Faculty Handbook Revisions Committee
November 14, 2012

Members Present: Cynthia Waskowiak, Bill Roach, Richard Martin, Alan Bearman, Gordon McQuere, Lisa Jones, David Sollars, Jalen Lowry, Matt Arterburn, Monica Scheibmier, Nancy Tate

Discussion:

Gordon presented an Equivalency draft from the Definitions Sub-Committee:

This policy would be used in the rare cases where an individual has experience that makes them qualified for a position, but do not have a terminal degree. It's an individual who has some research record or potential equal to someone entering the tenure track. This would be used as the result of a search for a tenure-track position. The position description would include some language to the effect of Ph.D. required or equivalent experience considered. This is a different situation than when Deans make a direct hire of a "star," someone exceptional in his or her field that we want to have on faculty for myriad reasons (valuable experience, reputation boost, etc.). Some parts of the draft need Committee input, as well as Faculty Senate and WUBoR.

One limitation in the draft is that accomplishments related to previous employment at WU do not count. We discussed many pros and cons of this limitation. Gordon reiterated that an equivalency policy should be used only in *rare* circumstances. The equivalency relates only to the terminal degree, not other requirements, and possibly only for external searches. Longevity at WU does not equal a "rare" circumstance for tenure. Someone asked if the WUBoR can grant tenure to anyone if they so choose. Lisa would advise them to have a process for granting tenure to those without a terminal degree instead of granting tenure arbitrarily.

We discussed further the need for another policy for direct hires of exceptional individuals. The title would be important, perhaps "Visiting" or "Distinguished" or "____ in residence". We wouldn't grant them tenure but wondered if there should be a term limit. We discussed whether the hire should be solely in the Dean's discretion or if faculty in the respective department should have a vote. The Committee leaned towards leaving it to the Dean's discretion as faculty may not have an overall University perspective.

We briefly discussed the work of the Rights and Responsibilities Sub-Committee. They are currently working through the handbook section about faculty load.

Decisions:

- The Definitions Sub-Committee will take the Committee's input and edit the Equivalency draft.
- They will also draft a policy for direct hires in exceptional cases
- At the next meeting, we will discuss the R&R minutes more thoroughly.

Next meeting: November 28, Shawnee Rm.