



Faculty Listening Session

APT Bylaws Revision Project



FACULTY ASSEMBLY

UNIVERSITY *of* WASHINGTON | TACOMA



FEEDBACK SOLICITED

If you cannot join us for a listening session, please fill out the anonymous survey form: <https://forms.office.com/r/e85sWXuqxx>

Form will be **closed on May 3, 5 pm.**

Three Listening Sessions

Date	Groups	Faculty Participants
4/18	Tenure-track faculty	29
4/24	Non-tenure track faculty	29
5/1	BIPOC faculty, faculty with disabilities, LGBTQ+ faculty, and international faculty across tracks	13

Guests attended:

- Executive Council
Representatives of FA
- APT task force members
- EVCAA Andy Harris
- Director of Academic Human Resources: Sarah Davies Breen
- Vice Chancellor for Equity & Inclusion Dr. Elavie Ndura
- Secretary of Faculty: Mike Townsend
- Senate Committee on Planning and Budgeting chair & Past Faculty Senate Chair: Gautham Reddy

Agenda

Land Acknowledgement

Goals of Meeting

Process

Ground Rules

Brief Presentation

Q&A

Feedback Session

APT Task Force:

Nicole Blair (Teaching Professor of SIAS), Michelle Garner (Associate Professor of SSWCJ), Ariana Ochoa Camacho (Associate Professor of SIAS), Jenny Sheng (Associate Professor of SET), & Huatong Sun (Professor, FA Chair)

Land Acknowledgement


- Before we begin our event, let's take a moment to recognize that our university sits on the ancestral homelands of the Puyallup Tribe of Indians, whose ancestors have lived on and cared for this land for thousands of years. Please join me in expressing our deepest gratitude to the Puyallup and other Coast Salish people for their long-enduring and continued care for this region's land and waterways.



Goals of Listening Session

It's all about Communication!

- Explaining process & procedures
- Answering questions
- Collecting feedback
- Exploring together for the next step



How do we implement and enforce a predictably just and equitable process and address implicit systemic bias?

