Faculty Senate Distance Education Committee  
January 26, 2006

DRAFT POLICY ON PROMOTION AND TENURE ISSUES

1. Courses offered at a distance and courses offered face-to-face both contribute to the educational mission of the University and are given equal weight in promotion and tenure decisions.

2. When an faculty member teaches a distance education course, this assignment will be part of the job description, unless the employee and the department jointly consent to another arrangement (such as so-called overloads).

3. Developing and delivery successful distance-education courses requires special skills that will be credited in the promotion and tenure promotion process.

4. Development and delivery of face-to-face and distance versions of the same course is a substantial increase in workload over the development and delivery of a single version. The extra work involved in such dual-delivery courses will be reflected in the employees job description.

5. When the development of a distance education course results in materials that serve as a de facto textbook, these materials will be counted and evaluated during the promotion and tenure process as a form of “scholarship and creative activity,” much as a paper textbook is considered. [Need to check this.]