

Faculty Senate Workload/review Taskforce Policy Recommendations for Senate meeting 9/9/2019

Faculty Senate Workload/review Taskforce members: Allen, Neal ; Bagai, Rajiv; Bray, Susan; Clawson; Cheyla; Crane, Rachel; Hammond, John; Harrison, Paul; Hayton, Jeff; Livesay, Dennis; Moody, Linda; Pulaski, Jeff; Betty Smith-Campbell-Chair. Ex-Officio: Provost Rick Muma

The mission of WSU is to be an essential educational, cultural, and economic driver for Kansas and the greater public good. Vision: Wichita State University is internationally recognized as the model for applied learning and research.

Committee 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
- Respond to KBOR charge related to faculty development. *The faculty play an important role in the student experience as well as our institutions' successes. Developing their talents both in the classroom and in conducting research is important for the universities and the State. In light of the rapidly changing higher education environment and recognizing the uniqueness of institutional mission, the Board will direct state universities to review their reward structures to ensure they support faculty members' professional success throughout their career*

(Full committee report 5/2019 can be found in the Annual Faculty Senate Committee reports:
<https://www.wichita.edu/academics/facultysenate/documents/51319/FacultyWorkloadCommitteeRecommendations5.2019.pdf>)

Policy Recommended Changes:

Current Policy/Rational for Change	Recommendations from Taskforce
<p>Current Policy on Teaching Load (4.12)</p> <p>The standard teaching load normally shall be the equivalent of a 12-hour maximum, with no more than three different preparations (4.12) https://www.wichita.edu/about/policy/ch_04/ch4_12.php</p> <p>Rational/need for change:</p> <ul style="list-style-type: none"> • Actual implementation of this policy varies by department and college. Some department/colleges decrease teaching loads to accommodate for their area and faculty needs. For example – faculty with funded research or graduate teaching assignments, may have decreased teaching loads. • Allows for increased flexibility in the faculty workload based on department/college need as well as involvement from individual faculty based on their expertise/interest areas. • Note: current policy states 4.21 BIt 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. 	<p>Delete current language and add:</p> <p>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.</p> <p>*(https://www.aaup.org/issues/faculty-workload/what-do-faculty-do)</p>

Current Policy/Rational for Change	Recommendations from Taskforce
<p>Recommendation: Incorporate Uniscope language into faculty tenure/promotion criteria (4.21 / Tenure and Promotion-Guidelines and Criteria; https://www.wichita.edu/about/policy/ch_04/ch4_21.php)</p> <p>Rational:</p> <ol style="list-style-type: none"> 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 committee. 	<p>Add to Introduction of Policy 4.21 Section 1 end of the 2nd paragraph:</p> <p>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.</p> <p>(note: add Framework at the end of policy 4.21 or a link to the approved Senate policy)</p>

Current Policy/Rational for Change	Recommendations from Taskforce
<p>TENURE TRACK The award of tenure normally requires documented evidence of effective teaching/librarianship and a record of research, scholarship, or creative activities which has earned recognition in professional circles at the regional or national level.</p> <p>Assistant Professor Evidence is normally expected of the following: A) demonstrated adequacy in teaching/librarianship; B) potential for achievement in research, scholarship, or creative activity; and C) some University service appropriate to the mission of the department and College/School/University Libraries.</p> <p>Associate Professor Evidence is normally expected of the following: A) documented effectiveness of teaching/librarianship; B) a record of research, scholarship, or creative activities which has earned recognition in professional circles at the regional or national level; and C) some professional or University service.</p> <p>Professor Evidence is normally expected of the following: A) sustained effectiveness in teaching/librarianship; B) a record of <u>substantial accomplishment</u> in research, scholarship, or creative activities which has led to recognition in professional circles at the national level; and C) demonstrated academic leadership in the form of service to the University and the profession</p>	<p>TENURE TRACK: The award of tenure normally requires documented evidence of effective teaching/librarianship and a record of scholarship of teaching/librarianship, the scholarship of research and/or the scholarship of service which has earned recognition in professional circles at the regional or national level.</p> <p>Assistant Professor Evidence is normally expected of the following: A) demonstrated adequacy in teaching/librarianship; B) potential for achievement in the scholarship of teaching/librarianship, the scholarship of research and/or the scholarship of service; and C) some University service appropriate to the mission of the department and College/School/University Libraries.</p> <p>Associate Professor Evidence is normally expected of the following: A) documented effectiveness of teaching/librarianship; B) a record of the scholarship of teaching/librarianship, the scholarship of research and/or the scholarship of service which has earned recognition in professional circles at the regional or national level; and C) some professional or University service.</p> <p>Professor Evidence is normally expected of the following: A) sustained effectiveness in teaching/librarianship; B) <u>compelling evidence of significant achievement</u> in scholarship of teaching/librarianship, the scholarship of research and/or the scholarship of service which has led to recognition in professional circles at the national level; and C) demonstrated academic leadership in the form of service to the University and the profession.</p> <p>Modify all Faculty policies that state” a record of research, scholarship, or creative activities” Change to: scholarship of teaching/librarianship, the scholarship of research and the scholarship of service</p>

Current Policy/Rational for Change	Recommendations from Taskforce
<p>Tenure Review Rational for change;</p> <ul style="list-style-type: none"> • Policy is confusing – what would be an abnormal circumstance • Interpretations of the policy have varied by different administrators <p>4.21 / Tenure and Promotion-Guidelines and Criteria 1C1: https://www.wichita.edu/about/policy/ch_04/ch4_21.php</p> <p>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. 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. https://www.wichita.edu/about/policy/ch_04/ch4_21.php</p> <p>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 are indicated below. The relative significance of teaching; librarianship; research, scholarship, or creative activities; and service may vary from case to case. Consideration, in context of the candidate's entire career, will be given to teaching, librarianship, research, scholarship, creative activities, and the service conducted while the candidate has been employed at the University.</p>	<p>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.</p> <p>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 are indicated below. The relative significance of teaching; librarianship; research, scholarship, or creative activities; and service may vary from case to case. Consideration, in context of the candidate's entire career, will be given to teaching, librarianship, research, scholarship, creative activities, and the service conducted while the candidate has been employed at the University.</p>