**Faculty Senate**

**Committee on Appointment, Promotion and Tenure**

**Summary of AP 1405.11 Recommended Changes**

General. The committee was appreciative and supportive of the changes made to merge AP 1405.111 into a combined AP 1405.11 covering both tenure-track and non-tenure-track faculty. We have made no substantive changes to this merged text and are in support of its adoption by Faculty Senate. However, in reviewing the policy, the APT Committee recommended changes that bring additional clarity to the document and address concerns of non-tenure-track faculty. Substantive changes included:

1. **Section I.B.1-4. (pp. 1-3)**

Revised the Unit Peer Review, Unit Tenured Faculty, Unit Promoted Faculty, and Unit Personnel Committee descriptions to include information on (a) who is eligible to vote for the committee, (b) who is eligible to serve on the committee, and (c) committee member’s eligibility to vote on which candidates. This information was brought forward from subsequent sections of the document and deleted in the subsequent sections as appropriate.

1. **Section II.B/C. and Section V.B.13 (pp. 4-5 and p.29)**

Added text to make it explicit that the Unit Tenured Faculty and Unit Promoted Faculty Committees shall write letters explaining the rationale for their votes.

**3. Section III.B.4 (p.11)**

Added the requirement that the head/chair consult with affected faculty member before modifying the faculty member’s workload.

**4. Section III.F. (p. 15)**

Revised to draw boundaries around what can be used for faculty evaluation. The previous text simply said evaluation was not to be solely based on teaching and research [and implied service], but did not specify what could be included.

Added the requirement that “’**Documented**’ poor performance or lack of effort in any one dimension **may** be reflected in an overall unsatisfactory rating. [Added “Documented” and changed “should” to “may.”]

**5. Section V.A.1./2. (pp. 21–22)**

Added the statement (multiple places) that criterial for promotion must be “consistent with” the candidate’s academic appointment.

**6. Section VII (p. 40) and VIII.B. (p. 41)**

Added the requirement that if faculty dismissal appeal went through the APT Committee the chair of the APT Committee must be copied on the Chancellor’s final decision.