

Proposal to Amend WKU Faculty Handbook: Substantive Change

06-2017 Tenure Eligible vs Tenure Track

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

Contact Name: David Lee

Date Submitted: 11/16/2016

Contact Email address: david.lee@wku.edu

Contact Phone number: 745-2297

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: (multiple)

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.

Current wording:

p. 6 II.A.1. Generally

Full-time, tenure track faculty hold the academic rank of assistant professor, associate professor, or professor and teach a full course load as stipulated by the University, or have an academic assignment that is more than fifty percent (50%) within an academic department or program. Department heads/chairs/directors who hold faculty status are full-time, tenure-track faculty. Reassigned time does not remove a person from full-time, tenure-track faculty status

Full-time, non-tenure-track faculty may receive annual or multi-year appointment and shall perform all duties as required by the University in their letter of appointment.

p. 7 II.A.2. Lecturer Appointments

When a search for a tenure track faculty position results in the hire of an individual with the status of All But Dissertation (ABD) or the equivalent for the discipline, the individual selected should be appointed as a Lecturer.

p. 18 II.X. Faculty Evaluation

All non-tenured and tenure-track faculty members are evaluated annually. For tenure-track faculty members, a specific evaluation of their progress toward tenure is also completed each year. For tenured faculty members an annual post-tenure review is conducted.

p. 27 III.D.4. Levels of Performance

In recognition of this, such pedagogical faculty members will normally have a teaching load higher than that of tenure-track faculty members in their unit who carry responsibilities in both teaching and research (per Policy 1.199V Pedagogical Track Faculty).

p. 35 IV.B.3.b.ii. Policies and Procedures for Continuance and Tenure Recommendations

Tenure-track faculty members holding a probationary term of appointment may be granted an extension of the maximum probationary period with no resulting change in employment obligations.

p. 37 IV.B.4. Extension of the Probationary Period

Tenure-track faculty members holding a probationary term of appointment may be granted an extension of the maximum probationary period with no resulting change in employment obligations.

p. 42 VI.B. Post-Tenure Review Process

Only minor department-specific adjustments may be made to this policy and those may be made only by majority vote of the tenured and tenure-track faculty of the particular department and approved by the college dean and the Provost.

Proposed wording:

p. 6 II.A.1. Generally

Full-time, tenure ~~track~~ eligible faculty hold the academic rank of assistant professor, associate professor, or professor and teach a full course load as stipulated by the University, or have an academic assignment that is more than fifty percent (50%) within an academic department or program. Department heads/chairs/directors who hold faculty status are full-time, tenure-~~track~~ eligible faculty. Reassigned time does not remove a person from full-time, tenure-~~track~~ eligible faculty status

Full-time, non-tenure-~~track~~ eligible faculty may receive annual or multi-year appointment and shall perform all duties as required by the University in their letter of appointment.

p. 7 II.A.2. Lecturer Appointments

When a search for a tenure ~~track~~ eligible faculty position results in the hire of an individual with the status of All But Dissertation (ABD) or the equivalent for the discipline, the individual selected should be appointed as a Lecturer.

p. 18 II.X. Faculty Evaluation

All non-tenured and tenure-~~track~~ eligible faculty members are evaluated annually. For tenure-~~track~~ eligible faculty members, a specific evaluation of their progress toward tenure is also completed each year. For tenured faculty members an annual post-tenure review is conducted.

p. 27 III.D.4. Levels of Performance

In recognition of this, such pedagogical faculty members will normally have a teaching load higher than that of tenure-~~track~~ eligible faculty members in their unit who carry responsibilities in both teaching and research (per Policy 1.199V Pedagogical Track Faculty).

p. 35 IV.B.3.b.ii. Policies and Procedures for Continuance and Tenure Recommendations

Tenure-~~track~~ eligible faculty members holding a probationary term of appointment may be granted an extension of the maximum probationary period with no resulting change in employment obligations.

p. 37 IV.B.4. Extension of the Probationary Period

Tenure-~~track~~ eligible faculty members holding a probationary term of appointment may be granted an extension of the maximum probationary period with no resulting change in employment obligations.

p. 42 VI.B. Post-Tenure Review Process

Only minor department-specific adjustments may be made to this policy and those may be made only by majority vote of the tenured and tenure-~~track~~ eligible faculty of the particular department and approved by the college dean and the Provost.

3. Rationale for amendment: To ensure consistency throughout the handbook [e.g. Section III.D. *Criteria for Promotion Recommendations: (Tenure Eligible Ranks Only)*]