

**Campus Council on Promotion, Tenure and Faculty Affairs Meeting
March 9, 2011**

Present: Cherry Banks, Chair, Sundar Balakrishnan, Kate Noble and Nancy Place

Phone conference: Suzanne Sikma

Absent: Kelvin Sung and Elizabeth Thomas

Guest: VCAA Susan Jeffords

Cherry began the meeting with a discussion on identifying the next steps for the CCPTFA. There are two issues that the Council is working on in consultation with VCAA Jeffords, early promotion and conflict of interest in P&T cases. The Council met with the Vice Chancellor to discuss conflict of interest last week and will meet today to discuss early promotion. There seem to be different interpretations of early promotion across campus; the CCPTFA would like to get clarification and a more consistent definition on this issue.

CCPTFA discussion points – early promotion

- Clarify the role of program P&T committees:
 - Evaluative
 - Supportive
- The supportive role of the committee, advising the candidate on the first draft of their dossier, once the case is ready to go forward, the role of committee would change. At that point, a candidate would need to find mentors that are not serving on the P&T committee.
- The Faculty Code states that a case is based on qualifications and not on length of service.
- Early promotion should not be discussed in the hiring process.

CCPTFA discussion with VCAA Jeffords

Cherry opened discussion with VCAA Jeffords on the issue of early promotion with the question regarding clarification on the role of the program P&T committee. The Vice Chancellor expressed concern with the committee offering too supportive a role in the process since only a limited number of faculty serve on the P&T committee and the final vote of the full faculty in the program might be compromised by those advising the candidate.

- Some UWB programs allow course release time for the candidate to prepare their tenure file, does this need to be a consistent policy across programs?
- The CCPTFA can identify inconsistencies in the institution and address inequities.

VCAA Jeffords spoke to the issue of early promotion. This is a career-long decision for the UW, a commitment of resources to years of funding this faculty member. There should be compelling reasons to put a faculty member forward for early promotion, among the reasons would be:

1. Potential for an outside offer including tenure made to a faculty member.
2. Potential for an outside offer that would result in the loss of the faculty member to another institution.
3. Distinguished accomplishments on a national level that exceeds the minimum standards.

The CCPTFA reviewed Cherry's draft of the Steps in the Review Process. The Council approved the draft and thanked Cherry for compiling this document.

**The meeting adjourned at 3:00 pm, Next meeting tba
Minutes submitted by Barbara Van Sant**