UWT Faculty Assembly Bylaws: APT's Charge

“Faculty Committee on Appointment, Promotion and Tenure

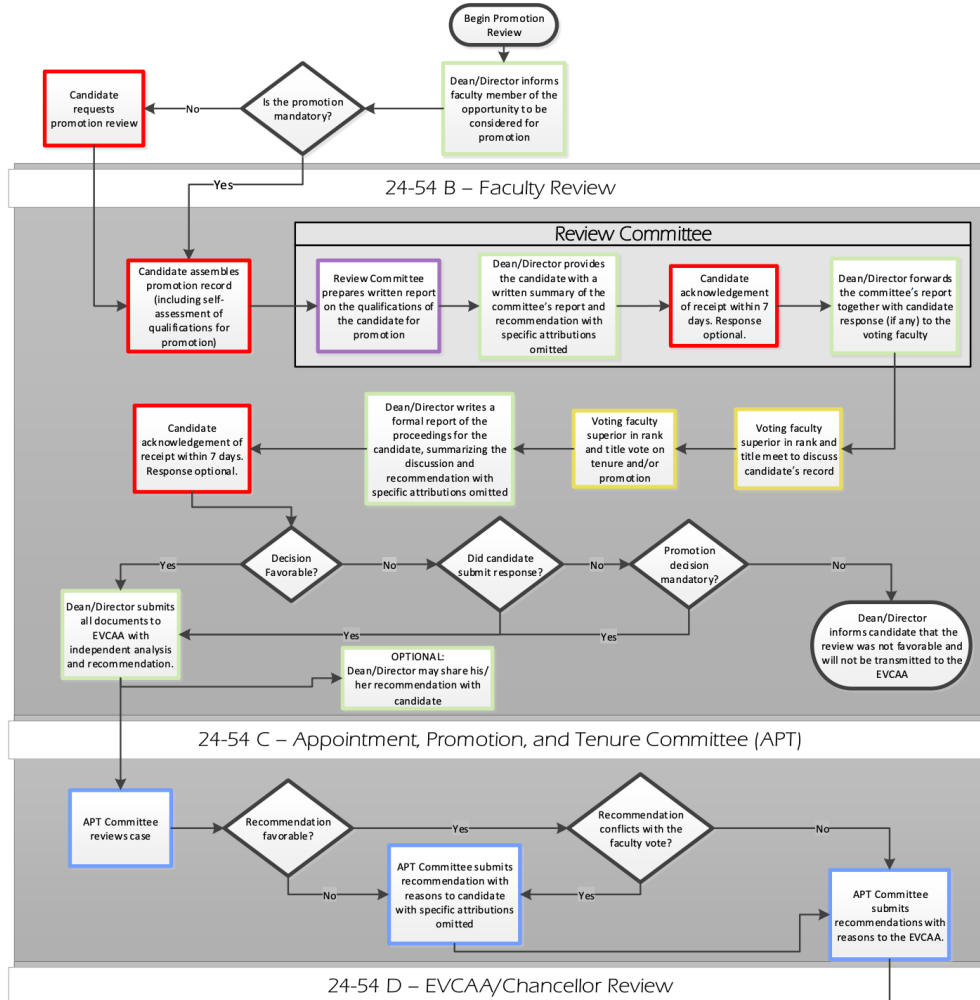
1. Charge - The Faculty Committee on Appointment, Promotion and Tenure shall advise the Chief Academic Officer on cases involving promotion and tenure of the faculty in accordance with Sections 24-54.C and 25-41.B of the University of Washington Faculty Code. The Committee **coordinates discussion** of appointment, promotion, and tenure procedures and expectations across academic units and with administration. It shall also be the responsibility of the Faculty Committee on Appointment, Promotion and Tenure to **review and, if necessary, propose changes to policies and procedures related to campus-level implementation of University appointment, promotion, and tenure policy** in accordance with Section 13-23.A.5 and 13-31.A.4 and A.5 of the University of Washington Policy Directory. Proposed changes shall be referred to the Executive Council, which shall determine whether to refer the proposed changes to the Faculty Assembly for approval or may adopt them as provided in Article V, Section 1, Part C of these bylaws. “ (p. 8)

<https://www.tacoma.uw.edu/sites/default/files/2022-10/Faculty%20Bylaws%20Feb%202021.pdf>

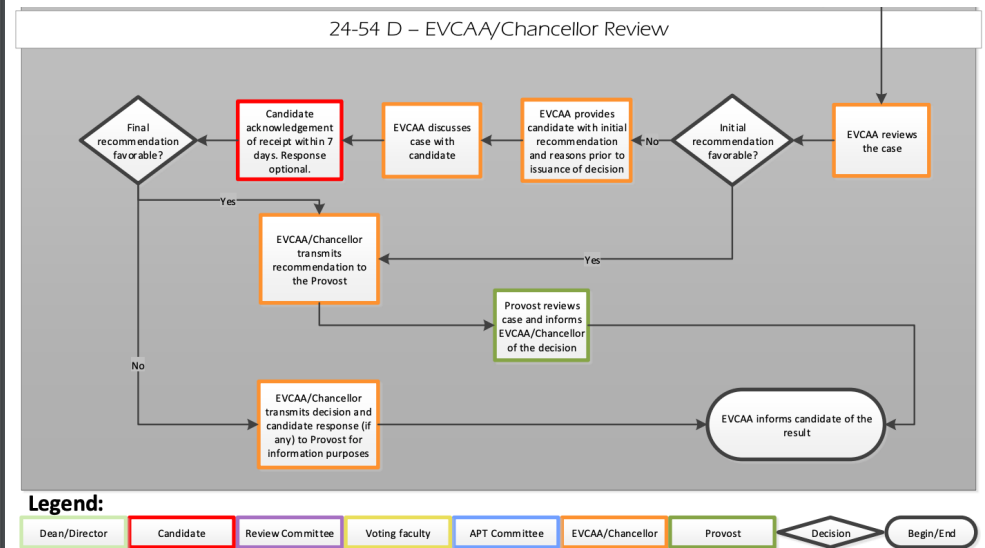
APT's Role in the Process

- APT committee is a confidential committee in which they work on cases forwarded for either appointment, promotion, or tenure.
- The committee recommends an action in which the Executive Vice Chancellor for Academic Affairs will also recommend an action for the UW Provost. Ultimately it is the decision of the Provost.
- Provost Office annually reviews a few hundreds of P&T files (700+ this year). APT decision could be a more important voice in a multiple-level review process.
- Tacoma campus is considered as a college unit in the UW system, but we don't function in the same way as a college of a Seattle campus does, lacking interactions and synergy between units.

