Charge: to assess Faculty review (workload) structures/policies in relationship to our Mission/Vision

- Policies that support all faculty
- Seek equity in faculty policies
- Expectation there will be different paths to meet the Mission of the University within Colleges/Departments
- Seek ways to incentivize faculty when meeting the mission of the University
- To move the University forward to meet current and future needs of students, faculty, and community
- *KBOR will direct state universities to review their* reward structures to ensure they support faculty members' professional success throughout their career (See Taskforce Annual Report)

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Policy Recommendations: College Guidelines and Criteria (4.21 / Tenure and Promotion 1B) https://www.wichita.edu/about/policy/ch_04/ch4_21.php

No Recommended changes.

Current policy….It is acceptable to establish differential criteria for tenure and promotion for faculty with different assignments, so long as the differential criteria and the nature of the faculty assignments are clearly identified and recorded on the annual evaluation form.

Policy Recommendations: 4.12 / ~~Teaching~~ Faculty Workload

https://www.wichita.edu/about/policy/ch_04/ch4_12.php

Delete current language and add:

Faculty work in three areas: student-centered work (e.g., teaching), disciplinary/professional-centered work (e.g., research/scholarship), and community-centered work (e.g., service). Workload refers to total professional effort, which includes the time (and energy) devoted to class preparation, student work, curriculum and program deliberations, scholarship/research, participation in governance activities, and a wide range of community services*. Individualized workload expectations are to be discussed and documented with faculty at least annually.

*(https://www.aaup.org/issues/faculty-work-workload/what-do-faculty-do)

Faculty work in three areas: student-centered work (e.g., teaching), disciplinary/professional-centered work (e.g., research/scholarship), and community-centered work (e.g., service). Workload refers to total professional effort, which includes the time (and energy) devoted to class preparation, student work, curriculum and program deliberations, scholarship/research, participation in governance activities, and a wide range of community services*.

TEACHING:

The standard teaching load normally shall be no more than the equivalent of a 12-credit hour maximum per semester, with no more than three different course preparations.

RESEARCH, SCHOLARSHIP, OR CREATIVE ACTIVITY

SERVICE

Workload in the areas of service and research, scholarship, or creative activity are based on a faculty member's position/role.

Individualized workload expectations are to be discussed and documented ~~with faculty,~~ with the Chair and/or Dean at least annually.

*(https://www.aaup.org/issues/faculty-work-workload/what-do-faculty-do)

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Each College has incorporated/commented on the Uniscope model within their Tenure and Promotion criteria and these have been approved by the University Tenure and Promotion committee.
Example Overview Boyer Model: College of Fine Arts Criteria document

In "Scholarship Reconsidered" Ernest Boyer introduced an academic model advocating expansion of the traditional definition of scholarship and research: The scholarship of

- *discovery* that includes original research that advances knowledge;
- *integration* that involves synthesis of information across disciplines, across topics within a discipline, or across time;
- *application* that involves the rigor and application of disciplinary expertise with results that can be shared with and/or evaluated by peers;
- *engagement* that integrates education with community development. Engaged scholarship is a type of education, "that can be directly applied to social problems and issues faced by individuals, local communities, organizations, practitioners, and policymakers;" and
- *teaching and learning* that the systematic study of teaching and learning processes. It differs from scholarly teaching in that it requires a format that will allow public sharing and the opportunity for application and evaluation by others.

Policy Recommendations: University Guidelines and Criteria Tenure/Promotion (4.21 / Tenure and Promotion 1C1)

https://www.wichita.edu/about/policy/ch_04/ch4_21.php

Rational:

1. Uniscope approved by faculty Senate May 2016
2. Each College has incorporated the Uniscope model within their Tenure and Promotion Criteria and these have been approved by the University Tenure and Promotion criteria.

