

## Faculty Senate Agenda Item

No. 09-16

### Faculty Handbook Revision in regard to Joint Appointments

#### DESCRIPTION:

In order to make the Faculty Handbook consistent with the intent of the original action of the Washburn University faculty for joint appointments, the Faculty Senate approves the following revisions of the Faculty Handbook, Section III.2, paragraph I.

I. When deemed appropriate by the Vice President for Academic Affairs, a full-time faculty position may be split into two half-time positions and faculty individuals otherwise qualified to fill such a position may be appointed to share it as a joint faculty appointment. The two faculty members will share the teaching, research, and service components of the appointment. On an individual basis, the quantity of teaching, research, and service will be less than what is expected of a full-time faculty member; however, the quality of the work performed by each faculty member must be comparable to that expected of a full-time faculty member. Responsibilities for teaching, research, and service should be balanced on an annual basis except by special agreement between the two faculty members and the department.

Beginning with the appointment to instructor, or a higher rank in a joint faculty position, the probationary period at Washburn University shall not exceed seven years. Such probationary period for each of the two faculty members serving in a joint position shall be identical and stated in their respective initial employment contracts with Washburn University. At least four of the seven years of probationary service must be at Washburn University at the rank of instructor or higher. Up to three years credit may be granted to both faculty members by written agreement, for full-time service by each as teaching faculty at other institutions of higher learning.

Faculty members appointed to joint tenure track positions may be eligible for tenure and promotion in *accord* with the procedures for full-time faculty members outlined in Article V sections 6-7 of the Washburn University Bylaws, and in section III below. A joint petition may be presented by the two faculty members appointed to a joint position, but it should clearly state the accomplishments of each faculty member in teaching, scholarship, and service; however, each may choose to present his or her own petition. The evaluation and recommendation will be applied to each faculty member individually, and both must be deemed deserving in order to be promoted or receive merit. In the evaluation for tenure, the same consideration should occur, so that each of the two faculty members will be considered separately. Separate tenure decisions will be reached, but in the context of the joint appointment. Tenure or promotion will only be awarded to the faculty member sharing a joint faculty appointment in the event that both: (a) petition for tenure and/or promotion in the same year of review; and, (b) are deemed to fulfill all of the requirements for tenure and/or promotion in rank. In the event that one of faculty members

does not petition for tenure, or one of the two is deemed not to fulfill all of the requirements for tenure, both will be given notice of non-reappointment and their employment will terminate upon the expiration of their probationary period.

The property right granted by the award of tenure is the continuation of employment as a half-time faculty member which may be terminated for cause under Article V, section 8 of the Washburn University Bylaws, or as provided in subsection K below. Each faculty member serving in a joint appointment position will receive an individual contract. Each faculty member will receive half of the full-time compensation for the position.

The faculty members sharing the full-time jointly held appointment shall be entitled to benefits otherwise accruing to full-time faculty members. Among these are:

Academic and Sweet Summer Sabbaticals (to be shared).

Retirement (each receiving benefits based on their individual salary).

Life insurance (each insured based on that individual's salary).

Group Health Insurance (each receive full benefits; premium payments will be based upon the individual's salary, plan selected, and type of coverage elected).

Tuition waiver for children of either participant.

Note: The faculty benefit of short-term and long-term disability insurance will not be available to faculty members sharing joint appointments due to insurance company regulations.

**Faculty Senate Agenda Item Number: 08-07 SUBJECT: Joint Appointments** In order to make the Faculty Handbook consistent with the intent of the original action of the Washburn faculty in regard to joint appointments, the Faculty Senate approves the following revision of the Faculty Handbook, Section III:2, paragraph I. I. When deemed appropriate by the Vice President for Academic Affairs, a full-time tenure track faculty position may split into two half-time positions and persons otherwise qualified to fill such a position may be appointed to share it as a joint faculty appointment. The two members will share the teaching, research, and service components of the appointment. On an individual basis, the quantity of teaching, research, and service will be less than what is expected of a full-time faculty member; however, the quality of the work performed by each member must be comparable to that expected of a full-time faculty member. Responsibilities for teaching, research, and service should be balanced on an annual basis except by special agreement between the two members and the department. Beginning with appointment to instructor or a higher rank in a joint faculty position, the probationary period at Washburn University shall not exceed seven years. Such probationary period for each of the two

persons in a joint faculty position shall be identical and stated in their respective initial employment contracts with the University. At least four of the seven years probationary service must be at Washburn at the rank of instructor or higher. Up to three years credit may be granted to both appointees, by written agreement, for full-time service by each as teaching faculty at other institutions of higher learning. Joint faculty appointees in a tenure track position may be eligible for petition for tenure and promotion in accordance with the procedures for full-time faculty members outlined in Article V sections 6-7 of the Washburn University Bylaws and in section III below. A joint petition may be prepared, but it should clearly state the accomplishments of each individual in teaching, scholarship, and service; each individual may choose to present his or her own petition. The evaluation and recommendation will be applied to each member individually, and both must be deemed deserving in order to be promoted or receive merit. In evaluation for tenure, the same consideration should occur, so that each of the two individuals will be considered separately. Separate tenure decisions will be reached, but in the context of the joint appointment. Tenure or promotion will only be awarded to any person sharing a joint faculty appointment in the event that (a) both individuals in such a joint faculty position petition for tenure and/or promotion in the same year of review; and, (b) both individuals are deemed to fulfill all of the requirements for tenure and/or promotion in rank. In the event that one of the individuals does not petition for tenure or one of the two is deemed not to fulfill all of the requirements for tenure, both will be given notice of non-reappointment and their employment will terminate upon the expiration of their probationary period. The property right granted by the award of tenure is the continuation of employment as a half-time faculty member which may be terminated for cause under Article V, section 8 of the University Bylaws or as provided in subsection K below. Each member of this joint appointment will receive an individual contract. Each member will receive half of the full-time compensation for the position. Both of the members sharing the full-time jointly-held appointment shall be entitled to benefits otherwise accruing to full-time faculty members. Among these are: Academic and Sweet Summer Sabbaticals (to be shared). Retirement (each receiving benefits based on their individual salary). Life insurance (each insured based on their individual salary). Group Health Insurance (each receiving full benefits; premium payments based upon salary, plan selected, and type of coverage elected). Tuition waiver for children of either participant. Note: The faculty benefit of short-term and long-term disability insurance will not be available to faculty members sharing jointly-held appointments due to insurance company regulations

Original Date: Nov. 3, 2008

Tom Prasch FS President  
Robin Bowen VPAA  
Originated by Lee Boyd, NSD  
representative to the Faculty Senate  
in  
May 2008

Requested Action: Faculty Senate Approval

DATE: November 12, 2009

Approved by Faculty Senate: November 30, 2009