

Austin Peay State University
Faculty Senate
Meeting of Thursday, September 22, 2022
Morgan University Center, Room 307 | 3 pm
Minutes

Call to Order: Senate President Perry Scanlan

Recognition of Guests: Yanaraliz Barnes, Senior Vice Provost and Associate Vice President of Academic Affairs, Tucker Brown, Uma Iyer, Provost Maria Cronley, President Mike Licari, and Andrew Luna

Roll Call of Senators: Senate Secretary Gina Garber

Absent Senators: Tasha Ruffin, David Snyder, and Harold Young

Approval of Today's Agenda: motion made, seconded, and passed to approve the agenda

Approval of Minutes from August 25, 2022 Meeting: motion made, seconded, and passed to approve the minutes for August 25, 2022

Remarks:

1. Senate President Perry Scanlan (5 minutes)

Homecoming: After Senate President Scanlan welcomed everyone to the Faculty Senate meeting, he addressed the topic of Homecoming and our alumni. He shared how much homecoming was a big part of his experience when he was in college. He reminded us how important administrators, faculty, and staff are in welcoming our alumni back to campus. He said, "It's the feeling of nostalgia that connects us to some of our most important memories." Senate President Scanlan provided a few examples that might draw alumni back home to campus such as being a fan or a former member of the Governor's Own Marching Band (GOMB), being a fan or a former member of one of APSU's athletic teams, student organizations, academic departments, or ROTC. He said whatever the reason might be, it's what brings us back to our alma mater. He encouraged the faculty to participate in student activities and share some of their time with students. He told them to be the light and that actions speak louder than words. Senate President Scanlan is cognizant that faculty cannot attend everything, but said faculty should attend events to support our students. Some of the events on Saturday include the parade that begins at 10 a.m., the Alumni Tailgate Alley that begins at 1 p.m., and a Unity Walk on Friday that begins at 12 p.m. at the Sentinel near MUC Plaza.

Faculty Senate Tailgate: Faculty Senate is sponsoring a tailgate for faculty at the Homecoming football game. Our location is spot 805 at Tailgate Alley, near the big alumni celebration area. There will be food, games, and prizes.

Diversity, Equity, and Inclusion (DEI) Highlights: Senate President Scanlan said that beginning today, Faculty Senate will have a DEI component at each meeting to highlight and inform faculty about processes, programs, and practices at APSU. He thanked Chief Diversity Officer and Title IX Coordinator LaNeece Williams for collaborating with

Faculty Senate to provide speakers. Today, we are excited to have Yanaraliz Barnes, Director of the Latino Community Resource Center.

2. University President, Dr. Mike Licari (7 minutes)

President Licari also commented on APSU's Homecoming. He let us know that the Military Alumni Dinner and Reception is Friday night. Part of the honors and scholarships that we have been raising money for is directly connected to the 160th Special Operations Aviation Regiment (SOAR) Airborne, *Night Stalkers*. Their pilots and crews will be flying helicopters to APSU and will be landing on Browning Drive. President Licari invited everyone to come out and have a good experience.

Homecoming: President Licari thanked Senate President Scanlan for his comments about Homecoming. He also said how important it is for faculty to connect with our alumni and that our alumni have good memories with faculty. President Licari was very impressed during his first year with the number of new scholarship endowments that were established in the name of their favorite professors. Faculty have tremendous and long-lasting influence on students. This year the Alumni Tailgate will be expanded to include current students, prospective students, and alumni. This will represent the Gov's past, present, and future. There are projected to be over four hundred (400) prospective high school students in attendance along with their guidance and school counselors. Many of these students are coming from counties outside of Montgomery County.

Student Recruitment: The fourteenth day enrollment numbers are now available from THEC. The numbers are all over in the report, some up and down, some pretty good, and some lousy from across the state. APSU is in that report. Here are the important numbers:

- Freshman FTE we are up 2.8%
- Overall graduate enrollment is up 3.7% (compared to last year, we are down new graduate students this year)

We are not up enough in new freshmen and graduate students to cover the deficit that we fell into beginning in 2019. President Licari said he was grateful that we were up in new freshmen. He said we are taking steps to improve, but we are not improving very quickly compared to our sister institutions around the state. This is President Licari's concern. Students are going off to college after graduating high school but they are choosing other universities. For example, ETSU's new freshman numbers are up 10.5% vs. APSU which is up 2.8%.