Promotion Review Process UW Tacoma



<https://www.tacoma.uw.edu/sites/default/files/2022-03/uw-tacoma-flowchart%20promotion-review-2.16.2021.pdf>





Project History

Timeline

- May 2019: Updated guidelines for the P&T process proposed by the APT were voted & approved by EC
- 2020: Initiatives proposed by Lecturer Affairs Committee to revise policies and processes surrounding the promotion of faculty on the teaching professor track
- May 2021: APT committee gave a presentation titled "APT's future" at the Faculty Assembly Spring Meeting
- June 2021: FA leadership hosted a campus town hall meeting with Provost Richards and Vice Provost Cameron on issues related to tenure and promotion.

Timeline (cont.)

- October 26, 2021: FA invited the Secretary of Faculty, Mike Townsend, to speak about APT and P&T process from the UW faculty code perspective.
- 2021-2022: EC appointed the APT Task Force in Autumn, which delivered a recommendation report to the EC in March. Based on the report, ad-hoc EC committee drafted bylaws revisions.
- September 2022: Three UWT Bylaws amendments were voted and approved by faculty. However, the first amendment conflicts with the UW Faculty Code, and the vote result was revoked.

Code Conflict in 2022

1. Amendment 1, **Charge:**

Charge - The Faculty Committee on Appointment, Promotion and Tenure shall advise the Chief Academic Officer on cases involving promotion and tenure of the faculty in accordance with Sections 24- 54.C and 25-41.B of the University of Washington Faculty Code. The Committee coordinates discussion of appointment, promotion, and tenure procedures and expectations across academic units and with administration. **The committee shall provide a procedural review of each promotion and tenure case, ensuring that due process was followed in accordance with the Faculty Code and the unit's established guidelines. The committee shall examine how the unit selected the review committee and external reviewers and whether the process adhered to the timeline, seeking clarification from the academic unit if necessary, while also considering any response from the candidate seeking promotion. In addition, the committee will examine whether the review committee, voting faculty, and Dean consistently applied and sufficiently and explicitly justified their decision based on the published criteria for promotion within the candidate's academic unit, any campus-wide published criteria, and the UW Faculty Code.**

For the amendment above shown in **bold**, please vote to approve (yes), disapprove (no), or abstain from voting on these changes. *

Approve (yes)

Disapprove (no)

Abstain

Procedural Review?

No. APT Review needs to be **substantive.**

APT bylaws revision project in AY 23-24

2023-2024 EC Meetings

1. 9/25 & 10/12: discussion on shared governance & Robert's order
2. 10/31: APT task force call review
3. 11/27: APT task force selection & vote
4. 12/8: APT task force selection
5. 1/5: APT task force selection-round 2
6. 1/29: APT committee co-chair report & rescheduling spring quarter meetings for discussion
7. 3/8: APT task force update
8. 4/8: APT task force report discussion
9. **4/19: Report discussion**

Faculty Assembly

- Autumn meeting: feedback session (1 hour)
- First call out: 11/1
- Call for teaching faculty (deadline extended): 11/20
- Second call out: 12/14
- Winter Meeting: update
- Listening sessions: 4/18, 4/24, 5/1

Legislative Process



ARTICLE III THE FACULTY ASSEMBLY

Section 2: The Faculty Assembly is the governing body of the University of Washington Tacoma Faculty (23-41). The purpose of the Faculty Assembly shall be to serve as a forum for faculty deliberation, decision-making, and for the formulation and conveyance of advice to the Chancellor and Vice Chancellors of the University of Washington Tacoma on a wide range of matters related to the mission of the University of Washington Tacoma. This body shall be concerned with all domains of faculty authority and duties of the University of Washington Tacoma faculty and the professional and personnel issues affecting faculty. Except as specifically provided in Article V, Section 1, all legislative powers of the Faculty Assembly are vested in the Executive Council as constituted under the provisions of Article V. The Faculty Assembly, however, reserves the power to approve or reject certain actions of the Executive Council in accord with the provisions of Article V, Section 1.

