

To: David Turnbull, Chair of Senate

From: Stephen Hines, Chair of the Faculty Affairs Committee

Date: March 11, 2021

RE: *Changes to the Faculty Manual. Section III, C 4: Review of Faculty*

Insert a new section into the Review of Faculty section of the WSU faculty manual that provides overall and procedural GUIDING PRINCIPLES for review of faculty.

These principles will apply to both promotion and/or tenure review and annual review.

On behalf of the FAC, I am writing to recommend Faculty Senate approval of the attached revisions to the WSU Faculty Manual. The proposal was passed by a unanimous vote of the Faculty Affairs Committee on March 10, 2021.

Goal = This proposal represents the early steps in we hope will be a sustained, multi-year effort to clarify and simplify the Faculty Manual relative to faculty review processes, notably for promotion and tenure.

Background: The Faculty Manual has been added to for years, with little apparent attention to overall clarity and useability. The section on Faculty Review, notably regarding promotion & tenure, is now “a bit of a mess.” Although it will require a sustained effort and widespread feedback from faculty across the WSU system, we believe an essential starting point is defining **overall guiding principles** for review, as well as a list of **guiding procedural principles**. As the larger revision process moves forward, these principles may be revisited and revised. However, we believe they represent an essential baseline (i.e., a starting point) that will make things better in the short term and in the long term foster development of a more effective document that addresses long standing issues of equity and fairness. These issues include but are not limited to mission equity.

Please find attached – 1 document

1. Edited section of the Faculty Manual (III C 4. Review of Faculty, page 63) with first 2 paragraphs deleted and 2 Guiding Principles subsections (a and b) inserted.