

Minutes 02/02/04 – Faculty Council on Tenure and Promotion Meeting

Attendees:

Bob Jackson
Belinda Louie
Moishe Rosenfeld
Anthony D’Costa
Jack Nelson

1. Discussion of appointment of S. Saudagaran as a tenured and full professor at UWT.
2. Discussion and development of recommendations related to junior faculty research leave proposals for 2004-2005 academic year.
3. Discussion of upcoming meeting with Lea Vaughn regarding P&T procedures.
 - a. The purpose of this meeting is to enable Lea to answer questions about P&T process in cases where the code is silent, where interpretation is contested, and where practice at UWT might differ from Seattle or Bothell so that we can develop a full set of information before we draft our proposal of what might be changed.
 - b. We will also submit questions to Steve Olswang in our effort to gather information on practices and procedures from his perspective (as well as gather information from other sources.)
 - c. Possible questions for Lea Vaughn:
 - i. How do different units select outside reviewers? Are there specific guidelines written in code at the school level elsewhere on campus?
 - ii. How do different units select a review committee (if this step is taken elsewhere)? What if there is disagreement about the membership?
 - iii. In other Faculty Councils, does the VCAA (or equivalent Dean) sit in on the discussion or does the Faculty Council discuss and then present their recommendations and vote to the VCAA/Dean?
 - iv. After being denied a promotion (to Full), is there a minimum waiting period before applying again?
 - v. What do external reviewers receive? Is there shared practice across units? Do P&T criteria get sent? Entire narrative or parts of it? All the work or selected pieces? Are there standard letters within a unit/school?
 - vi. Can associates vote on promotions to full per the code?
4. Meeting with Junior Faculty on Promotion & Tenure – what will our role be?
 - a. Much of the mentoring function envisioned in “Fac-Pat” has been shifted to the program.

- b. We anticipate giving information on the following subjects:
 - i. Making Faculty Council's policies and procedures transparent
 - 1. We review files for:
 - a. content using UWS code (e.g., substantial success in scholarship or teaching, etc.) and the local program's interpretation of that code
 - b. content / related to comparing candidates across campus
 - c. process
 - 2. Our methods (person from candidate's program doesn't participate in the discussion, but we can call them in to answer questions if we want, VCAA in room to hear the full discussion...)
 - ii. Provide general guidance / recommendations on topics such as strategies to enhance the credibility of a review committee, what to think about when developing a list of external reviewers, etc.
 - c. Tracy & Anthony will be present at the front to answer questions; other members of Faculty Council will attend.
 - d. Meeting is February 20, 2004 from 9-11.
5. Future issue/item for consideration: We might want to develop a more substantive review process for new hires who are asking to come with tenure and rank above assistant professor
6. We decided that if a member of Faculty Council is not present for a meeting, the Chair of the committee will fill them in on what transpired.