

Charges September 15, 2022

EXECUTIVE COMMITTEE CHARGES FOR 2022-2023

**APPOINTMENT, PROMOTION, ACADEMIC FREEDOM,
AND TENURE COMMITTEE (APAFT)**

Cynthia Beynon, Chair
Marjukka Ollilainen, Liaison

PPM 1-13, Article 5, Section 4.3: The Committee on Appointment, Promotion, Academic Freedom, and Tenure shall formulate policies and operational procedures on these matters and due process and merit.

1. Ensure that the language of new or updated documents are inclusive. As issues are identified, consult with EDI committee for guidance. (Ongoing)
2. In coordination with University Legal Counsel, finalize recommendations regarding [policies 9-9, 9-11, 9-14, and 9-15](#), for accuracy, clarity and consistency.
3. Explore policy concerning external reviewers for tenure and promotion. (Benchmark peer institutions)
4. Review and make recommendations concerning channel values for promotion from Assistant Professor to Full Professor. Discrepancies remain between the university evaluation channels for rank and college requirements for tenure. [PPM 8-11](#)
 - a. Two WSU colleges allow granting of tenure with only a satisfactory in teaching, which seems inconsistent with WSU emphasis as a teaching institution.
 - b. There is ambiguity in the criteria for evaluating service to the university.
 - c. Review college-specific requirement for promotion (EAST, Business, Library)
5. Make recommendations regarding faculty roles
 - a. Visiting Assistant Professor/Visiting Faculty—clarify role, language, criteria of relationship with another institution.
 - b. Explore tenure track options: i.e. Assistant Teacher of Practice or Teaching
 - c. Benchmark faculty status between teaching and tenure
6. Expand and clarify policy language describing faculty sabbaticals in [PPM 3-25](#).
7. Make recommendations regarding peer review and promotion process
 - a. Single letter for rank and tenure
 - b. Standardization of peer review process especially for online classes
 - c. Faculty survey: student evaluations, canvas template use, electronic autobiographical form.
8. Align language in faculty board of review [\(1-13\)](#) –coordinate with PPM [\(9-10\)](#)
9. Align PPM [8-8](#) and [8-24](#) regarding bringing years of service to tenure track.