

# CURRENTLY UNDER REVISION

## Section VI: Fairhaven College

Fairhaven College is a division of Western Washington University. Because of its emphasis upon teaching and interdisciplinary curriculum, the regulations are in some specific instances different from those of other divisions of Western Washington University.

### I. Tenure and Promotion Policy

The Tenure Regulations and the Qualifications for Rank and Promotion shall generally follow the current Faculty Handbook guidelines. Because of the uniqueness of the Fairhaven College program, and the consequent responsibilities incumbent on the faculty, the following substitutions for specific parts of the definitions in Section I of the Faculty Handbook shall pertain to applicants for promotion at Fairhaven College:

#### A. Instructor

An applicant may be appointed to the rank of instructor if the person shows promise of becoming an effective and imaginative teacher and a competent scholar and/or creative artist. The applicant should have completed, or nearly completed, formal professional training, which in most cases will be evidenced by completion of the doctoral degree or the accepted terminal degree for the discipline. An instructor not promoted to assistant professor by the end of the fourth year of service at WWU will not be reappointed. Tenure is not granted to instructors.

#### B. Assistant Professor

To be appointed or promoted to the rank of assistant professor, a person shall normally possess the doctorate or the accepted terminal degree for the discipline. An assistant professor should also be able to show evidence of effective and imaginative teaching, contributions to curriculum, and scholarly activity beyond the promise of that expected of an instructor. In exceptional cases, the establishment of a superior record in one of these areas may be sufficient.

### **C. Associate Professor**

For appointment or promotion to this rank, a person shall normally possess the doctorate or accepted terminal degree for the discipline. This rank requires a record of substantial achievement in (a) teaching, (b) contributions to curriculum, and (c) scholarly activity. In exceptional cases, an outstanding record of achievement in (a) and (b) may be sufficient. Contributions to academic policy and program are also expected.

### **D. Professor**

For appointment or promotion to this rank, a person shall normally possess the doctorate or the accepted terminal degree for the discipline. Evidence of sustained, outstanding achievement in teaching and contributions to curriculum are required for this rank, as well as strong evidence of mature scholarly activity. Significant contributions to academic policy and program are expected, as well.

Eventual promotion to the rank of Professor is not to be earned by long service alone, and it is not expected that all faculty members will attain this rank.

## **II. Definitions**

The following shall serve to elucidate the crucial terms used in (I) above, and shall govern the submission and consideration of evidence.

### **A. Teaching**

1. Required: Teaching evaluations from peers which attest to the curricular vitality and imagination, pedagogical integrity and interest, and professional competence of the candidate. Peer evaluations should include evidence based on one or more of the following: team-teaching experience, co-advisement experience, classroom auditing, and close scrutiny of the candidate's credentials.
2. Required: Teaching evaluations from students which indicate competence, commitment to teaching, and sensitivity to the individual student's ideas, aspirations, learning process and progress.
3. Encouraged: Evaluations from alumni may be obtained regarding the long-term value of the candidate's teaching.

### **B. Contributions to Curriculum**

Since Fairhaven encourages students to take responsibility for the overall design of their learning experience, it is vital for the faculty to take the lead in exploring and developing new approaches to interdisciplinary learning. Evidence of substantial achievement in pedagogical and/or curricular innovation and development will normally be expected for the rank of Associate Professor. Distinguished, sustained contributions in this area are required for the rank of Professor.

### **C. Scholarly Activity**

Evidence will be considered in the following categories:

1. Publication of scholarly or scientific research; and/or performance, exhibition, or publication of artistic work.
2. Because of Fairhaven's emphasis on the immediate relationship between learning and the society and its institutions, the following can be considered: professional activity (such as lecture, presentations, performance, workshops, commissions, consultancies, institutional development, etc.) for which it can be shown by independent professional assessment that advanced, original creative work of significance in the candidate's field or fields was put forward. It is the normal expectation that the proper form of this activity would not usually be adaptable to publication in scholarly form, nor otherwise be applicable to category #1.

For the rank of associate professor, candidates will normally be expected to provide evidence in category #1. Where evidence in category #2 is exceptionally strong, it may serve in lieu of evidence in category #1.

For the rank of professor, candidates will be expected to provide "strong evidence of mature scholarly activity," including evidence in category #1. The absence of evidence in this category might be considered in the rare instance that the candidate's achievements in category #2, and in areas A and B are truly distinguished and sustained.

#### **D. Contributions to Academic Policy and Program**

Evaluation of "Contributions to academic policy and program" (as required for the ranks of associate professor and professor) should be based on evidence regarding one or more of the following:

1. Service on college committees
2. Other service to the college
3. Service on University committees
4. Other service to the University
5. Community service. Since Fairhaven stresses the persistent relationship between theory and practice, community service may be particularly important in the evaluation of a candidate's service record.
6. Service to the teaching profession and/or to the scholarly or artistic profession of the candidate.

### **III. Evaluation**

Tenured as well as non-tenured faculty should expect to be evaluated periodically by the community (annually during the first three years of appointment, again during the sixth year, and subsequently at least every three years) and to be informed of the evaluation by March 15 of the year in which the evaluation was made.

Where, on the basis of this evaluation, it is decided to terminate the appointment of a probationary faculty member at the close of his/her first or second year of service, she or he will be notified of termination on or before March 15 of that year. After two or more years, at least 12 months notice will be given.

Where, on the basis of the evaluation of a tenured member of the faculty, there is strong evidence that the teaching performance of the individual has materially

deteriorated, an intensive investigation shall be made to determine the nature and causes thereof. If appropriate, the faculty member may then be warned that his/her service to the College is unsatisfactory and a written statement of the basis for this judgment shall be provided to him/her. The faculty member will then be given a period not to exceed two academic years for improvement, during which period she or he will not be entitled to promotion or any merit increase. Near the close of the warning period the faculty member will again be evaluated, on the basis of which either she or he will be reinstated without prejudice or under academic due process, proceedings leading to the termination of his/her appointment will be initiated. Tenured faculty who do not receive a passing evaluation are still entitled to a cost of living (COL) raise.