| | FTE | | | |
|------------------------------------|---------------------|---------------|----------|---------|
| | First-Time Freshmen | Undergraduate | Graduate | Overall |
| Austin Peay State University^^ | 2.8% | -4.3% | 3.7% | -3.6% |
| East Tennessee State University | 10.5% | 1.3% | -0.2% | 1.1% |
| Middle Tennessee State University | 1.3% | -3.5% | -12.1% | -4.3% |
| Tennessee State University | 114.1% | 29.8% | -12.2% | 23.0% |
| Tennessee Technological University | 24.1% | 3.3% | -6.0% | 2.5% |
| University of Memphis | -7.3% | -1.0% | 9.9% | 1.0% |
| | 20.6% | 1.9% | -1.2% | 1.5% |

APSU is not recovering as quickly as some of these other institutions which means we have work to do here. We are not the only institution with challenges: MTSU is up 1.3%; APSU is up a little bit; others are falling behind; and some are posting impressive gains. President Licari said we do have our work cut out for us which is why the Enrollment Task Force was established. This Task Force will develop ideas and strategies for the future. The Enrollment Task Force is a diverse group from across campus. We have come up with good innovations that we are already deploying such as bringing school counselors to campus in January. We will be focusing on marketing and scholarships.

Motion to extend time by 2 minutes made, seconded, and passed to allow University President Licari time to answer questions

Questions, Answers, and Comments:

Q: What have schools like TTU done to increase enrollment?

A: We don't know. We have some learning to do about how some of the institutions could have that size of a jump in enrollment. We may never really find out and one of the institutions I didn't talk about is an outlier that is up 114%. If you want to grow enrollment you must manage it.

Q: Is there a way for APSU to see if they applied here but went somewhere else?

A: We can figure out where the students went and who applied to APSU and didn't choose us. We will have to wait a couple of months for the clearinghouse data to be published. Some of the students could have graduated from high school and chose not to go to college, but go directly into the workforce. Sometimes you can recruit those students later. This is a competitive market.

3. University Provost, Dr. Maria Cronley (7 minutes)

Enrollment: Provost Cronley reported that our retention numbers are moving in the right direction. APSU is up 3.5% which is very important for the university. Additionally, she reported that our underrepresented student populations are also improving with retention. APSU's number of African American students is up by 10% and the retention of Hispanic students is up by 8%. She reiterated how important student success is in our strategic plan to get students to graduation; however, she also said it's not just about graduation, our students need to be successful.

RTP Governance Year: Provost Cronley reminded everyone that we are in our RTP Governance Year where we review our RTP criteria (standards and review process) at the departmental level. Academic Affairs will be working with the department chairs soon to develop a timeline that will begin on October 1st.

Policy Review: Provost Cronley said we had many policies to review last year. She thanked the Faculty Senate for all of their work reviewing those policies and making revisions. There is a new timeline for policies so we can avoid reviewing them all in one academic year five years from now. The plan is to stagger the policies so we review eight (8) to ten (10) per year.

Watermark: Provost Cronley said that the Watermark implementation is underway and she and her office will be reminding faculty in future meetings to get started. Faculty are uploading their materials. She reported that thirty-three hundred (3,300) files were entered in September. She asked for the senators to take this information back to their colleges and departments and encourage them to get started on this process. Provost Cronley said the heavy lift is getting faculty to load their CVs into Watermark. Once that work is completed, everything else in Watermark will be easier. Her office recommends viewing the tutorials before diving into Watermark. Once you have reviewed the tutorial and are still having issues, you can contact Kyle Christmas and/or Brandi Bickham.

APSU 1000: Compensation will be increasing from \$1,025 per section to \$1,125 per section to match the salary to the TLC.

Strategic Planning: Academic strategic planning has been completed. Provost Cronley thanked everyone who participated. Academic Affairs will be meeting with the final planning teams soon. Provost Cronley's plan is to have the Academic Master Plan draft completed as faculty begin the RTP discussions.

Hiring Update: Provost Cronley and her team have finalized the departmental hiring of faculty this year. The fall searches have launched and are scheduled to be published in the October *Chronicle of Higher Education*. She said they are anticipating thirty-seven (37) fall faculty searches. Additionally, she said there are a number of staff member searches. There are two leadership searches that are underway:

- Director of Library Services – Two candidates were on campus to meet with the Search Committee and specific offices. The Search Committee will be meeting soon to make a recommendation.
- Dean of the College of Behavioral and Health Sciences – The Search Committee has been selected and will be meeting for the first time soon.

