

Faculty Shared Position Policy

Wabash College is aware that flexibility in hiring arrangement may benefit faculty and the College in allowing a single faculty position to be filled and the duties shared by two persons. By creating shared positions, the College is responding to the employment challenges facing academic couples across the country and especially in small communities such as Crawfordsville, and in accommodating changing desires and needs for flexibility on the part of faculty with young families. Couples benefit who might not otherwise be able to accept a position at Wabash, and the College gains curricular flexibility and opportunities for faculty mentorship of Wabash students.

1. Definition: A shared faculty appointment is one in which two qualified faculty members share equally one full-time position. Two faculty members may also share more than the equivalent of one full-time position. Both faculty members have full faculty status. Typically, both faculty members reside in the same department, but shared positions across departments may be considered. The process of appointment will follow faculty search guidelines described in the Faculty Handbook and Department Chairs' Handbook.

Each person sharing the appointment will assume half of the duties of the position, which include teaching, academic advising, departmental and wider College service, and the pursuit of scholarly or creative activities. Variations in the distribution of responsibilities are subject to the discretion of the Dean of the College in consultation with the department chair.

2. Conflict of interest: Each person sharing an appointment will be entitled to a full vote in departmental, divisional, and faculty meetings, and either or both may assume administrative functions. Consistent with College policy, neither may take part in personnel matters that would affect the other's rank or status or relate to conditions of the other's employment.

3. Renewal and Tenure: Renewal, tenure, and promotion will be determined according to processes and criteria specified in the Faculty Handbook (pp. 18-26). Each individual will be evaluated separately and without reference to the performance of the other. Each is expected to meet the College's expectations of faculty excellence in teaching, scholarship, and service. A record of institutional service is expected commensurate with the position. For example, if full-time faculty typically serve on three committees, a part-time responsibility might be one or two committees. In cases where the College appoints both parties to a new, shared position both individuals will be considered for renewal and tenure according to the same schedule unless otherwise agreed to by the Dean of the College and the individuals.

In those cases where the College has initially appointed one person to a full-time position, and then it is agreed to convert that appointment to a shared position, the agreement will detail the timetable for renewals and tenure review. If the incumbent is already tenured, the second person will not receive tenure upon appointment but must go through an appropriate review cycle and process to be determined by the Dean of the College. With every appointment, the Dean of the College, in consultation with the Personnel Committee, and department chair will prepare a

Memorandum of Agreement specifying all conditions of employment, dates for review and promotion, and expectations regarding teaching, scholarship, and service.

4. Termination. If either person sharing an appointment should be denied renewal or leaves the College, the position converts to a full-time tenure track position for the remaining member subject to College approval. If those sharing the appointment are tenured, and either person leaves the College, the position converts to a full-time tenured position for the remaining member subject to College approval. In either of these cases, if the College does not approve, the position terminates.

5. Salaries and Benefits: Each individual will be treated separately with respect to salary. Each individual will be paid a proportion of a full-time or equivalent salary prorated according to teaching load. Salary increments and Placher Fund Supplements will be prorated. Each individual is entitled to participation in the full range of fringe benefits accorded full-time faculty, including faculty professional travel, faculty development, sabbatical leave, and parental leave opportunities.

6. Approval. Creation of or conversion relating to a shared faculty position is subject to the approval of the Dean of the College in consultation with the Personnel Committee.

Adopted
March 1, 2013
Gary A. Phillips, Dean of the College