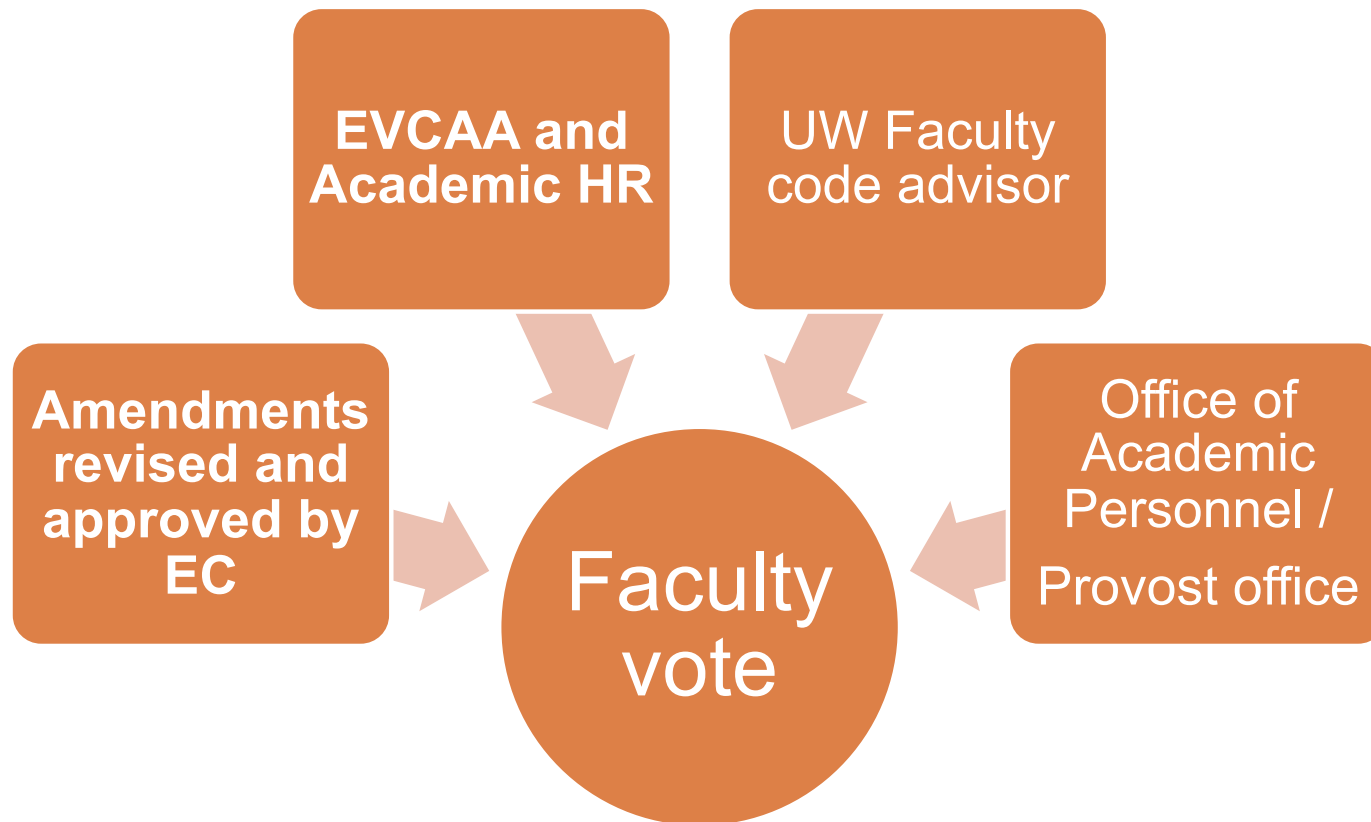
<https://www.tacoma.uw.edu/sites/default/files/2022-10/Faculty%20Bylaws%20Feb%202021.pdf>

