

**Proposal to Amend WKU Faculty Handbook: Substantive Change**

**2025-2026 (IV. Faculty Tenure and Continuance, pp.32-33)**

*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:

Current wording:

**IV. FACULTY TENURE AND CONTINUANCE**

IV.A. Introduction:

Tenure is a means to achieve such goals as:

1. Freedom of teaching and research/creative activities (for the University's statement on Academic Freedom, see Section II);
2. A sufficient degree of economic security to make the profession attractive; and
3. Institutional continuity and stability through a substantial contingent of faculty with long-range commitment to WKU.

The development and retention of an increasingly competent faculty is an objective to which tenure makes a significant contribution. While length of service determines one's eligibility to be recommended for tenure, tenure will be granted only to those faculty members with rank of assistant professor or above at WKU who have attained the educational qualifications specified for the positions they hold and who demonstrate outstanding performance in carrying out their professional responsibilities during the probationary period.

If any due dates fall on a weekend or university holiday, then the due date will be moved to the next business day.

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.

Proposed:

IV.A. Introduction:

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professor or above at WKU who have attained the educational qualifications specified for the positions they hold and who demonstrate outstanding performance in carrying out their professional responsibilities during the probationary period.

See II.A.3 Reassignment of Faculty and III.D.1, paragraph 2 on promotion criteria

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### 3. Rationale for amendment:

The handbook sometimes blurs the distinction between tenure and promotion—highlighting the issue of reassigning faculty and updated promotion criteria in this section provides clarity and consistency.