

## Proposal to Amend WKU Faculty Handbook: Substantive Change

### 13-2019 Continuance Guidelines

*Substantive change is defined as addition, deletion, or revision of policy or procedure.*

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#### 1. Type of Change:

Addition: Where possible, identify the section of the handbook to which addition is proposed:

III. A. Beneath Paragraph 3, p. 13.

III.D. 1 Beneath paragraph 3, p. 24

Deletion: Identify the section of the handbook from which deletion is proposed:

Revision: Identify the section of the handbook to which revision is proposed:

Current wording: There is no current wording. This is an addition.

2. Proposals should be made in the form of text intended as an addition to or a replacement of, in whole or in part, some current section of the Faculty Handbook.

Proposed: "Academic Affairs and the colleges receiving reassigned faculty for any circumstance are committed to protecting the faculty member's tenure and promotion rights, and will abide by processes set forth in the Faculty Handbook under which they were hired and/or any pre-existing agreement — for example, a letter of appointment — that may be relevant to individual faculty members."

3. Rationale for amendment: If a faculty member is moved from one unit to another for any reason, the terms under which they were hired that apply to continuance, promotion and tenure should not change. To do that is grossly unfair.