



## **POLICY & PROCEDURE DOCUMENT**

NUMBER: 1.1990

SECTION: Academic Affairs

TITLE: Pedagogical Track Faculty

DATE: February 13, 2012

### **I. Scope and Purpose**

Pedagogical Faculty play a key role in carrying out the university's mission of preparing students to be productive, engaged, and socially responsible citizens and leaders of a global society. Pedagogy will always be a central component of the role of the traditional faculty member. However, the pedagogical track provides an opportunity for faculty members whose primary passion is teaching to pursue that passion without the obligation to engage in research.

This document describes procedures for appointment, evaluation, retention, reappointment, promotion, and management of pedagogical faculty. The primary role of pedagogical faculty is to contribute to the instructional mission of WKU, both in and out of the classroom.

### **II. Policy**

#### **A. Definition of a Pedagogical Track Faculty Position**

A pedagogical faculty member is a full-time, tenure-eligible, faculty member engaged primarily in instructional activities. Pedagogical faculty members are expected to bring a high level of conceptual and theoretical ideas to their instructional tasks and to have innovative skill sets that enhance the intellectual development of their colleagues and the students with whom they interact. Pedagogical faculty appointments do not, however, carry an expectation of involvement in scholarly research. 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.

## B. Pedagogical Faculty Ranks

There are three ranks of pedagogical faculty, parallel to traditional faculty ranks:

### 1. Pedagogical Assistant Professor

Typically a person serving in his or her initial academic appointment would be appointed at this rank. Like all tenure-eligible faculty, a pedagogical assistant professor will typically have earned the terminal degree in his/her field; however, this requirement may be replaced, if deemed appropriate for the field by the unit seeking the appointment, by a masters' degree in an appropriate field plus significant experience in teaching at the college level.

### 2. Pedagogical Associate Professor

This is typically an individual who has established a high level of pedagogical competence, and an established track record of such excellence. S/he will typically have earned the terminal degree in his/her field; however, this requirement may be replaced by a masters' degree in an appropriate field plus significant experience in teaching at the college level.

### 3. Pedagogical Professor

This is typically an individual who has had a significant impact on the pedagogical activities of the university, college, or department, and or who has achieved a regional, national or international reputation for such. The doctoral degree, or terminal degree appropriate to the appointment, is required; substitutions to this requirement may not be made.

## C. Roles, Rights, and Responsibilities of Pedagogical Faculty

1. Pedagogical faculty members are governed by the rights and responsibilities of tenure-track faculty as outlined in the Faculty Handbook, except for those rights and responsibilities directly related to research activities, or otherwise excluded in this policy.
2. The primary assignment of pedagogical faculty will be teaching; the performance of scholarly research is not an expectation of the position. However, pedagogical faculty have the same responsibilities as any other tenure-eligible faculty as defined by the Faculty Handbook and college/school/department policies.
3. In accepting an appointment to the pedagogical faculty of WKU, an individual commits to continuing professional development in the area of pedagogy within the higher education setting.
4. Pedagogical faculty will have access to department resources consistent with their role in the department. This will include office space, access to computers and the computer network infrastructure, and to department funds as determined by the Department Head.

5. Pedagogical faculty members also accept responsibility for respecting the rights of students, other faculty, and staff. Pedagogical faculty members are expected to maintain honesty and integrity in all professional activities and to adhere to all stated policies and procedures of WKU.

### **III Procedure**

#### **A. Appointment**

1. The process of creating a pedagogical faculty position shall be initiated by a department head or unit director only after a majority vote in favor of such a position by the tenure-eligible faculty within that unit.
2. The appointment procedure shall follow the prevailing methods used for appointment of tenure-eligible faculty within that unit.
3. The appointment letter shall come from the dean, and may be supplemented by a letter from the department head or unit director.
4. Pedagogical faculty will generally be appointed to full-time nine-month appointments.
5. The rank of the initial appointment (Pedagogical Assistant Professor; Pedagogical Associate Professor; Pedagogical Professor) shall be based on the stature and accomplishments of the applicant, and shall be determined by the dean following a recommendation from the unit director. In formulating such recommendations, the unit director should seek the advice of unit faculty (both traditional and pedagogical) at or above the rank suggested.
6. Initial appointments at the rank of Pedagogical Professor shall carry tenure. Such appointments must be approved by the Provost, the President, and the WKU Board of Regents.

#### **B. Evaluation**

1. Pedagogical faculty will participate in the annual faculty review process and are eligible to participate in annual salary increase programs.
2. As tenure-eligible faculty, pedagogical faculty will undergo an annual continuance review during their second to fifth year of service.

#### **C. Tenure and Promotion**

1. As tenure-eligible faculty, pedagogical faculty will be evaluated for tenure no later than the end of the probationary period, following established steps and timeline.
2. Pedagogical faculty members may apply for tenure in advance of the end of the

probationary period. Failure to earn early tenure will not be considered with prejudice at the time of the mandatory tenure review at the end of the probationary period.

3. Pedagogical faculty members may apply for promotion in rank, using the same procedures as for traditional faculty. Normally promotion in rank requires at least five years service at the previous rank, either as a pedagogical faculty member, or as a traditional (teaching-plus-research) faculty member, or a combination of the two.
4. Upon promotion, pedagogical faculty members shall have an increase in base salary equal to 10% of the median current nine-month salary for faculty in the former rank (e.g., the increment associated with promotion from assistant pedagogical professor to associate pedagogical professor shall be 10% of the median salary for pedagogical assistant professors at the time the promotion is approved). Such salary increases are over and above any salary change associated with a campus-wide raise program.

#### D. Noncontinuance and Termination

1. A pedagogical faculty member may be terminated for misconduct.
2. A pedagogical faculty member serving within the probationary period may be terminated as a result of a non-continuance action. The rights of appeal of the faculty member are the same as for other tenure-eligible faculty.

#### E. Changing to/from Positions in Other Faculty Tracks

1. There is no provision for “transfer” to or from a pedagogical track position and a position in another faculty track. Appointment to a position in any faculty track requires appointment de novo in that position and resignation from any previously held position at WKU.
2. A pedagogical track faculty member may hold a future contract for a position in a “traditional” teaching-plus-research tenure-eligible position, or in a research faculty position, but may not take up that position without resigning from the pedagogical track position.
3. A WKU faculty member with tenure, or time credited toward tenure, who accepts a pedagogical track position concurrently with a resignation from his or her traditional-track position (or vice versa) may in due course gain tenure in the new track. The length of the probationary period in such instances should be clearly enunciated in the appointment letter to the new position.

F. Research by Pedagogical Track Faculty

1. Pedagogical track faculty members may engage in research. They may apply for internal research opportunities (e.g., internal grants) and may participate in any incentive program for faculty who support a fraction of their salary from extramural research funds.

G. Review of this Policy

1. Notwithstanding the ability of any and all parties to initiate review of this policy, as prescribed by the Policy on Policies (0.000V), this policy shall undergo thorough review either after five years from the date of final approval, or at the point that the number of pedagogical track faculty members in any college reaches 5% of the number of professors of all tracks and ranks in that college, whichever comes sooner.

**IV. Related Policies**

1.196V; Research Track Faculty

**V. Reason for Revision**