

## FACULTY AGENDA ITEM NO 17-11

Date: April 10, 2017

Submitted by: *Faculty Handbook Committee*

SUBJECT: **Proposal to Amend Faculty Handbook—Modifications to Faculty Appointment Categories**

**Rationale:** Further review of the definitions within the faculty handbook has been accomplished. This agenda item is a proposal to provide additional clarity to the faculty definitions which will help faculty understand their rights and responsibilities and avoid some confusion that the current handbook creates with its inconsistent use of certain important terms.

### *Current Wording*

#### A. Definitions - Faculty Appointment Categories (excluding School of Law)

##### 1. Tenured or Tenure-track Faculty (Instructor, Assistant Professor, Associate Professor, Professor)

Faculty with continuing appointment; eligible for tenure as outlined elsewhere in the Handbook. Normally a terminal degree is required for a tenure-track appointment.

##### 2. Lecturer/Senior Lecturer

Continuing faculty hired on an annual appointment, but without the possibility of tenure. Compensation is by annual contract, with eligibility for raises. Normal workload determined by unit. No research requirement.

##### 3. Research Lecturer/Senior Research Lecturer

Continuing faculty hired on an annual appointment, but without the possibility of tenure. Compensation is by annual contract, with eligibility for raises. Normal workload determined by unit. Research requirement in accordance with unit-specific accreditation requirements.

### *Proposed Wording*

#### A. Definitions - Faculty Appointment Categories (excluding School of Law)

##### 1. Tenure-track Faculty (Assistant Professor, Associate Professor, Professor)

Faculty with continuing appointment; eligible for tenure as outlined elsewhere in the Handbook. Normally a terminal degree is required for a tenure-track appointment.

##### 2. Tenured Faculty (Assistant Professor, Associate Professor, Professor)

Faculty with continuing appointment; have received tenure as outlined elsewhere in the Handbook. Normally a terminal degree is required for an appointment of tenure.

### 3. Senior Lecturer

Faculty appointed to this position without the possibility of tenure. Criteria for promotion from the lecturer position to this position and normal workload are determined by units, typically in the areas of teaching and service and are defined through contractual language. Normally, a minimum of ½ of the assigned workload responsibility must be devoted to teaching.

Compensation is by annual contract, with eligibility for raises. Promotion is granted based upon exemplary teaching or performance at Washburn University [for a minimum of 5 years of service, appointed in the 6<sup>th</sup>]. Cannot be an initial appointment at the time of hire, promoted according to unit guidelines from an initial appointment of Lecturer. May be full-time or part-time appointments.

### 4. Lecturer

Faculty hired on an annual appointment without the possibility of tenure. Normal workload is determined by units, typically in the areas of teaching and service and are defined through contractual language. Normally, a minimum of ½ of the assigned workload responsibility must be devoted to teaching. Compensation is by annual contract, with eligibility for raises. May be full-time or part-time appointments.

### ~~4. Senior Research Lecturer~~

~~Faculty appointed to this position with the possibility of renewable multi-year contracts, but without the possibility of tenure. Criteria for promotion to this position and normal workload are determined by units in the areas of teaching and research. Research requirement in accordance with unit-specific accreditation requirements. Cannot be an initial appointment at the time of hire, must be promoted according to unit guidelines from an initial appointment of Lecturer. Maximum number of years in each multi-year contract is three.~~

### ~~5. Research Lecturer~~

~~Faculty hired on an annual appointment, but without the possibility of tenure. Compensation is by annual contract, with eligibility for raises. Normal workload determined by unit **in the areas of teaching and research**. Research requirement in accordance with unit-specific accreditation requirements. **May be full-time or part-time appointments.**~~

### 5.7. Distinguished Lecturer

Faculty hired on an annual appointment without the possibility of tenure. Normal workload is determined by units, typically in the areas of teaching and service and are defined through contractual language. Normally, a minimum of ½ of the assigned workload responsibility must be devoted to teaching. Compensation is by annual contract, with eligibility for raises.

Individuals may be immediately appointed as a Distinguished Lecturer. Distinguished service and experience in business, industry, and/or higher education as determined by the academic unit and the Vice President for Academic Affairs is required.

Financial Implications: None

Proposed Effective Date: Fall term 2017.

Request for Action: *Approval by FAC/FS/ Gen Fac*

Approved by:

*FHC April 5, 2017*

*FAC on April 10, 2017*

*Faculty Senate April 17, 2017*

*General Faculty on date*

Attachments : NO