

Faculty Handbook Revisions Committee  
January 28, 2015

**Members Present:** Cynthia Waskowiak, Randy Pembroke, Jalen Lowry, Nancy Tate, David Sollars, Monica Scheibmier, Laura Stephenson, Matt Arterburn

**Discussion:**

The Committee discussed adding representatives from Faculty Senate and Faculty Affairs. One of us will visit with Faculty Senate President about this. The P&T committee will also work on the non-reappointment section of the handbook. Our Committee has spent several sessions discussing possible proposals and would like input from other faculty. A member suggested assigning our newly defined appointment categories to various notice requirements, like giving Senior Lecturers one year notice and Lecturers six months, for example. We would also like faculty input on the logistics of the new Senior Lecturer category, like timing or other criteria for this appointment.

Next, the Committee discussed faculty load. Nancy explained that the R&R committee had gone to units to gather information. It seems there is a variation between the R&R committee draft and Deans' views and available money. Someone pointed out that the SAR department has data on faculty load in each area, but we aren't sure if it has been analyzed. Work load varies by specialty and is not equal, but we recognize that the University has the right and responsibility to assign an appropriate work load. It would be helpful information so that we can predict a cost result of some policy changes.

There are various philosophical considerations like Vision 2022, the difficulty of determining load, accreditation requirements, and whether a policy translates into practice. One member suggested we throw out any current load requirements or suggested guidelines and start from scratch by examining what a faculty member does at Washburn University, thinking about our mission to be student centered and teaching focused. We discussed working with C-TEL to design survey questions about this to help answer what faculty can do to make students succeed.

In many ways, faculty are treated with a "one size fits all" policy approach, like with tenure criteria (X number of articles versus individual accomplishments). One member pointed out that we currently treat faculty, in terms of load, as a utility infielder instead of specific positions like pitcher or catcher. Perhaps we need a flexible policy that gives departments permissions to use fixed resources in the best way they can.

**Decisions:**

- Cynthia will talk to Faculty Senate President Jennifer Ball about representatives
- The P&T committee will work on the non-reappointment clause
- Next meeting we will discuss edits to the handbook resulting from immediate legal needs

**Next meeting: February 25, 2015, Shawnee Room**