

APT Committee Report: 2017-2018

<u>Issue/Topic</u>	<u>Response</u>	<u>Further Action</u>	<u>Ongoing 2018-2019</u>
Promotion and Tenure Cases	APT considered 16 cases overall; 7 for tenure and promotion to Associate Professor; 1 for Promotion to Professor; and 8 for Promotion to Senior Lecturer.	Nothing Further.	More cases to come.
Tackling the “A” in Appointments	APT developed a policy for reviewing cases where faculty are hired into UWT or appointed at higher ranks than what they hold at this or other institutions. Policy was approved by EC.	Continue to Monitor and Review Such Cases and when they Occur.	Will Review These Cases as they Happen.
P&T Workshops	Organized Two Promotional Workshops focusing on the mechanics of promotion. One was conducted on zoom and a recording of the same has been posted on APT/FA website. Also hosted panel discussions with EVCAA, Deans & Directors, and Full Professors on “Are you ready to be promoted to Full Professor” and a similar panel for Principal Lecturers “Are you ready to be promoted to Principal Lecturer.”	Nothing Further.	Continue offering workshops each year.
P&T Guidelines	Created a one-stop detailed set of guidelines and got approved by EC in November 2017 and again updated and approved by EC in February 2018. The guidelines address issues that various parties need to be aware of, i.e., candidates, review committees, Deans/Directors, Voting Faculty, and Faculty Councils. Guidelines were brought to the attention of Deans & Program Administrators as well.	Continue to Point Out Guidelines to Relevant Parties as they Go About Navigating the Promotion Process. Will Continue updating guidelines as and when needed.	Continue to Point Attention.
Unit Level Promotion Criteria	Reviewed Unit Level Promotion Criterion and Posted Updated Criterion on APT/FA Website. Contacted Units to develop, update, or review their criterion and especially requested units lacking promotion criterion for lecturers to develop those.	Continue to Monitor.	Continue to Monitor.

Secret Ballots	Introduced Secret Ballots for APT Votes in P&T Cases.	Nothing Further.	Ongoing.
DEI in Hiring & P&T	DEI in P&T Discussed and approved by APT in 2016-17. Incorporated DEI in P&T Guidelines. DEI in Hiring to be Voted by EC in June 2018.	Consider Having Units Incorporate DEI into Their P&T Criterion and Handbook. DEI in Hiring to be Considered by EC and additional steps as needed.	Ongoing.

- *APT Committee: 2017-18, Chair: Eugene Sivadas (MSB), Members: Yonn Dierwechter (US), Charles Emlet (SWCJ-Winter), Rich Furman (SWCJ), (James Gawel (SIAS), Anderson Nascimento (IOT), Jose Rios (Education), Christine Stevens (Nursing)*
- http://www.tacoma.uw.edu/sites/default/files/sections/FacultyAssembly/GuidelinesAPTupdatedFeb2018_EC_approved.pdf
- <https://www.youtube.com/watch?reload=9&v=vs0abFO0zk&feature=youtu.be>
- http://www.tacoma.uw.edu/sites/default/files/sections/FacultyAssembly/APT_Review_of_Select_New_Appointments_approved_10.13.17.pdf