

**Proposal to Amend WKU Faculty Handbook: Substantive Change  
2014-09 Promotion criteria**

*Substantive change is defined as addition, deletion, or revision of policy or procedure.*

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1. Type of Change:

Addition: Where possible, identify the section of the handbook to which addition is proposed:

Deletion: Identify the section of the handbook from which deletion is proposed:

Revision: Identify the section of the handbook to which revision is proposed:

III.D.4

2. Proposals should be made in the form of text intended as an addition to or a replacement of, in whole or in part, some current section of the Faculty Handbook.

Replace

a. Promotion to Full Professor:

i. Teaching Effectiveness: a sustained record of exceptional and high-quality performance according to department/division standards.

ii. Research/Creative Activity: a tangible record of exceptional and high-quality performance as described in Section III.D.3.b.

iii. University/Public Service: a tangible record of exceptional and high-quality performance.

b. Promotion to Associate Professor:

i. Teaching Effectiveness: a tangible record of excellent performance according to department standards.

ii. Research/Creative Activity: a tangible record of exceptional and high-quality performance as described in Section III.D.3.b.

iii. University/Public Service: a tangible record of excellent performance.

with

a. Promotion to Full Professor:

i. Teaching Effectiveness: a sustained record of exceptional and high-quality performance according to department/division standards.

- ii. Research/Creative Activity: a **sustained** record of exceptional and high-quality performance as described in Section III.D.3.b.
  - iii. University/Public Service: a **sustained** record of exceptional and high-quality performance.
- b. Promotion to Associate Professor:
- i. Teaching Effectiveness: a **sustained** record of excellent performance according to department standards.
  - ii. Research/Creative Activity: a **sustained** record of exceptional and high-quality performance as described in Section III.D.3.b.
  - iii. University/Public Service: a **sustained** record of excellent performance.

### 3. Rationale for amendment:

Replacing the word “tangible” with “sustained” throughout makes all subsections consistent, is consistent with verbiage in many department/college tenure and promotion documents, and emphasizes that performance over an extended period of time is to be evaluated.