

Faculty Handbook Revision Committee  
August 10, 2016

**Members Present:** Cynthia Holthaus, Marc Fried, Matt Arterburn, Laura Stephenson, Tracy Routsong, Jalen Lowry, Sean Bird, Nancy Tate, JuliAnn Mazachek, David Sollars, Monica Scheibmeir

**Discussion:**

We began by talking about renaming “Research Lecturer”. Dr. Farley expressed concern with this title, as we are not a research school and don’t want to give that impression. We will remind him of the background on this title (Business had accreditation requirements for Lecturers to do research) and re-visit the title, perhaps “Business Lecturer”.

Sean then presented feedback from the library about the definitions. They would like some individuals designated as Lecturer so they could be part of general faculty. Are we looking at roles by title or responsibility? They want to be 12 month lecturers. Now, like chairs are 12 month and if teach in summer, teaching would be part of load. In SAS, they have some 12 month lecturers. In the library, they are thinking of the individuals who are part of the Center for Student Success and Retention who not just teach but also have an administrative role.

Now, the proposed language for Lecturers is they teach two courses, and those individuals might not fit that definition, as they aren't sure if they would teach two courses each semester/term. Usually load is 24 hours over an academic year, which is 9 months, so it doesn't include summer. In SAS, the curriculum is set up differently so their courses don't fit neatly into two terms. Having it be 12 months instead of 9 months would lend flexibility and creativity for compressed courses. Someone suggested the definition of Lecturer be changed to 12 hours per 12 month period. We like that flexibility and new modes of learning.

Potential Ramifications of proposed change in language regarding Lecturers

- Minor impact – resource perspective (4-5 individuals)
- Would add to library numbers for census in determining number of faculty senate representatives
- Could potentially decrease percentage of faculty reported as having terminal degree
- From HLC, these lecturers will need appropriate credentials in academic discipline
- These individuals are hired with the expectation of teaching as well as other duties, but could be relieved of duties for below standard teaching OR for below standard performance of other duties
- Would be allowed to compete for Sweet Sabbaticals
- Potential concern about existing longstanding lecturers feeling their role is being denigrated
- Potential concern regarding new category of Senior Lecturer being awarded to someone where teaching isn’t primary responsibility

- Potential concern regarding course teaching assignments for this group being WU101 instead of discipline-specific courses. Monica says WU101 is a valuable course for students. David says in some ways it's more difficult to teach the other courses, as you constantly have to think and plan and organize. Nancy agrees. He says we shouldn't denigrate WU101 from a workload perspective, and it could be pivotal if we see long term retention. Matt predicts that while faculty don't dislike WU101, some will argue about the role and ability to impact governance and input on curriculum.

Jalen noted that we haven't historically hired law librarians with an expectation to teach, but some current law librarians would like to teach, so they are looking at that possibility. Someone noted the historical anomaly of law librarians being allowed to vote in general faculty and not law faculty. She thinks the dean and new library director need to look at that once the new director is hired. In the definitions, law librarians are a separate category from librarians so we can assign one group certain roles or responsibilities and not the other if we want.

David said at prior institution, librarians were integrated into faculty so they got some benefit (general faculty, committees, tenure) and kept title.

**Decisions based on discussion:**

- Change the requirements for Lecturer to teach 12 hours in 12 months
- Faculty will need to give input and debate use of "Lecturer" for certain employees in the CSSR who are also teachers.

**Next Meeting: Wednesday, August 31 at noon in Morgan 200-A**