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SR-07-08-(38) 69 FPC

Marshall University

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FACULTY PERSONNEL COMMITTEE RECOMMENDATION

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The Marshall University Faculty Personnel Committee recommends the creation of "Senior" Level designation within Professor Rank.

Summary: The creation of Senior Level Professor Rank recognizes and rewards the outstanding work of accomplished professors, and it encourages continuing creativity and superior research, as well as fostering retention.

Definition: For the Rank of Professor/Senior Level

This level is designed to honor and reward veteran faculty members who hold the highest rank open to them and have *continued* and *enhanced* the teaching, scholarship and service that they demonstrated in earning their earlier promotions. Once earned, the new level is permanent. A 10% raise will accompany the new level. Salary enhancements provided under this program would be made in addition to any other form of salary increases (merit, performance, equity, etc.) for which the faculty member might qualify in the year of application.

Eligibility: For the Rank of Professor/Senior Level

- To apply for the Professor rank-Senior Level, a faculty member must be tenured faculty or librarians¹ who have a minimum of six (6) years of experience at "Professor Rank" at Marshall University (an approved leave or sabbatical or professional development activity will be considered as service in rank).
- Review of someone who has served six (6) full years could first occur in the seventh (7) year with any increase taking effect at the beginning of the eighth (8) year. Professors may apply for this promotion any time after achieving the six (6) year minimum.
- There shall be no limit on how many times a professor may apply for this promotion as long as he or she meets all the requirements for the award.
- Must have a full time appointment at the time of application and award.

Educational Requirements and Criteria: For the Rank of Professor/Senior Level

Faculty must consistently demonstrate *significant* and *substantial* contributions in the traditional areas of the University's mission (librarianship/ teaching, research, service), as defined by each Academic Unit. After attaining Professor Rank, the faculty member would have to accumulate a *new* body of work (librarianship/teaching, research, and service) that meets the requirements for rank (as with other promotions: a body of work used to meet the requirements of one promotion cannot be reused to meet the requirements of subsequent promotions and a body of work at institutions other than Marshall University does not qualify one for promotion at Marshall University).

¹ Librarian track is a non-tenure track.

In addition to any of the above specifications, a professor would have to meet the following requirements:

- A candidate must have earned the terminal degree in a major appropriate to the teaching field from an accredited university. Exceptions to the degree requirement may be made in the case of exceptional artistry or scholarship if the appropriate Academic Unit's Promotion and Tenure committee so recommends.
- A candidate must have had at least six (6) years of experience in the rank of Professor at Marshall University.
- A candidate must have at least 15 years of full-time experience in collegiate/higher education teaching or librarianship.
- A candidate must have demonstrated professional performance in all of his or her major areas of responsibility, and he or she must have demonstrated exemplary performance in two or more such areas, including either teaching and advising or scholarly and creative activities. Evaluation and demonstration must be summarized in writing by each candidate. Candidates will provide a detailed letter that summarizes their achievements. The form of the summary should be defined in the evaluation and promotion requirements of each academic unit.
- Candidates must have made some form of outstanding contribution to the profession (such as to the university, or to their field, discipline, art, community, etc.)—as defined in the evaluation and promotion requirements of her or his academic unit.

RATIONALE:

Creating a "Senior" level specifically rewards professors who demonstrate outstanding dedication and loyalty to their disciplines, profession, and to Marshall University. This recognition and salary increase will encourage continued excellence, further outstanding accomplishments, and it will foster retention of faculty. It may also enhance retention at other ranks as faculty members recognize the opportunity for professional recognition and salary enhancement once they are promoted to full Professor.

Marshall University has an ongoing commitment to creativity and research: one of the ways to foster and encourage the highest levels of accomplishment for faculty members is to reward them with professional recognition and with salary enhancements. Additionally, salaries for those at Professor Rank at Marshall University consistently lag behind similar professionals at peer institutions (generally Marshall professors' salaries average less than 87 % of average peer institutions; in some cases much less). Salary increases, merit plans, and hiring practices have changed over time in various ways that have produced both salary inequities ranging from salaries under the national CUPA averages to salary inversion. By supporting and encouraging retention and recognition, this proposal also accrues the added benefit of valuing and rewarding professors with salary enhancements.

Funding:

Funding for the salary enhancements will be provided from the source(s) usually used to fund the faculty member's salary.

FACULTY SENATE CHAIR:

APPROVED BY THE
FACULTY SENATE: Larry Stibler DATE: 4/25/2008

DISAPPROVED BY THE
FACULTY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: _____ DATE: _____

DISAPPROVED: See attached J. Payne DATE: 8/20/08

COMMENTS: _____

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Prior to adoption, we would like the new provost to review and give input. Also determination needs to be made to the fiscal ramifications and revenues to fund the additional rank.