

## Proposal to Amend WKU Faculty Handbook: Substantive Change

### 02-2016 Academic Experience

*Substantive change is defined as addition, deletion, or revision of policy or procedure.*

Contact Name: Margaret Crowder

Date Submitted: 12/4/2015

Contact Email address: margaret.crowder@wku.edu

Contact Phone number: 745-5973

#### 1. Type of Change:

Addition: Where possible, identify the section of the handbook to which addition is proposed:

Deletion: Identify the section of the handbook from which deletion is proposed:

Revision: Identify the section of the handbook to which revision is proposed:

2. Proposals should be made in the form of text intended as an addition to or a replacement of, in whole or in part, some current section of the Faculty Handbook.

III.A. (addition to the end of the second paragraph, page 19; addition is in bold):

Rank is granted on the basis of academic qualifications, experience and demonstrated achievement. The criteria stated below shall serve as guides in assigning academic rank. Exceptions to these criteria may be made in situations where the candidate shows exceptional credentials in the areas of (a) academic qualifications; (b) experience; or (c) sustained achievement in teaching effectiveness, research and creative activity, and University/public service. **Experience at rank is normally considered to be at WKU. Previous service at an accredited higher-education institution or equivalent professional experience may be substituted for years of service at WKU, if negotiated in writing at the time of initial appointment or within the first appointment year.**

#### 3. Rationale for amendment:

Revision will provide clarification as to whether time in rank served at another university will be considered at WKU for purposes of promotion and for tenure. Under this revised change, a candidate (with appropriate input and negotiation at time of hire) may apply an agreed upon amount of time served in rank at another university. Thus, the candidate might NOT be considered a candidate for early tenure, rather the time in rank served elsewhere would count as equivalent to time served at WKU.

This revision will allow us to 1) be more competitive in hiring excellent faculty who have served time in rank prior to appointment at WKU, and 2) be transparent, clear, and fair with faculty members who have served time in rank prior to appointment at WKU