

**Academic Transformation
Academic Transformation Advisory Council
Monday, October 18, 2021**

Melissa Latimer, Associate Provost for Faculty Development and Culture, and Chris Staples, Executive Director of Academic Personnel, continued the conversation on faculty workload guidelines and the University Promotion and Tenure document.

Workload Document

- WVU's non-discriminatory statement and diversity, equity, inclusion and justice (DEIJ) statement begin the document
- Morgantown campus only

Implementation:

- Trainings provided by Provost's team guided by (O'Meara, Culpepper, Misra, & Jaeger, 2021) Best Practices
- College will create template
- Unit will work with faculty yearly to adjust

Promotion and Tenure (P&T) Document

Initial review process

Focus of P&T Document:

- All work is valued
- Equal emphasis on research, teaching, service as part of document
- Annual Review feedback is critical for ALL (tenure track, non-tenure track, post promotion and/or tenure) faculty for development
- Use multiple sources to look at teaching (early teaching assessment, narratives, assignments, peer visits, syllabi, SEIs)

O'Meara, K., Culpepper, D., Misra, D. & Jaeger, A. (2021, January 8th). Equity-Minded Faculty Workloads. What We Can and Should do Now. ACE-ENGAGE Report. Retrieved from: <https://www.acenet.edu/Documents/Equity-Minded-Faculty-Workloads.pdf>