

## FACULTY AGENDA ITEM 13.18

### FACULTY AFFAIRS AGENDA ITEM

Date: November 4, 2013

Submitted by: *Faculty Affairs Committee (Margaret Wood, Chair, 785-670-1608)*

SUBJECT: *Standardization of language throughout the Faculty Handbook to assure that the probationary period for tenure is consistently defined as 6-years.*

Description: *The changes below will make the Handbook and the timing of tenure consideration consistent across the university. The proposed changes will define the probationary period that a faculty member must serve before being considered for tenure as **6 years**.*

Rationale: *There are inconsistencies throughout the Faculty Handbook regarding the number of years that a faculty member must serve in a probationary capacity before being considered for tenure. In some sections of the Faculty Handbook the probationary period is defined as 7 years; in other sections the probationary period is defined as 6 years. This has resulted in confusion about the timing of tenure review across the university.*

Financial Implications: *none*

Proposed Effective Date: *All future faculty hires beginning in 2013-2014 for the 2014-15 year will be under the 6-year probationary period. In the new policy, faculty receiving a terminal contract will not be reviewed again for tenure in year seven. Faculty hired under the 7-year understanding will be reviewed as outlined in the original contract letter.*

<i>Handbook Section</i>	<i>Current Wording</i>	<i>Proposed Wording</i>
<p><i>Section 3.II.E</i></p> <p><i>Policies &amp; Procedures</i> <i>Policy on Faculty Tenure</i></p>	<p>Beginning with appointment to the rank of full-time instructor or a higher rank, the probationary period at Washburn University shall not exceed seven years. At least four of these seven years must be at Washburn as a full-time instructor or higher rank. Up to three years credit may be granted, by written agreement, for full-time service at other institutions of higher education. The initial employment contract of every full-time faculty member will indicate that member's maximum probationary period at Washburn University.</p>	<p>Beginning with appointment to the rank of full-time instructor or a higher rank, the probationary period at Washburn University shall not exceed six years. At least four of these six years must be at Washburn as a full-time instructor or higher rank. Up to three years credit may be granted, by written agreement, for full-time service at other institutions of higher education. The initial employment contract of every full-time faculty member will indicate that member's maximum probationary period at Washburn University.</p>
<p><i>Section 3.II.I</i></p> <p><i>Policies &amp; Procedures</i> <i>Policy on Faculty Tenure</i> <i>Joint appointments</i></p>	<p>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</p>	<p>Beginning with the appointment to instructor, or a higher rank in a joint faculty position, the probationary period at Washburn University shall not exceed six 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 six 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</p>
<p><i>Section 3.III.A.2.b</i></p> <p><i>Policies &amp; Procedures</i> <i>Promotion and Tenure</i> <i>CAS</i> <i>General Policy</i></p>	<p>To be considered for tenure, the candidate must complete a probationary period not to exceed seven years. Up to three years at another institution of higher learning may count toward the probationary period if agreed on at the time of the initial contract.</p>	<p>To be considered for tenure, the candidate must complete a probationary period not to exceed six years. Up to three years at another institution of higher learning may count toward the probationary period if agreed on at the time of the initial contract.</p>

<i>Experience</i>		
<i>Section 3.III.C.2.a</i>  <i>Policies &amp; Procedures</i> <i>Promotion and Tenure</i> <i>School of Law</i> <i>Minimum Degree and</i> <i>Years in Service</i>	Tenure requires a probationary period not to exceed seven years. Three years at another institution of higher learning may count toward the seven years if agreed upon at the time of the initial contract.	Tenure requires a probationary period not to exceed six years. Three years at another institution of higher learning may count toward the six years if agreed upon at the time of the initial contract.

Request for Action: *Approval by AAC/.FAC/FS/ Gen Fac, etc*

Approved by: *AAC on date*

*FAC on date **11/04/13***

*Faculty Senate on date*

Attachments Yes  **No X**