

Faculty Senate: May 14, 2020
Faculty Handbook Revision III.C (Time to Promotion, Tenure Eligible)

Julie Shadon, Chair

Senate Recommendation 2020-05-07 Faculty Handbook
Revision III.C (Time to Promotion Tenure Eligible)

Proposal to Amend WKU Faculty Handbook
1-2020 Faculty Promotion III (C.1.a.ii, C.1.b.ii, C.1.b.v, C.1.c.ii, C.2.a.ii, C.2.b.ii, C.2.b.v., C.2.c.ii)

Editorial revisions include updates to the organizational structure, web addresses and names/titles, as well as other similar non-substantive changes.

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1. Type of Change:

Editorial (non-substantive)

Editorial revisions include updates to the organizational structure, web addresses and names/titles, as well as other similar non-substantive changes.

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:

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: **III. C. Criteria for Individual Ranks (Tenure Eligible): (C.1.a.ii, C.1.b.ii, C.1.b.v, C.1.c.ii, C.2.a.ii, C.2.b.ii, C.2.b.v., C.2.c.ii)**

III.C.1. Faculty Ranks

a. Professor:

i. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, or a combination of academic credentials and professional experience recognized by the field and determined by the department/division/college guidelines.

ii. Academic Experience: normally, a minimum of five years' service at the rank of associate professor.

iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness, research/creative activity, and University/public service.

b. Associate Professor:

i. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, or a combination of academic credentials and professional experience recognized by the field and determined by the department/division/college guidelines.

ii. Academic Experience: normally, a minimum of five years' service at the rank of assistant professor.

iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness, research/creative activity, and University/public service.

OR

iv. Academic Qualifications: earned master's degree plus advanced graduate study equivalent to all courses except dissertation (ABD) in the appropriate discipline.

v. Academic Experience: a minimum of ten years' service at the rank of assistant professor.

vi. Sustained achievement appropriate for this rank in teaching effectiveness, research/creative activity, and University/public service.

c. Assistant Professor:

i. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, or a combination of academic credentials and professional experience recognized by the field and determined by the department/division/college guidelines, or the master's degree plus at least twenty- four semester hours of graduate work related to the faculty member's academic area.

ii. Academic Experience: normally, a minimum of three years' service at the rank of instructor (may be waived for persons holding doctorate).

iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness, research/creative activity, and University/public service.

III.C.2. Pedagogical Faculty Ranks

Per Policy 1.199V Pedagogical Track Faculty: The process of creating a pedagogical faculty position shall be initiated by a department head or unit director only after a majority vote in favor of such a position by the tenure-eligible faculty within that unit.

a. Pedagogical Professor:

- i. Academic/Professional Qualifications: the earned doctorate, or appropriate terminal degree to the appointment, is required; substitutions to this requirement may not be made (per Policy 1.199V).
- ii. Academic experience: normally, a minimum of five years' service at the rank of pedagogical associate professor.
- iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness and university/public service. The university does not require pedagogical faculty to engage in scholarly research; however, pedagogical faculty are encouraged to contribute to the understanding and practice of teaching and to disseminate their contributions in publications, presentations, and other forms of dissemination.

b. Pedagogical Associate Professor

- i. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, or a combination of academic credentials and professional experience recognized by the field and determined by the department/division/college guidelines.
- ii. Academic experience: normally, a minimum of five years' service at the rank of pedagogical assistant professor.
- iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness and university/public service. The university does not require pedagogical faculty to engage in scholarly research; however, pedagogical faculty are encouraged to contribute to the understanding and practice of teaching and to disseminate their contributions in publications, presentations, and other forms of dissemination.

OR

- iv. Academic Qualifications: earned master's degree in the appropriate field plus significant experience in teaching at the college level.
- v. Academic Experience: a minimum of ten years' service at the rank of pedagogical assistant professor.
- vi. Sustained achievement appropriate to discipline for this rank in teaching effectiveness and university/public service. The university does not require pedagogical faculty to engage in scholarly research; however, pedagogical faculty are encouraged to contribute to the understanding and practice of teaching and to disseminate their contributions in publications, presentations, and other forms of dissemination.

c. Pedagogical Assistant Professor

- i. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, OR a master's degree in an appropriate field plus significant experience in teaching at the college level.
- ii. Academic experience: normally, a minimum of three years' service at the rank of instructor (may be waived for persons holding a doctorate). Per Policy 1.199V Pedagogical Track Faculty: There is no provision for "transfer" to or from a pedagogical track position and a position in another faculty track. Appointment to a position in any faculty track requires appointment de novo in that position and resignation from any previously held position at WKU.
- iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness and university/public service. The university does not require pedagogical faculty to engage in scholarly research; however, pedagogical faculty are encouraged to contribute to the understanding and practice of teaching and to disseminate their contributions in publications, presentations, and other forms of dissemination.

