

Faculty Handbook Revisions Committee
August 27, 2014

Members Present: Cynthia Waskowiak, Laura Stephenson, Pat Munzer, Monica Scheibmeir, Matt Arterburn, Marc Fried, Richard Martin, Randy Pembrook

Discussion:

First, we discussed the definitions that have been approved by Faculty Senate. They were only the appointment categories, not the rest of the definitions. Matt doesn't remember how the definitions got separated from appointment categories, but thinks it's not a problem. We can send the rest of it now to Faculty Affairs Committee. Also, since Matt isn't on Faculty Senate or Faculty Affairs, we need a representative; Matt will check with Senate or Faculty Affairs about who will be a representative on our Committee.

Next, we discussed Sections five and six. Marc reviewed the Faculty Senate agenda item that contains changes to Sections five and six that are ready to proceed for legal concerns. Marc also visited with Dr. Farley and he is ok with our process of getting his input at this point in legal review.

One Handbook section on the agenda item is titled "Leave Without Pay", but the language in the paragraph says compensation, not pay. Marc checked with Nancy and Rick Anderson about their views on the title and what the section exactly means. Leave without pay is different than FMLA, it's only for graduate work or to engage in professional activity. Marc will change the language in that section to leave without pay for consistent terminology unless someone else has concerns. After he makes changes, he'll talk with Nancy and she'll forward the agenda item. We decided that Marc did not need to bring any changes on this agenda item back to the Committee unless they were substantive.

The Committee then looked at the edits to Section five and six to suggest applicable categories for each. The Committee quickly realized it was difficult to determine which categories applied to the section on faculty load in certain departments and had a long discussion on a complex issue. One school noted that their faculty regularly exceed the general load policy. Some schools account for "extra" or "hidden" work (independent study, advising, research projects, etc.), but do not compensate for it, while others manage with reassigned time. Someone noted that at other universities, a compensation bonus is given at annual review time for some faculty who have done more, so it's addressed as compensation, not load.

Someone suggested we calculate the costs of what more adjuncts/faculty are needed to follow the policy; Randy may ask each Dean to collect data to assist with that evaluation. He also noted that it's tough for a Dean to manage all the non-classroom aspects and be clear about what a school can afford to allow a faculty to do if it's not required for a load or a student's major.

Matt pointed out that faculty load is not necessarily about money, but rather about time management. He explained that if he takes on more independent study, it takes time from something else, like innovative teaching. Laura says that in college, most faculty do independent study gratis, so any recognition would be welcome. Another member pointed out that it's a selling point for WU to have independent study, and explained that some students enroll in a course but not all of them, so it can be difficult to measure.

Further, in some schools, advising isn't considered part of teaching load because it's viewed as a way to get students in classes. In some departments, it's considered service but lecturers don't do service. In others, advising is counted as zero. There was a general feeling of an Institutional culture of doing what's needed to help the students even without more pay, but some recognition would be great to help with fatigue.

We recognize that this topic will take more time to flesh out and more information and input is needed. We will send the agenda item as is without categories.

Decisions:

- After Marc makes edits to the agenda item and changes the wording to be “leave without pay”, he will send to Nancy to forward to the Faculty Affairs Committee.
- Randy may ask each Dean to collect data to evaluate how to determine and compensate load. (Monica has a template she will share.)
- The definitions will be sent to Faculty Affairs for consideration.

Next Meeting: September 24, noon, Shawnee Room- Union