

## FACULTY AFFAIRS AGENDA ITEM 14-2

Date: *December 2, 2013*

Submitted by: *Faculty Affairs Committee*

SUBJECT: *Change in Faculty Handbook language regarding the probationary period and early petitions for tenure*

Description: *The new language proposed below would clarify the university's policies on the mandatory year in which a faculty member must petition for tenure, and give faculty the right to petition for tenure before the mandatory year. Changes making the probationary period six years consistently throughout the faculty handbook were approved by the Faculty Senate on November 25, 2013; the proposed language reflects this change, and amends the number of years required to teach at Washburn to reflect it.*

Rationale: *The current language in the Faculty Handbook does not address situations in which a faculty member chooses to petition for tenure prior to the mandatory year, and does not explicitly address how the mandatory year should be calculated in situations in which a faculty member negotiates for an early mandatory year at the time of hire. The proposed language addresses both of these issues.*

Financial Implications: *none*

Proposed Effective Date: *At the beginning of the Fall 2014 semester.*

### Current Wording:

3.II.E. 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.

### Wording Approved by the Faculty Senate on November 25, 2013:

3.II.E. 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.

Proposed Wording:

3.II.E. The probationary period will not exceed six years once a tenure track faculty member is appointed at Washburn University. At least three of these six years must be at Washburn University as a full-time faculty member with a tenure-track appointment. The faculty member is required to petition for tenure in the last year of the probationary period. The initial employment contract of every full-time tenure-track faculty member will indicate the member's mandatory tenure review year. Units have the right to establish stricter minimum thresholds of university service for tenure or promotion (e.g., three years of full-time teaching at a higher education institution, or four years full-time service at Washburn University, etc.).

3.II.E.1. Negotiated Time. By written agreement at the time of hire, a tenure-track faculty member may be granted up to three years credit for full-time service at other institutions of higher education. The probationary period will consist of the number of negotiated years combined with the number of years at Washburn University required to complete a total of six years. If the petitioner is unsuccessful at the end of the probationary period, the petitioner will be issued a terminal contract.

3.II.E.2. Petition Prior to Completion of Probationary Period. A tenure track faculty member may determine in collaboration with his or her department chair and/or dean to petition for tenure prior to the completion of the six year probationary period. An early petition may occur only one time and after all university and unit requirements for time of service have been completed, usually during the fourth or fifth year of the probationary period. If the petitioner is unsuccessful, it does not preclude the completion of the remainder of the probationary period and a subsequent application for promotion and tenure within the six year probationary period, unless otherwise specified in the original hiring contract.

Request for Action: *Approval by Faculty Affairs Committee, Faculty Senate, and General Faculty*

Approved by: *AAC on date*

*FAC on **12/2/13***

*Faculty Senate on date*

Attachments Yes  No