

APT COMMITTEE REPORT: 2021-2022

(Compiled by Chair - Christine Stevens)

Committee Members: Associate Professor and APT Chair Christine Stevens (NHCL) , Professor Charles Emler(SWCJ), Association Professor Riki Thompson (SIAS), Associate Professor Debasis Dawn (SET), Professor Matthew Weinstein (Education), Professor Arindam Tripathy (Milgard)

SUMMARY MATRIX: TOTAL CASES REVIEWED

Promotion Cases	Number	Further Action
Tenure Track Mandatory Appointment Cases: Assistant to Associate, with tenure	6	Completed.
Tenure Track Non-Mandatory Appointment Cases: Associate to Professor	0	Completed.
Tenure Track Non mandatory Going up early for tenure	1	Completed
Teaching Faculty Non-Mandatory Appointment Cases: Teaching Assistant to Teaching Associate	6	Completed.
Teaching Faculty Non-Mandatory Appointment Cases: Teaching Associate to Teaching Professor	8	Completed.
TOTAL CASES	21 cases	

Activity Report

APT charge 2021-2022

Charge 1: Review all tenure, promotion and non-mandatory promotion cases and advise Chancellor.

The main role of the APT committee is to review, discuss, and vote on the cases listed above. This year we had one of the largest number of cases to review which required 5 meetings to discuss cases and voting

Charge 2: Organize faculty forums to inform faculty about tenure, promotion processes and expectations.

Four Workshops for faculty were held by the APT Committee and all were recorded and posted on APT website. One workshop for Tenure track (47 participants), one workshop for Associates seeking Professor (17 participants) and two workshops for Teaching faculty (25 participants) for a total of 89 faculty participants on Zoom.

Charge 3: Draft a process for APT chair election

The 2021-2022 committee was charged with developing a policy about electing an APT chair annually because there were no bylaws addressing the process for electing a chair (*See appendix for approved policy*).

In the absence of a policy, the 2021-2022 committee voted based on the current membership of elected representatives in the Autumn quarter. The seven committee members were comprised of three Full Professors and four Associate Professors. Of the seven committee members, five had not previously served on the APT committee before nor had the three Full Professors. An Associate Professor who had served in previous years was voted in as chair.

The 2021-2022 APT committee discussed and drafted a policy for election of the APT chair and the policy was passed in the APT committee (see attached). However, due to the creation of a 2021-2022 APT taskforce and revisions of bylaws by Executive Council (EC), we requested that EC vote on this policy and other policies that will be revised by APT 2022-2023.

Charge 4: Provide feedback on a FA (Faculty Assembly) taskforce on APT's report and recommendation

The APT committee met with the FA taskforce to discuss the issues affecting processes. The committee was supportive of the development of the bylaws.

Lack of Bylaws for APT committee

This year Executive committee appointed an APT taskforce to address some of the issues that have affected UWT faculty. While the APT committee was supportive of this action, we believe that the lack of ANY bylaws which oversee the actions of APT committee has contributed to the problems. Therefore, this year, we met **eighteen** times together to discuss the lack of procedures/bylaws outlined for the APT committee, including meetings with the Secretary of the Faculty to discuss the issues and gain clarity.

Over the years, each APT committee has developed their own processes with no standardization. We have identified several bylaws that we believe would address several issues for future APT committees. The decisions about HOW the committee functions should not rely on individual committees but be voted on and approved.

After our meetings with Secretary of Faculty, discussion with previous APT chairs and our own experiences, we are certain that these bylaws need to be written and approved for future Committees. The APT committee voted to propose the bylaws in September 2022 and then follow them consistently during APT review for 2022-2023. We will vote on the bylaws and present to EC in 2022-2023

Here are some issues that affected the committee this year and need to be addressed.

Letter from Vice Provost to the APT committee

"..When conducting the council vote, there must be more than 50% out of the total eligible voting members who vote in favor to report that the council recommended promotion (see Faculty Code Section 23-46C.).

In other words, with a total of 6 eligible voting members on your council (which accounts for the one recused member from each school), there must be 4 or more who vote in favor for the recommendation to support promotion. "

TANYA L. EADIE, Ph.D.

Professor

Associate Vice Provost, UW Office of Academic Personnel

Proposed Bylaws

I. Process of the vote on cases

We had one member who did not show up for several discussions on the cases and still wanted to vote on cases. There is no policy that committee members had to attend the discussion in order to vote. Since there was no policy, the committee voted those members who did NOT attend the discussion could not vote.

Bylaw needed: Process for the vote on Faculty cases

- a. Does a committee member have to be present for the discussion to vote?
- b. Should the member from the school of the candidate up for tenure or promotion be recused?
- c. Should votes be confidential or anonymous?
- d. Should "abstain" be an option for voting?

II. Who can vote on cases of higher rank?

The Secretary of the Faculty stated that members of the APT committee represent their School and therefore it does not matter which rank they are to vote on cases. Teaching faculty voting on Tenure or Professor is not addressed if they are member of the committee in the University of Washington Faculty code. Secretary of the Faculty suggested that all APT members represent their school and are not voting on the same content as the unit level and therefore should not be recused from votes. This needs to have a bylaw

Bylaw needed: Who can vote on cases?

- a. Can all members regardless of rank vote on all APT cases?
- b. Should all members of APT vote to have a full 7 votes available and easier to make quorum of 4?
- c. Can Teaching faculty be members of the APT committee?

III. Chair of APT committee

Bylaw needed: Who should be chair of APT?

- a. Should the chair of APT come only from tenure track faculty rank?

Respectfully submitted,

Christine A Stevens

Christine A Stevens PhD

Chair



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Selection of the Chair of Appointments, Promotion and Tenure Committee

Membership: The voting membership of the Faculty Committee on Appointment, Promotion, and Tenure (APT) shall consist of no less than seven (7) members. Each academic unit will be represented by a tenured faculty member. Each academic unit will elect a representative. Academic unit heads are not eligible to serve. The term of office shall be three years and a representative may serve a maximum of two consecutive terms, at which point, a member cannot be re-elected for one full year.

Selection of the Chair of the APT committee.

1. In Spring of each year, the committee will elect a chair to serve in the next academic year
2. The chair will serve for one year.
3. All associate and full professors will be eligible for the role of chair.