

Faculty Handbook Revisions Committee June 27, 2012

Members Present: Cynthia Waskowiak, Gordon McQuere, Monica Scheibmeir, Carol Vogel, Jalen Lowry, David Sollars, Alan Bearman

Discussion

Alan asked if we need another category of employee for the professionals who supervise students in the field. These are individuals who are not WU employees, but supervise athletic training students, student teachers and clinical students. Part of their supervision might include overseeing a student's research paper, so they need access to certain databases. In order for them to have access they need a WIN number. The Definitions committee will discuss this topic.

Gordon McQuere, Definitions Sub-Committee Chair, presented a report:

The sub-committee met to continue work on definitions. Gordon's report shows the primary changes, which are edits to the definition of "faculty," "appointment," and "assignment." These definitions are not addressed in the current handbook.

The committee had the following comments as Gordon presented his attachment:

- In category 'C', it references an "annual appointment." The notice for the term/renewal will be addressed in another section, not in the definition itself. The committee wondered if there was too much language in the definition. David pointed out that Lecturers in his School do research as required by their accrediting body. Assignments will be determined by department, per unit procedures, so each unit will craft guidelines in their faculty load section. Cynthia and Lisa will do more research on de facto tenure.
- In category 'D', someone suggested we take out workload requirements and typical pay from the definition. We need to be sure there is some difference between categories 'C' and 'D'.
- Category 'E' will need some work per accreditation standards. Alan will work with the sub-committee on this.
- The difference between categories 'F' and 'D' is that 'F' has a time limit.
- The definitions now lack tenurable teaching-focused ranks. Nancy will have a conversation with faculty to determine their thoughts on whether it's possible for faculty to only teach and earn tenure. In SON, long-term lecturers were upset at not having voting rights, hence the earlier change to add lecturers to General Faculty. They still feel slighted and reluctant to speak up. They would like a parallel track for teaching (promotion) without tenure.
- It's possible to have promotion without tenure, and there is value in having ranks within the teaching-only category. We wondered if Senior Lecturer should be changed to Assistant Teaching Professor/Associate Teaching Professor/Teaching Professor. There is concern that promotion without research or service is unfair.

The committee had the following comments about equivalency:

This concerns whether we should develop a broad statement of equivalency where professional experience could stand in lieu of terminal degree for tenure-track appointments. (See the handout for a suggested procedure.)

- Gordon gave the example of a famous violinist who applied for a position but had no terminal degree and wouldn't come for lecturer salary. Other examples are past governors, supreme court judges, others in the creative and performing arts. We want these individuals to be faculty, but how do we address this?
- There will be complaints from non-terminal faculty who wonder why they aren't special enough for this and annoyance from tenure-track faculty. A terminal degree means a lot to faculty.
- The sub-committee will draft a broad statement for details at the unit level, and consider adding approval by the appropriate unit's faculty to the equivalency.

Decisions:

- The definitions sub-committee will meet in a few weeks to address definitions and ranks/titles for lecturer. Gordon will miss the next two committee meetings, so the sub-committee won't meet for a bit. The sub-committee needs the library's input.
- There should be ranks in the lecturer categories.
- The definitions should have less detail.
- The sub-committee will draft an equivalency statement for committee review.
- Cynthia and Lisa will do research and report to the committee about de facto tenure.

Next Meeting: July 11, Shawnee Room