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SR-90-91-(61)213 (FPC) REVISED

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FACULTY PERSONNEL COMMITTEE
Recommendation

*Received President's
Office 5/28/91*

SR-90-91-(61)213 (FPC) REVISED

To approve the attached revised Carter G. Woodson Faculty Initiative .

COMMENTS: This document originated from the office of Betty Cleckley, Vice President for Multicultural Affairs.

FACULTY SENATE PRESIDENT:

APPROVED BY SENATE: *Kathryn Kleib* DATE: *5/10/91*

DISAPPROVED BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: *Al B. Ford* DATE: *6/10/91*

DISAPPROVED: _____ DATE: _____

COMMENTS:

Amended on the Senate floor.

I commend the Faculty Senate for its action in recommending adoption

of the Carter G. Woodson Faculty Initiative. This action is a strong

~~indication of a Marshall University initiative to enhance the participation of~~
underrepresented groups in higher education.

I am approving the recommendation of the Faculty Senate with the proviso
that the Provost will have flexibility in adjusting specific requirements to meet

specific circumstances, conditions or individual needs involving participants in the
Carter G. Woodson Faculty Initiative program. Flexibility is essential to the
success of the program, as indicated by the Faculty Senate in its recommendation
for an annual evaluation.

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THE CARTER G. WOODSON FACULTY INITIATIVE

Description of the Plan

Nomination and selection process:

1. The plan is limited to underrepresented faculty groups - African Americans, Native Americans, Asian Americans, and Hispanic Americans.
2. Applicants meeting the qualifications stated in (1) above must hold a Master's degree and must be accepted into the doctoral program appropriate to the college in which the applicant is teaching of a college or university having accreditation from a national or regional body.
3. Students who meet the qualifications in (1) and (2) above may nominate themselves, or they may be nominated by deans, chairs, faculty members, or any person familiar with their qualifications.
4. All nominations will be sent to the Provost who will solicit response from the department in which the candidate may be teaching, who will then convene a committee to review applications/nominations and select the faculty member(s). The committee shall be composed of the following:
 - a. Provost
 - b. Vice President for Multicultural Affairs
 - c. Dean of the Graduate School
 - d. Three (3) faculty members appointed by the Faculty Senate
 - e. One (1) department chair appointed by the Council of Chairs.
 - f. One (1) graduate student appointed by the Graduate Student Council (GSC)

Marshall University's Commitment:

1. Each applicant selected will be given an appointment as an Instructor and will be placed on the salary schedule at the appropriate experience level. This will be a one year appointment, during which time this instructor will be required to teach 6 hours per semester. The instructor will also be required to be taking doctoral courses during these semesters.
2. If the above mentioned instructor registers for Summer school classes in the doctoral institution, Marshall University will pay the tuition for those courses. This will be done for both the Summer session immediately prior

to, and the Summer session immediately following the faculty appointment mentioned in (1) above. This faculty member will be required to complete at least 12 semester hours of doctoral work in the first 12 months of this program in order to continue in the program.

3. After completion of the above, Marshall University will grant the selected faculty member a one year unpaid leave of absence to continue doctoral studies. Marshall University will help this faculty member in applying for financial assistance at the doctoral institution by the writing of letters of recommendation. If this faculty member requests in writing an unpaid leave of absence for a second year and a third year, such unpaid leaves will be granted, as long as the faculty member is taking courses and/or writing a dissertation.
4. When the selected faculty member returns to Marshall University with the doctoral degree, or a.b.d. (this is defined as having completed the written and oral exams and having the dissertation proposal approved), this person will be appointed an Assistant Professor at the appropriate position on the salary schedule. If ABD there will be a 6 hour teaching load for the first two semesters of such teaching. At this time, the program ends, and this person will be treated like any other faculty member with respect to teaching load and any other matters. As with any other faculty member, this person shall be able to request the counting of the teaching years in this program toward the promotion and tenure requirements of The Greenbook, including the requirement of degree in field.
5. A mentor will be mutually selected by the academic department and the faculty member at the beginning of the program. The mentor will be available to assist the faculty member in any way possible during the duration of the program.

Recipient's Commitment:

1. After returning to Marshall University under the conditions mentioned in (4) above, this faculty member will be expected to remain at the university for the initial academic year described in (4) above, and for one additional academic year.

2. If this faculty member fails to remain at Marshall University for the two year period mentioned in (1) above, such person will be required to reimburse the university for such amounts paid to the doctoral institution on that person's behalf for Summer school tuition. In addition, such person will be required to repay Marshall University half the salary paid to that individual for any semester in which that faculty member taught only 6 hours (1/2 time). The repayment will be prorated over the two year period.

Evaluation:

1. The annual evaluation of the faculty member shall be pursuant to the guidelines in The Greenbook. However, during the initial stage of appointment at the Instructor level, the evaluation will be limited to the category of instructional duties.
2. The annual evaluation of the progress of the faculty member in the doctoral program shall be performed by a committee composed of the departmental chair and the mentor.
3. An annual evaluation of the C. G. Woodson program shall be performed. This program will be evaluated on the ability to enroll individuals, on the academic performance and progress of those enrolled and on the number of persons completing the program. This evaluation shall be performed by a committee composed of the following:
 - a. Provost
 - b. Vice President of Multicultural Affairs
 - c. Dean of the College involved
 - d. Chair of the department involved
 - e. Chair of the Faculty Personnel Committee (FPC)
 - f. One member of the FPC, elected by that Committee, in addition to the Chair of the FPC
 - g. The mentor of the faculty member
4. All evaluations will be given to the Dean of the College involved. The Dean will then send a recommendation to the Provost, also informing the faculty member of such recommendations. Appeals will be in accordance with The Greenbook.