

Proposal to Amend WKU Faculty Handbook: Substantive Change

07-2016 Criteria for Promotion Recommendations – Levels of Performance; Pedagogical faculty update

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

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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:

Current version:

III.D.4 Levels of Performance:

a. Promotion to Professor:

- i. Teaching Effectiveness: a sustained record of exceptional and high-quality performance according to department/division standards.
- ii. Research/Creative Activity: a tangible record of exceptional and high-quality performance as described in Section III.D.3.b.
- iii. University/Public Service: a tangible record of exceptional and high-quality performance.

b. Promotion to Associate Professor:

- i. Teaching Effectiveness: a tangible record of excellent performance according to department standards.
- ii. Research/Creative Activity: a tangible record of exceptional and high-quality performance as described in Section III.D.3.b.
- iii. University/Public Service: a tangible record of excellent performance.

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.

Proposed version:

III.D.4 Levels of Performance:

Pedagogical faculty appointments do not carry an expectation of involvement in research/creative activity. In recognition of this, such pedagogical faculty members will normally have a teaching load higher than that of tenure-track faculty members in their unit who carry responsibilities in both teaching and research (per Policy 1.1990 Pedagogical Track Faculty).

- a. Promotion to Professor/**Pedagogical Professor**:
 - i. Teaching Effectiveness: a sustained record of exceptional and high-quality performance according to department/division standards. Per Policy 1.1990, a pedagogical professor is typically an individual who has had significant impact on the pedagogical activities of the university, and who has achieved a national or international reputation for such.
 - ii. Research/Creative Activity: a tangible record of exceptional and high-quality performance as described in Section III.D.3.b.
 - iii. University/Public Service: a tangible record of exceptional and high-quality performance.

- b. Promotion to Associate Professor/**Pedagogical Associate Professor**:
 - i. Teaching Effectiveness: a tangible record of excellent performance according to department standards. Per Policy 1.1990, a pedagogical associate professor is typically an individual who has established a high level of pedagogical competence, and an established track record of such excellence.
 - ii. Research/Creative Activity: a tangible record of exceptional and high-quality performance as described in Section III.D.3.b.
 - iii. University/Public Service: a tangible record of excellent performance.

3. Rationale for amendment:

To update the Faculty Handbook with information pertaining to the Pedagogical faculty line, as outlined by Policy 1.1990 on Pedagogical Track Faculty.