salary. Could take less money from WU. There is benefit to learning your profession. But in what other profession can you take time off from your daily duties to better yourself professionally. Already receiving a huge benefit from the employer. We wondered how it's done in the SOL; Cynthia will ask Jalen.

Decisions:

- Marc will rework language to reflect the load guideline draft. He will insert in Section 5.I.C.5.f. and send to Nancy.
- Keep the proposed guidelines as the university standards.
- Nancy is waiting to find time to discuss with Randy about faculty definitions before it moves forward.
- Nancy will make a couple wording changes to the faculty load draft.

Next Meeting: Wednesday, March 9 at noon in Morgan 200-A