Revision: **III. C. Criteria for Individual Ranks (Tenure Eligible): (C.1.a.ii, C.1.b.ii, C.1.b.v, C.1.c.ii, C.2.a.ii, C.2.b.ii, C.2.b.v., C.2.c.ii)**

III.C.1. Faculty Ranks

a. Professor:

i. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, or a combination of academic credentials and professional experience recognized by the field and determined by the department/division/college guidelines.

- i. ii. Academic Experience: normally typically, a minimum of five years' service at the rank of associate professor. before a faculty member is eligible to apply for promotion.

iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness, research/creative activity, and University/public service.

b. Associate Professor:

i. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, or a combination of academic credentials and professional experience recognized by the field and determined by the department/division/college guidelines.

ii. Academic Experience: ~~normally typically,~~ a minimum of five years' service at the rank of assistant professor. ~~before a faculty member is eligible to apply for promotion.~~

iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness, research/creative activity, and University/public service.

OR

iv. Academic Qualifications: earned master's degree plus advanced graduate study equivalent to all courses except dissertation (ABD) in the appropriate discipline.

v. Academic Experience: a minimum of ten years' service at the rank of assistant professor ~~before a faculty member is eligible to apply for promotion.~~

vi. Sustained achievement appropriate for this rank in teaching effectiveness, research/creative activity, and University/public service.

c. Assistant Professor:

i. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, or a combination of academic credentials and professional experience recognized by the field and determined by the department/division/college guidelines, or the master's degree plus at least twenty- four semester hours of graduate work related to the faculty member's academic area.

ii. Academic Experience: ~~normally typically,~~ a minimum of three years' service at the rank of instructor (maybe waived for persons holding doctorate) ~~before a faculty member is eligible to apply for promotion.~~

iii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness, research/creative activity, and University/public service.

III.C.2. Pedagogical Faculty Ranks

Per Policy 1.199V Pedagogical Track Faculty: The process of creating a pedagogical faculty position shall be initiated by a department head or unit director only after a majority vote in favor of such a position by the tenure-eligible faculty within that unit.

a. Pedagogical Professor:

- iv. Academic/Professional Qualifications: the earned doctorate, or appropriate terminal degree to the appointment, is required; substitutions to this requirement may not be made (per Policy 1.199V).
- v. Academic experience: ~~normally typically,~~ a minimum of five years' service at the rank of pedagogical associate professor ~~before a faculty member is eligible to apply for promotion.~~
- vi. Sustained achievement appropriate to discipline for this rank in teaching effectiveness and university/public service. The university does not require pedagogical faculty to engage in scholarly research; however, pedagogical faculty are encouraged to contribute to the understanding and practice of teaching and to disseminate their contributions in publications, presentations, and other forms of dissemination.

b. Pedagogical Associate Professor

- vii. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, or a combination of academic credentials and professional experience recognized by the field and determined by the department/division/college guidelines.

viii. Academic experience ~~normally typically~~ a minimum of five years' service at the rank of pedagogical assistant professor before a faculty member is eligible to apply for promotion.

- ix. Sustained achievement appropriate to discipline for this rank in teaching effectiveness and university/public service. The university does not require pedagogical faculty to engage in scholarly research; however, pedagogical faculty are encouraged to contribute to the understanding and practice of teaching and to disseminate their contributions in publications, presentations, and other forms of dissemination.

OR

- x. Academic Qualifications: earned master's degree in the appropriate field plus significant experience in teaching at the college level.
- xi. Academic Experience: a minimum of ten years' service at the rank of pedagogical assistant professor **before a faculty member is eligible to apply for promotion.**
- xii. Sustained achievement appropriate to discipline for this rank in teaching effectiveness and university/public service. The university does not require pedagogical faculty to engage in scholarly research; however, pedagogical faculty are encouraged to contribute to the understanding and practice of teaching and to disseminate their contributions in publications, presentations, and other forms of dissemination.

c. Pedagogical Assistant Professor

- iv. Academic/Professional Qualifications: the earned doctorate or appropriate terminal degree in the field, OR a master's degree in an appropriate field plus significant experience in teaching at the college level.
- v. Academic experience: **normally typically,** a minimum of three years' service at the rank of instructor (maybe waived for persons holding a doctorate) **before a faculty member is eligible to apply for promotion.** Per Policy 1.199V Pedagogical Track Faculty: There is no provision for "transfer" to or from a pedagogical track position and a position in another faculty track. Appointment to a position in any faculty track requires appointment de novo in that position and resignation from any previously held position at WKU.
- vi. Sustained achievement appropriate to discipline for this rank in teaching effectiveness and university/public service. The university does not require pedagogical faculty to engage in scholarly research; however, pedagogical faculty are encouraged to contribute to the understanding and practice of teaching and to disseminate their contributions in publications, presentations, and other forms of dissemination.

Rationale for amendment:

The time period in service at rank before application for promotion needed to be clarified across all faculty appointment types. (*Non-tenure eligible will be addressed in a separate document.)

[Please refer to the Faculty Handbook Section III. A for clarification to the exception to the normal timeline for application for promotion and tenure.](#)