4. Decision Support and Institutional Research, Dr. Andrew Luna (10 minutes)
Dr. Luna shared a story about his experience in selecting an undergraduate institution. He said his reasons for selecting a school were not rational or related to academics. He received a telephone call from a vocal professor from the University of Alabama who told Dr. Luna that he wanted him on his team. The professor made a connection with him during that phone call. Dr. Luna said that no one else called him. He knows how important making that connection with that professor was to him and his decision to attend the University of Alabama. Dr. Luna shared this story so he could segue to the survey of students who were accepted but did not enroll at APSU last fall [[Appendix A](#)].

There were about 3,800 students who were accepted but did not enroll at APSU. The Federal Government requires that schools have their census data reported by October 15th. APSU has an exception because of Fort Campbell. After submitting the 3,800 students, 2,400 came back with matches. This means 1,400 chose not to go to school anywhere. Volunteers reached out to the 2,400 students to see why they chose to attend school somewhere other than APSU. Of the 2,400 students, the volunteers were able to speak to 358 students. Here are a few key discoveries:

- Students did not see the school they went to as being significantly higher in reputation or offer a better chance in gaining employment after graduation than APSU.
- Students said they had little knowledge of academic programs from APSU during the application process.
- Students said they did not have a personal connection with a faculty member or student within the program of their choice here at APSU.

Dr. Luna said that communication and connection are very important in the decision that students make in selecting their school.

- The majority of the students chose:
 - public institutions
 - four-year institutions
 - Tennessee state institutions
 - Middle Tennessee State University (MTSU)
 - majors that we offer here at APSU

Dr. Luna said that APSU does not have an application problem. He said that in fall 2022, we had 8,422 applicants which is up over 2,000 applicants from the previous year. This is a good for the university. He said the problem is in yielding students and provided an example. Schools like the University of Alabama or University of Tennessee have a 90% acceptance to enroll rate. Regional institutions have around a 40% to 50% acceptance to enroll rate. APSU is at 17%.

Open-ended questions:

- What made you decide to go someplace else?

Many of the answers were related to financial reasons or the distance to their home town. Dr. Luna was very concerned about their answers: *the application experience and our customer service*. People were upset with the customer service they received, like getting their transcripts lost, or not getting information about the academic programs during the application process.

Motion to extend time by 3 minutes made, seconded, and passed to allow Dr. Luna to finish his presentation

Dr. Luna emphasized that students need personalized communication from faculty and staff. They need someone answering the online chat and individualized text messaging. Students should be able to do everything via their mobile phones. Finally, he said we should be able to capture their imagination by promoting APSU based upon our chief asset, which is the faculty. Dr. Luna ended by reiterating that making a personal connection is very important in getting prospective students to come to APSU. Students are telling us they need these personal connections.

Questions, Answers, and Comments:

Q: What are other universities like TTU doing that we are not doing here at APSU?

A: We are using a lot more student recruiters than TTU. Also, when we look at the survey and we see the customer service issue, that is a staff issue not a faculty issue. The

connection issue is more about the students and the faculty. The vast majority of our Geosciences majors did not set out to become a Geoscience major. The students took a core class and switched their major. This says a lot about the Geosciences faculty.

Motion to extend time by 3 minutes made, seconded, and passed to allow Dr. Luna to answer questions

Comment: As a faculty member who has walked in through the door at APSU and experienced an office on campus that is a hot mess, I can see why a prospective student would go to another institution.

A: That was a comment that many students shared with us.

5. Diversity, Equity, and Inclusion Highlights, Chief Diversity Officer and Title IX Coordinator, LaNeeca Williams (10 minutes)

Latino Community Resource Center (LCRC) Director, Yanaraliz Barnes provided information about the LCRC and the services that they provide to students. Their focus is centered on empowering, retaining, and aiding Latino students at APSU.

Ms. Barnes invited the faculty to visit the LCRC space. She said they have quiet study space and technology resources including graphic calculators, computers, and laptops for students. Last year they reported over 5,000 visits to the center. The LCRC focuses on student success and help in retaining students. Ms. Barnes reminded faculty that small things can be big things for Latinx students. Offer the extra help and try to be approachable to students. She also said they work on writing grants and could use all the help they can get. If you are willing to help, the LCRC welcomes your participation.

6. Reports from University Committees

a. APSU Board of Trustees (BOT) Report, BOT Faculty Representative, Elaine Berg (5 minutes)

Trustee Berg reported that the APSU BOTs met on September 16th and the biggest news is the change in three positions: Billy Atkins stepped down from the chair role for personal reasons, but will remain on the BOT; Don Jenkins will serve out Mr. Atkins' term for the rest of this year; and Mike O'Malley is now in the Vice Chair's position for the rest of the year.