Class A legislative process

- "ARTICLE V EXECUTIVE COUNCIL AND STANDING COMMITTEES
Legislation: Two types of legislation shall be distinguished: Class A shall consist of amendments to these bylaws. Class B shall consist of all other legislation and resolutions.
Class A: By a simple majority, the Executive Council may propose amendments to these bylaws. The Executive Council will forward these proposed amendments to the faculty as specified in Article VIII of these bylaws." (p. 6).
- ARTICLE VIII VOTING and ARTICLE XI AMENDMENTS (p. 10-11).

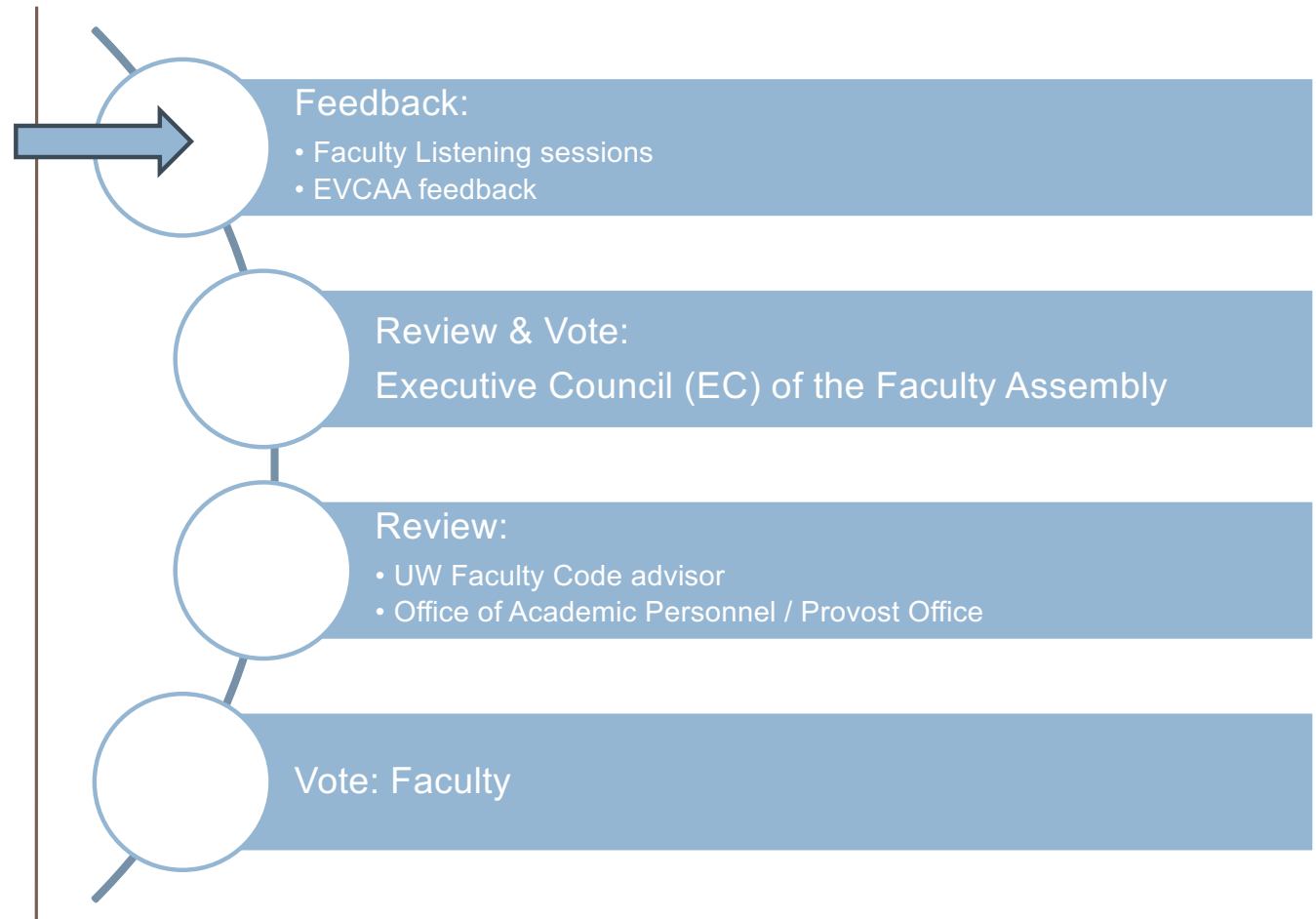
<https://www.tacoma.uw.edu/sites/default/files/2022-10/Faculty%20Bylaws%20Feb%202021.pdf>


