Chairs and Directors Series

University Overview

Daniel J. Bernardo
Provost and Executive Vice President
Washington State University
bernardo@wsu.edu

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Current Distribution of Faculty by Rank*

* Adjunct, affiliate, visiting, and post-doc faculty not included
** Includes clinical and non-tenure professors
Faculty by Rank, FTE (2005-2017)

* Only includes tenured and tenure-track faculty, as identified by the tenure status field.

** In 2009, there were 85 faculty (21.8 FTE) previously paid per piece who were put on monthly appointments. In 2010-2012, these faculty were changed to per piece appointments and are not included. In 2013, these adjunct faculty were converted to monthly appointments and are included in these numbers.
Faculty Ranks and Titles

• Appointment Categories for Tenured or Tenure-Track Appointments
  – Tenured appointment
  – Probationary tenure-track appointment

• Appointment Categories for "Career-Track" Appointments
  – Terminal appointment
  – Contingency appointment

• Periods of Appointment
  – Annual
  – Academic
Career-Track Faculty Ranks:

• Instructor, Senior Instructor
• Clinical (Assistant, Associate, Professor)
• Research Faculty (Assistant, Associate, Professor)

Other:

• Adjunct Faculty (employed outside WSU)
• Affiliate Faculty (WSU employee)
• Post-Doctoral Research Associate
• Visiting Faculty
Issues of “Career-Track” Faculty*

- Unclear processes for annual review and promotion
- Unclear and/or unrealistic performance expectations
- Short length of contract and uncertainty about contract renewal
- Lack of respect or appreciation (recognition, voting rights, “temporary” designation, etc.)
- Excessive workload
- Left out of opportunities (grants, university initiatives, etc.)
- Insufficient orientation to university

* From 2015-16 Survey of Non-Tenure Track Faculty, Faculty Senate
provost.wsu.edu
Important Policies

• Policy prohibiting discrimination and sexual harassment (Executive Policy #15)

• Bullying prevention and reporting (BPPM 50.31)

• Policy on faculty-student and supervisor-subordinate relationships

• Policies, responsibilities, and authorities for the operation of multi-campus academic programs (Executive Policy #29)

• Disciplinary process/procedures
  - Faculty conduct subject to university discipline
  - The "Big 21" (Faculty Manual Section II.F.3)
Key Faculty-Friendly Policies

• Spousal and Partner Accommodation
• Modifying the tenure clock
• Modified Duties
• Professional Leave
Partner & Spousal Accommodation Policy

• How Does It Work?
  – The partner must look for existing jobs
  – If no job is found, a request can be made to the Provost for (pending available funding) either:
    • 0.5 funding for 2 years, or 0.33 funding for 3 years

• The department/college helps to find someone with matching funds

• The department that receives the funds must make a good faith effort for a permanent accommodation

BPPM 60.15 Partner and Spouse Accommodation
Tenure Clock and Consideration

• Tenure Consideration
  – Date in initial offer letter
  – Can be altered only through the agreement of the candidate, Chair, Dean and Provost

• Early Consideration
  – Early consideration permissible
  – Usually only one year
  – Extraordinary merit
  – AAUP guidelines state that a candidate can be considered for tenure only once
Tenure Clock

• Stopping the Clock
  – Primary caretaker for a new child
  – Extraordinary circumstances
  – Catastrophic illness
  – Family emergency
  – Unexpected professional problems

• Usually only one year

• Maximum of two times
Modified Duties Policy

• A faculty member may request modification of their duties when:
  – They have a new born or adopted child
  – A family member has a serious health condition

• Duties may be modified for up to a semester or equivalent

• Negotiated on an individual basis

• No additional duties in subsequent semesters

HRS website for Faculty Friendly Policies
provost.wsu.edu
Professional Leave

• Faculty who are:
  - On permanent appointment, and
  - Have completed 5 years of active service at the time of the leave (unless they’re pre-tenure)

• Leave may be taken for:
  - 2 semesters or 12 months at 75% pay, or
  - 1 semester or 6 months at 100% pay
  - Pay is capped at the average salary of the highest paid quartile of teaching faculty
Major University Initiatives

• Drive to 25
• Health Sciences, ESF College of Medicine
• Student Success
• Statewide Enrollment Growth
• INTO
• WSU Everett Campus
Drive to 25

WSU will be recognized as one of the Nation's top 25 public research universities by 2030.

- Accelerate development of a preeminent research portfolio.
- Offer a transformational student experience.
Statewide Health Care Education and Engagement

• Elson S. Floyd College of Medicine
  – Community-based medical school
  – Spokane, Tri-Cities, Vancouver, Everett

• Nursing
  – Spokane, Tri-Cities, Vancouver, Yakima

• Pharmacy
  – Spokane, Yakima

• Connecting other disciplines
Student Success

• Access and affordability.
• Retention and timely graduation.
• Transformative student experience.
• Job readiness.
Statewide Enrollment Growth

- WSU’s land-grant mandate of access for Washingtonians
- Ability to meet students where they are in location, flexibility, and academic preparedness.
- Over the past decade, WSU enrollment has grown 35% across all campuses.
- Demographics (undergraduate)
  - 30%+ students of color
  - 40%+ first generation
  - 35%+ Pell eligible
  - 80% Washingtonians
INTO

• Goal: Internationalization.
  – Double the percentage of international students comprising WSU’s student population.
  – Current enrollment: 7% total, 4% undergraduate

• Partnership with a for-profit company. focused on international student recruitment and success.

• Joint-venture that offers customized one- and two-semester pathways to prepare students for matriculation into WSU.

• Both undergraduate and Master’s level.
WSU-Everett

• Newest Campus within the WSU System.
• Primary focus on STEM education and advanced manufacturing.
• 2+2 programs in collaboration with local community colleges.
If you wish to have your attendance documented in your training history, please notify Human Resource Services within three days of today's date:

hrstraining@wsu.edu

This has been a WSU Training Videoconference