

Faculty Senate Agenda Item

Number: 08-07

SUBJECT: Joint Appointments

BACKGROUND: In order to make the Faculty Handbook consistent with the intent of the original action of the Washburn faculty in regard to joint appointments, the Faculty Senate approves the following revision of the Faculty Handbook, Section III:2, paragraph I.

I. When deemed appropriate by the Vice President for Academic Affairs, a full-time tenure track faculty position may split into two half-time positions and persons otherwise qualified to fill such a position may be appointed to share it as a joint faculty appointment. The two members will share the teaching, research, and service components of the appointment. On an individual basis, the quantity of teaching, research, and service will be less than what is expected of a full-time faculty member; however, the quality of the work performed by each member must be comparable to that expected of a full-time faculty member. Beginning with appointment to instructor or a higher rank in a joint faculty position, the probationary period at Washburn University shall not exceed seven years. Such probationary period for each of the two persons in a joint faculty position shall be identical and stated in their respective initial employment contracts with the University. At least four of the seven years probationary service must be at Washburn at the rank of instructor or higher. Up to three years credit may be granted to both appointees, by written agreement, for full-time service by each as teaching faculty at other institutions of higher learning. Joint faculty appointees in a tenure track position may be eligible for petition for tenure and promotion in accordance with the procedures for full-time faculty members outlined in Article V sections 6-7 of the Washburn University Bylaws and in section III below. A joint petition may be prepared, but it should clearly state the accomplishments of each individual. The evaluation and recommendation will be applied to each member individually, and both must be deemed deserving in order to be promoted or receive merit. In evaluation for tenure, the same consideration should occur, so that each of the two individuals will be considered separately. Separate tenure decisions will be reached, but in the context of the joint appointment. Tenure or promotion will only be awarded to any person sharing a joint faculty appointment in the event that (a) both individuals in such a joint faculty position petition for tenure and/or promotion in the same year of review; and, (b) both individuals are deemed to fulfill all of the requirements for tenure and/or promotion in rank. In the event that one of the individuals does not petition for tenure or one of the two is deemed not to fulfill all of the requirements for tenure, both will be given notice of non-reappointment and their employment will terminate upon the expiration of their probationary period. The property right granted by the award of tenure is the continuation of employment as a half-time faculty member which may be terminated for cause under Article V, section 8 of the University Bylaws or as provided in subsection K below. Each faculty member holding a joint appointment will be entitled to all benefits to which any individual faculty member is entitled, as detailed in Section V, sections VI-XII of the faculty handbook. [Or, alternatively: “to which any individual faculty member carrying a 50% load is entitled”??]

Comment [TP1]: Added language from the statement approved by General Faculty, May 2002.

Comment [TP2]: Consistent with below, here referencing both university bylaws and faculty handbook.

Comment [TP3]: Language from General Faculty statement of May 2002.

Date: Nov. 3, 2008

Tom Prasch Robin Bowen
FS President VPAA

Originated by Lee Boyd, NSD representative to the Faculty Senate in May 2008.