Shared governance project



Process

Where we are
now





Ultimately, the bylaws amendments need to be motioned and voted at the EC, and then voted by the faculty.



ROBERT'S RULES OF ORDER

- Everyone will make up to two comments.
- Please state your point.
- Make new points.

Note: Robert's Rules of Order Newly Revised is the parliamentary authority of Faculty Assembly.

Ground Rules for FA Meetings ([link](#))

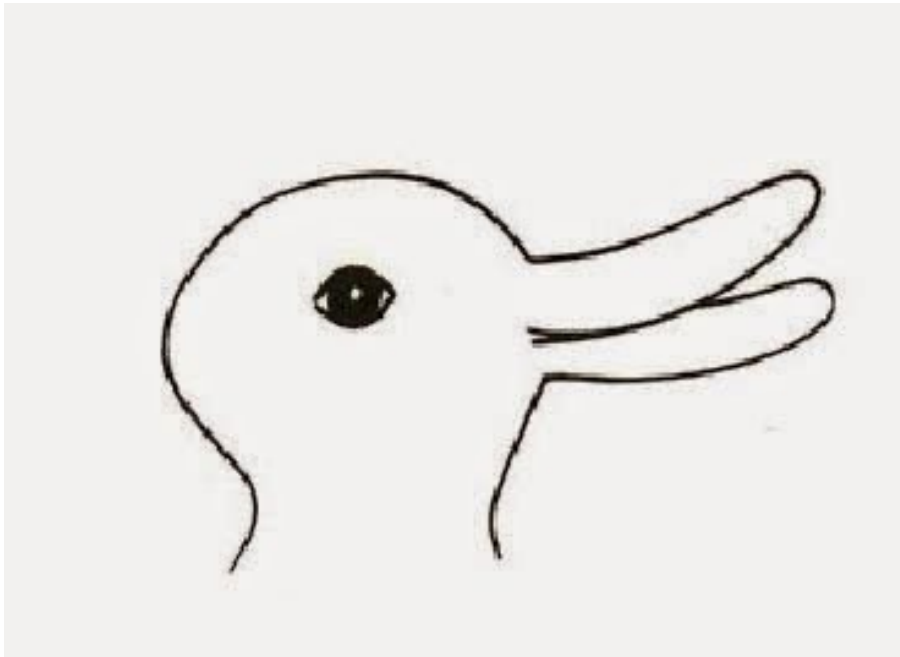
Behaviors Everyone Should Follow

- Raise your hand before you speak. Say your name before speaking.
- Use professional language with no profanity.
- Use technologies of inclusion (microphones, notecards, name tags, etc.).
- When using slides, briefly describe the content of the slide, including the visual aids, rather than just pointing to the slide.
- Be conscious of body language and nonverbal responses.
- Once you have spoken, stop speaking so others may have an opportunity.

Principles We Believe In

- Practice active listening.
- Speak from your own experience instead of generalizing (“I” instead of “they,” “we” and “you”) unless indicating what you share is a collective message from others.
- Be aware of the social and institutional positions that you bring to the discussion and make sure that these positions treat our diverse students, faculty, and staff inclusively and equitably.
- Avoid assuming the backgrounds, experiences, views, and identifications of other participants.
- We value deliberation and dissent, and we expect each member will treat others with dignity and respect even during heated debates.
- Discrimination of any kind is unacceptable and will be directly addressed by the meeting leader.

