

## **Taskforce on the Faculty Committee on Appointment, Promotion, and Tenure (APT)**

(Approved by the Executive Council on November 29, 2021)

On May 28, 2021, UW Tacoma Faculty Assembly's Executive Council (EC) passed two resolutions related to the Faculty Committee on Appointment, Tenure, and Promotion's (APT) charge and voting procedures.

EC decided that "APT's deliberation should take place with the understanding that the committee will undertake a procedural and substantive review of all candidate files for the academic year 2021-2022 with the understanding that the charge is to be reviewed by EC during the same year."

Moreover, EC removed the language in the APT's Promotion & Tenure General Guidelines that reads, "Effective in the 2019-2020 promotion cycle, Associate Professors serving on the APT shall recuse themselves from a vote on candidates going up for promotion to Full Professor." This removal allowed Associate Professors serving in the committee to vote on candidates going up for promotion to Full. As reflected in the meeting minutes, the EC discussion indicated the need for a task force to systematically look at the voting issue.

Furthermore, on December 11, 2020, EC recommended that the instructional titles from the FA Bylaws be aligned with the new titles, replacing lecturer, senior lecturer, and principles lecturer titles with Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor. These Bylaws changes were approved by the faculty.

With these title changes, we now wish to address whether membership on APT, currently limited to tenured faculty, should be opened up to non-tenure track faculty. Faculty Assembly additionally confronts whether schools should establish their own promotion committee to advise school Deans. If they do, would this committee replace APT's role in advising the Chancellor's office?

*Let it be resolved* that a taskforce be established to examine these issues and provide recommendations to EC by the end of March 2022 for EC's deliberation and action in Spring.

1. Can a UW Tacoma school establish its own promotion and tenure committee? If it can and does, should a campus-wide APT continue to advise the Chancellor on the cases from that school?
2. Should the APT continue to do "procedural and substantive review" as decided by EC in May 2021 for 2021-22 review cycle? If so, what does substantive review entail?
3. Should members of the APT be allowed to vote on promotion cases above their rank?
4. What rank of faculty should be eligible to serve on APT? Should Teaching Track faculty serve on APT? Should there be an attempt to establish some kind of balance of ranks and tracks on APT?
5. When the APT recommendation is negative or it conflicts with the faculty vote, ["APT Committee submits recommendation with reasons to candidate."](#) In these cases, should the faculty member be allowed to respond?

The taskforce will have five members, including the chair. Faculty Assembly Chair and Vice Chair will prepare the member list (based on faculty applications), including the taskforce's chair for the EC's review and vote. At least three members will be faculty who served or are currently serving on the APT and at least one member will be a Teaching Track faculty. There will not be more than two members from the same school.