Add to Policy 4.21 Section 1 end of the 2nd paragraph:

~~The UniScope Scholarship Model is used as a framework for scholarly activities. Each academic unit or field will have its own examples for different dimensions of scholarly activities in this framework (see table below*)~~

(~~note: add Framework at the end of policy 4.21 or a link to the approved Senate policy)~~

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Policy Recommendations: University Guidelines and Criteria Tenure/Promotion (4.21 / Tenure and Promotion 1C1)

https://www.wichita.edu/about/policy/ch_04/ch4_21.php

TENURE TRACK:
(C1b) NO CHANGES
Promotion:
(C1ci) Assistant Professor NO CHANGES
(C1cii) Associate Professor NO CHANGES
(C1ciii) Professor NO CHANGES

Policy Recommendations: University Guidelines and Criteria Tenure/Promotion (4.21 / Tenure and Promotion 1C1)

https://www.wichita.edu/about/policy/ch_04/ch4_21.php

University Guidelines and Criteria **1. Tenure/Promotion** b. Expectations of performance in and the relative importance of A) teaching/ librarianship, B) research, scholarship, or creative activities; and C) service will be defined at the time of the initial appointment. These expectations and their relative weight may be modified annually during the probationary period. Specific performance goals will be established each year during the annual evaluation of untenured faculty…..	**University Guidelines and Criteria: IC1:Tenure/Promotion** a…… b. Expectations of performance in and the relative importance of A) teaching/ librarianship, B) research, scholarship, or creative activities; and C) service will be defined at the time of the initial appointment. The UniScope Scholarship Model is used as a framework for research, scholarship, or creative activities. Each academic unit (College or Department) ~~or field~~ will have its own criteria and examples for different dimensions of scholarship or creative activity in teaching, service, and/or research within this framework. These expectations and their relative weight may be modified annually during the probationary period. Specific performance goals will be established each year during the annual evaluation of untenured faculty….. (add link to Framework/article at the end of policy 4.21)

WSU Wichita State University

Policy Recommendations: University Guidelines and Criteria Tenure/Promotion (4.21 / Tenure and Promotion 1C1)

https://www.wichita.edu/about/policy/ch_04/ch4_21.php

A) All probationary faculty must undergo review for tenure during their sixth year of employment at Wichita State University unless their employment at the University is to be terminated at the end of their seventh year of service. The only exception are for individuals who were ~~to this time. Those individuals~~ given credit for prior experience in higher education at the time of initial appointment. ~~shall undergo review for tenure according to the policies stated~~.	Note: (A-policy re Tenure and Promotion to Associate) Policy 4.21: IA. Links Tenure to promotion to Associate Professor Policy 4.19 1:2: KBOR .. appointment to the rank of assistant professor or a higher rank, the probationary period should not exceed seven years A) ~~All~~ Probationary faculty must undergo review for tenure during their sixth year of employment at Wichita State University unless their employment at the University is to be terminated at the end of their seventh year of service. ~~The only~~ Exceptions are ~~is~~ for individuals who were ~~to this time. Those individuals~~ given credit for prior experience in higher education at the time of initial appointment **(Policy 4.19) or demonstrates exceptional merit, (policy 4.18) meeting Department and College criteria for Tenure. These individuals may request a review earlier than their sixth year of employment**. ~~shall undergo review for tenure according to the policies stated~~. **Other exceptions to the probationary period would include an approved leave of absence or extensions. (Policy 4.19)**

Policy Recommendations: University Guidelines and Criteria Tenure/Promotion (4.21 / Tenure and Promotion 1C1)

https://www.wichita.edu/about/policy/ch_04/ch4_21.php

~~C. Under normal circumstances,~~ a faculty member should not expect to be considered for promotion with less than six years in rank. The standards for teaching, librarianship, scholarship, and service for each rank …….	Since Tenure tied to promotion to Associate Professor – this section is about Promotion from Associate to Full or PIR Note: (C-policy re Promotion) ~~C. Under normal circumstances,~~ A faculty member should not expect to be considered for promotion with less than six years in rank. The only exceptions are ~~is~~ for individuals who were ~~to this time. Those individuals~~ given credit for prior experience in higher education at the time of initial appointment **or demonstrates exceptional merit, meeting Department and College criteria. These individuals may request a review earlier than their sixth year in rank**. The standards for teaching, librarianship, scholarship, and service for each rank….. ..

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