

MEMORANDUM

To: Greg Crouch, Chair of Senate

From: Stephen Hines, Chair of the Faculty Affairs Committee

Date: September 25, 2019

RE: Changes to the Faculty Manual - reconciliation of the Tracks & Appointments Initiative approved by the WSU Faculty Senate in April, 2019

On behalf of the FAC, I am writing to recommend Faculty Senate approval of the attached revisions to the Faculty Manual. The proposed revisions were approved by the FAC unanimously. **Although the changes will initially appear extensive, there are essentially no significant policy changes.** Instead the revisions primarily reflect some extensive reorganization to accommodate the Tracks and Appointments Initiative that was passed by the Senate in its final meeting last spring. There are also a few changes to remove conflicts created when the new tracks and sub-tracks were approved.

Please find attached a **Summary of Faculty Manual Revisions** document, which describes each change individually. Please note that the indicated changes pertain to the 2019-20 version of the Faculty Manual that was finalized this summer and thus included the new tracks and sub-tracks language as part of Section V. A redlined version of this document is provided, together with a separate “clean” version in which all proposed changes have been accepted. Again, the primary changes are deleting conflicting information in Section V by moving the text newly adopted last spring and making necessary changes in organization, section headings, etc.

The FAC believes that these primarily organization changes are a necessary step in adopting the changes passed by the Senate in April, 2019, and in setting the stage for considering additional changes. The latter include addressing issues that have been raised by Faculty Senate and other faculty. There are also some remaining concerns regarding potentially conflicting language and confusing terminology that need to be studied. For example, going forward, the FAC will be considering revisions regarding:

- Postdoctoral research associates – currently listed as faculty
- Scientific Faculty – a faculty designation that seems in little current use, but may be important in some units

- “Indefinite Faculty” – a confusing term that needs better definition and, even if retained, more consistent use throughout the document