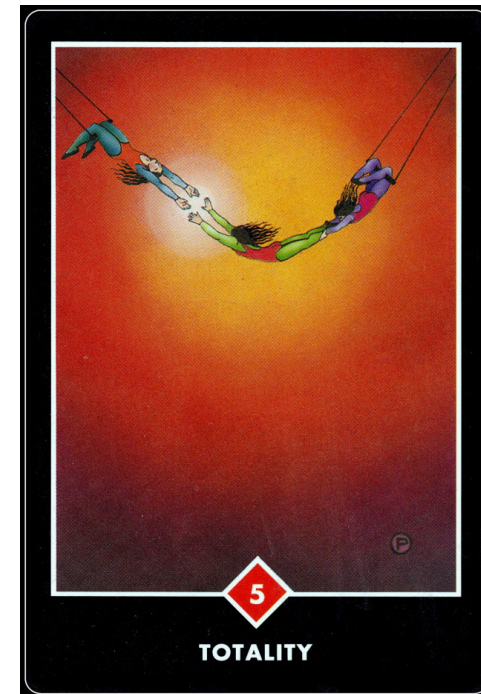
Approaching Differences



- What do you see here at first sight?
- Duck or Rabbit?
- No matter what you see, we're looking at the same thing.

Togetherness- in-difference

Design as healing



Same challenge | Different interpretations

Interpretation 1

Rider-Waite Deck

A chaotic time with lots of tension, disagreement, and conflicts.

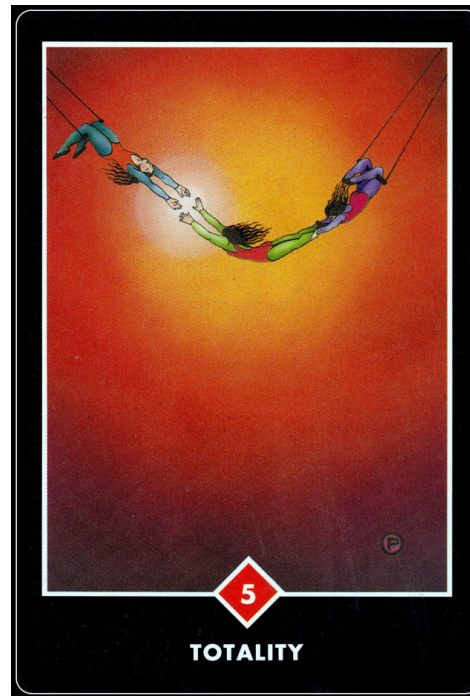


Five of Wands Tarot Card

Interpretation 2

Osho Zen Tarot

The same challenge is framed as a trapeze stunt where people are extending their arms to make courageous connections.

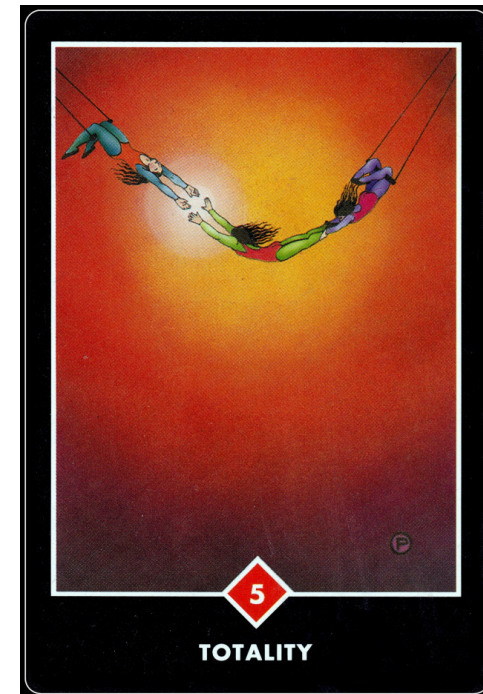


Five of Wands Tarot Card: Totality

Together-ness- in-difference

**It's up to everyone to
act and make
connection.**

*The combative mode on
the left can be shifted to a
collaborative mode on the
right to accomplish a
challenging trapeze stunt.*





The Chair (2021)

APT task force is made of five women faculty members, elected by EC, after two calls.

