

Faculty Handbook Revisions Committee
April 29, 2015

Members Present: David Sollars, Pat Munzer, Bruce Mactavish, Cynthia Waskowiak, Marc Fried, Nancy Tate, Monica Scheibmeir, Jalen Lowry

Discussion: The Committee first discussed some of the “big” changes to the Rights and Responsibilities sections of the Handbook. We decided that lots of changes were going before General Faculty already, the less concerning changes to those sections, so we will make a plan to discuss the other items in the next academic year one at a time. They will require more faculty input before going to Dr. Farley for review.

Next, the Committee discussed how credit hours are assigned and credited for labs. There are differences within departments and between schools, and labs, clinicals, and practicums differ as well. One member suggested we should look at other schools’ standards. There is always difficulty writing guidelines into the handbook when nothing is standard across the campus and there are lots of changes in professional environments. We want the handbook to help clarify and simplify things. One member asked if we should just say that load credits should be left to the units, but Nancy said that feedback from faculty is that more detail in the Handbook is helpful guidance that provides familiarity with standards and prevents discrimination.

Then, David asked if the R&R sub-committee discussed the ability of faculty to be paid by another school or organization while on sabbatical. In the business schools, sometimes faculty are sort of interns at another business and are paid. At other schools, there is a limit to pay, which would be half of the salary earned here at WU. This draft doesn't address this. Nancy explained that the R&R sub-committee wanted to take concerns they heard from colleagues and integrate them into the draft, but this specifically was not brought to their attention. The Committee would like to add this to the agenda to discuss later.

We also discussed eligibility and the level of interest for sabbatical. Nancy guessed that roughly about eight requests per year, excluding law, are granted. Frequently, not everyone is granted sabbatical because there is only so much money. She explained that usually more than half of applicants are granted, so about 25-30% of requests are rejected.

Finally, in housekeeping matters, we decided that we should roll out new R&R changes in parts, one topic at a time. We’ll have an agenda to do one at a time, discuss fully here then go to faculty, then next topic. Also, we need to discuss what definitions will apply to which rights and responsibilities.

There were also some other brief comments: Nancy explained that the section on ethics was simply updated to the new AAUP version and moved to a more appropriate part of the Handbook. Attendance at commencement was added as well and is on the agenda for tomorrow's General Faculty meeting. We struggle with faculty participation on this Committee

because we have had members retire or take on other tasks that prevent participation. Suggestions were to get faculty who aren't on Senate or to have Senate appoint people so there is consistent faculty presence on the Committee. Next time, we will talk about the termination procedure. Someone commented that it seems long and legalese; Cynthia pointed out that it appear to come pretty directly from the AAUP statement on the topic. We will also start meeting again twice a month so we can move along certain topics.

Decisions:

- Schedule meetings twice a month
- Have a plan to discuss the proposed R&R topics individually next fall
- We will discuss sabbatical this fall, along with load, employment outside the university and other topics as requested
- We will add definitions to rights and responsibilities

Next Meeting: Wednesday, May 27 at noon