

APAFT Committee Final Report 2024-2025

This comprehensive final report summarizes the 2024-2025 Appointment, Promotion, Academic Freedom, and Tenure Committee (APAFT) committee work.

Charges and Outcomes

The Executive Committee and Faculty Senate assigned APAFT six charges for the year. A Summary of the charges, committee work, and outcomes is described below:

1. Review the recommendations of the Shared Governance task force related to the APAFT committee in September to prepare for a vote of the Faculty Senate on October 10th 2024 and share feedback with the Executive Committee to facilitate the vote.
 - The committee reviewed the recommendations regarding the definition and role of APAFT in September, and gave feedback to the EC. A few edits were made to the definition and role of the APAFT committee.
2. Continue to review college-specific requirements in PPM 8-11 to assure names and requirements are current and consistent with college tenure and promotion documents.
 - The subcommittee of Diana Meiser and Kyle Feuz continued last year's work on updating names and requirements in PPM 8-11. They were not able to get updates from DCHP. We moved forward and the updates to the PPM were voted through faculty senate in April. PPM 8-11 is now updated with names and requirements with the exception of DCHP and will need to be revised with the changes to the COE.
3. Review college tenure and promotion documents that are updated and revised during the year to reflect changes resulting from HB 438. a. Review Post Tenure review recommendations from May. b. Review PCP process recommendations from May c. Review AFR process recommendations from May
 - APAFT reviewed the post-tenure interim guidance document in May. Feedback was given to EC, the Provost, and Legal Counsel. Additionally, we reviewed new changes put forth in April of 2025 in the interim document and feedback was given to the Provost and legal counsel. The committee has several concerns with the interim document and would like to move forward in drafting a PPM for the PTR/PCP process.
4. Review proposed changes to the Student Evaluation questionnaire.
 - APAFT reviewed the proposed changes and provided feedback. Some minor edits were made to the faculty and course evaluation format to more easily display understandable data/results. The committee worked on other recommendations for question format and inclusion.
5. Review proposed Annual Faculty Review PPM language from SBBFP committee.

- The committee reviewed PPM 8-28 from SBBFP and provided feedback. SBBFP then handed the PPM to APAFT to work on. Further revisions were made to address several Dean concerns. The PPM was sent to SBBFP and Legal counsel and was ultimately halted in April by legal. APAFT retains the latest version of the proposed PPM 8-28 regarding AFRs.
6. Explore if PPM 3-45 III.B. could be changed to add the faculty member's age and years of service (as in the current policy but requiring at least 55 years of age). Explore the 55-age limit and find out if that is a USHE requirement or a WSU policy that can be revised.
- The committee benchmarked other USHE schools and consulted USHE policies. Reported to EC is that there is not an age requirement per USHE and the policy can be revised.

Additional Committee Work

- APAFT spent time drafting suggestions for the faculty and course evaluations, and are currently in discussions of proposing revised language in the questions.
- APAFT discussed the AFR and PTR processes at length and reviewed the proposed AFR PPM and Interim document for PTR. The committee is currently in discussions of proposing revised language for both.

Committee Meetings and Attendance

The APAFT committee met monthly from September 2024 to April 2025, holding 8 meetings. Most committee members attended each meeting, with most members notifying the chair when they could not attend and finding replacements. Specific attendance roles are included in meeting minutes.

Member Sub Committees and Outstanding Service

Subcommittees were formed for each charge as follows:

- Subcommittee 1: Diana Meiser and Kyle Feuz worked on charge 2 and accomplished it this year.
- Subcommittee 2: Jaylynn Gold worked independently on charge 6, and feedback was given to EC, accomplishing the charge.
- Subcommittee 3: Paul Crow, Kyle Feuz, and Afshin Ghoreishi formed a subcommittee for charge 5 and Kyle and Paul provided especially helpful feedback in the language of the proposed PPM 8-28.
- The committee worked as a whole to accomplish the other charges.

Outstanding and significant service recognition is as follows:

- Kyle Feuz and Diana Meiser for completing a two-year charge and updating 8-11.
- Kyle Feuz for proposing most of the language changes in PPM 8-28 revisions.
- Belinda McElheny for helping guide me through the functions and responsibilities of a chair, arranging the calendar meeting dates, taking minutes at each meeting, and keeping me on track in curriculog.
- Afshin Ghoreishi and Aminda O'Hare for their work on the language of faculty and course evaluations. Aminda specifically for working with Shawn on the format of the tables and data on the evaluations.
- Paul Crow for always contributing excellent ideas to our discussions.

Suggested Charges for 2024-2025

1. Revise language to replace the Interim guidance for PTR/PCPs
2. Revise language on PPM 8-28 per legal counsel's suggestions
3. The committee would like to continue to explore options for the student course and faculty evaluation questionnaire. Some committee members want to add questions, others do not.

Suggestions for Committee Effectiveness

- Suggestions for improved committee effectiveness include allowing for released time for the service so that the committee could meet more frequently and accomplish charges earlier in the year to allow time for the rest of the process by the end of the year. Although I know this is not feasible, it is still a suggestion I want to officially submit as it would improve the effectiveness of the committee. I suggest requiring in-person attendance at meetings. I suggest whenever possible, allowing the committee more time to review proposed changes that arise during the year. It is difficult to discuss and vote on changes via email. Thank you for your consideration.

Report submitted by:

Jaylynn Gold

Chair, APAFT committee 2024-2025

Weber State University