Glass Cliff: Women faculty and BIPOC faculty often occupy service positions in universities at **precarious time**, at risk of “falling off” and failing.

“You’re inheriting broken systems, and so the work to make change or to find balance is extremely difficult.” (Sandra Oh)

Brief Presentation

- *Key Question:*

How do we implement and enforce a predictably just and equitable process and address implicit systemic bias?

- **Research methods**

- Interviewed different stakeholders of the P&T review process, including EVCAA, Director of Academic HR, APT Co-chairs, Unit Associate Dean, and former APT Task force Chair and member.
- Literature review: historical documents & survey results

- **Problems observed**

Value statements

- We value all the voices of our colleagues.
- We recognize the difference of training and expertise of our diverse body of colleagues between tracks and respect years of hard work, commitment, and craft our colleagues have been engaging in to achieve a variety of expertise and accomplishments.
- APT committee is one of the most important and impactful service commitments a school unit should be accounted for.
- Senior colleagues shoulder responsibilities



Deliverables are in DRAFT version!

Next Step

Recommendation Report:

- Task force will deliver a revised version to the EC after the listening sessions.

Proposed Bylaws Amendments:

- EC will revise, review, and vote.
- Task force will do an editorial review for code compliance.

Q & A

- *What recommendations were given to address systemic biases in the P&T process?*
- The recommendation report
 - Emphasizes the importance of applying clear guidelines and using rubrics to aid hiring and P&T processes (page 2).
 - Provides four recommendations for immediate action (page 6, d).
 - For example, d1 offers a list of recommendations, including establishing clear unit criteria to address biases and guiding the review process from the candidate's narratives, annual reviews, review committee chair letters, bias training for faculty discussion, to facilitating fair & equitable assessment and vote in department discussion and vote (page 6, d1)
- Bylaws amendment proposal considers nontraditional career journeys for women faculty, faculty with disabilities, and more (page 1, lines 31-34).

Q & A

- *Why wouldn't teaching-track faculty be able to vote on all cases, and just on their teaching track counterparts?*
- [Faculty Code 24-54 A](#) establishes that the eligibility to deliberate and vote on a recommendation of promotion and/or tenure is limited to voting members of the faculty who are superior in academic rank/title to the candidate, subject to limitations described in Section 21-32, subsections C and D.
- Check out the voting matrix:
<https://ap.washington.edu/ahr/actions/promotions-tenure/promotion-and-tenure-voting-matrix>

Q & A

- *Why wasn't demographic data collected/included for teaching track faculty?*
- For the table on page 2, the National Center for Education Statistics didn't provide that data around 2018.
- The first group of full teaching professors at UWT was promoted in 2020.

- *Why aren't the procedures of electing teaching faculty as the APT committee members outlines?*
- The task force didn't outline the procedures because we wanted to make sure that the principle of including NTT faculty on the APT committee will be approved by the EC first.

Advisory votes

- Advisory votes will have the same account as other votes in APT review in the proposal.
- APT's review is regarded as "advisory," according to the Faculty Code [24-54C](#), while other steps of reviews are not characterized as "advisory."
- Takes on *advisory* from EVCAA and Code Advisor (our Faculty Legislative Representative Jake from Seattle):
 - EVCAA: "I thought all reviews, including mine, were advisory to the provost, whether listed that way explicitly in code or not."
 - Code advisor: "By state law, regental policy, and presidential order only the provost can grant promotions. Thus *everything* except the provost decision is advisory, with the exception that deans in Seattle/EVCAA in Bothell/Tacoma have the authority to deny promotions in non-mandatory cases. While we don't see the word "advisory" anywhere in 24-54 B, every single thing that happens at that stage is advisory. There is no decision-making authority anywhere below the level of dean in Seattle/EVCAA in Bothell/Tacoma."



FEEDBACK SESSION

If you cannot join us for a listening session, please fill out the anonymous survey form: <https://forms.office.com/r/e85sWXuqxx>

Form will be **closed on May 3, 5 pm.**