Trustee Berg, who serves on the Academic Affairs Committee (AAC) and the Student Affairs Committee (SAC), said the SAC approved to modify the selection process in selecting the Student Trustee. The modification will bring the process inline with how we select other student leadership positions on campus. The AAC approved the tenure appointment of the CoAL Dean Dr. Buzz Hoon.

Trustee Berg encourages faculty to read the materials that are posted on the [Board of Trustees website](#).

b. University Curriculum Committee (UCC) Report, UCC Representative, Kristen Butler (5 minutes)

UCC Representative Butler provided a brief report. She said there were changes to an English 3000 level course title and description, as well as the addition of new courses

in the College of Business (COB) which are listed in the September 22nd University Curriculum Committee Report [[Appendix B](#)].

Old Business:

1. Enhanced Peer Review Process Timeline (Information Item - 5 minutes)
Senate President Scanlan presented the Enhanced Peer Review of Teaching (EPRT) timeline [[Appendix C](#)], which he said can be confusing in determining when these processes begin.
He said if you read carefully, you can see what is expected during the years 2022-2023, 2023-2024, 2024-2025, and 2025-2026. Additionally, he pointed out the following acronyms:
 - Annual Peer Review of Teaching (APRT)
 - Enhanced Peer Review of Teaching (EPRT)

Senate President Scanlan said this calendar will clearly indicate what is taking place and when it is taking place. He reminded the faculty that right now we are using the APRT and piloting the EPRT. He also said after this first year, the process will be simpler to understand.

Questions, Answers, and Comments:

Q: Who is piloting the EPRT?

A: Allied Health is piloting the EPRT. There isn't a set group that is required to pilot it, one could opt in to pilot the EPRT. Some departments are trying this with their first-year faculty.

New Business:

1. Reminder about Entering CVs in Watermark (Information Item - 2 minutes)
Senate President Scanlan reminded faculty to enter their CVs into Watermark. **NOTE: The CVs need to be added to Watermark by the end of the semester.** This is a longer process so he recommended that faculty plan and utilize the online tutorials. He told the senators, *as representatives of your colleges*, to go back to your departments and tell everyone that they *must* have their CVs added to Watermark.

Questions, Answers, and Comments:

Comment: I recommend that faculty watch the videos, read the documentation, and go back to revise your CV. If you don't, you might have holes and empty areas on your CV.

2. Streamlining of Tenure with Promotion to Associate Promotion (Discussion Item - 20 minutes)
Senate President Scanlan presented three slides that provide information about streamlining the RTP process [[Appendix D](#)]. He said there have been changes since we last revised the policies, such as going up for early promotion. Faculty can ask permission to go up for early promotion, but there is no process to go up for early promotion. He said the point of streamlining the RTP process is to simplify it by reducing the number of committees. The thought process is to reduce the three committees to two committees. There would be a Retention Tenure Committee which tenured faculty would serve on and a Promotion Committee which would review the Associate Professor to Professor

promotions. This will reduce the number of e-dossiers. By voting on tenure and the promotion that comes with tenure, faculty would not have to copy and create another e-dossier for their promotion. The promotion pay increase is not affected by this process so no one is taking money away from faculty. Senate President Scanlan said Faculty Senate is presenting this streamlining of the RTP process because faculty are looking at the RTP Guidelines. He said that the point of presenting the RTP process today is not to vote, but to discuss any issues, concerns, or positive views. This will come back to the Senate in October for a straw poll. He also said that Academic Affairs is not pushing this change. This is coming from faculty because it is a good time to streamline this process.

Questions, Answers, and Comments:

Q: Are we just making sure we don't have any tenured assistant professors?

A: No, we're not trying to change anything like that. Currently we have seven (7) tenured assistant professors. We are not promoting from instructor to assistant professor so generally the tenured assistant professor is a small number and getting smaller.

Q: What about faculty who are being hired with years toward tenure, is that an issue?

A: That is a good question. I don't know if we would hire someone with tenure at the assistant professor level.

Comment: The national standard and practice depending on the position is to hire in as a tenured faculty member fully ranked.

Comment: An example is the CoAL Dean who was recently hired in with tenure.

Comment: You can still ask for permission to go up for promotion early.

Motion to extend time by 5 minutes made, seconded, and passed to allow for additional questions

Comment: In the College of Business, there will be faculty from every level represented to revise the RTP criteria.

Q: If you were hired in under different criteria how will this move one along? Will there still be years towards tenure?

A: A thought would be if you meet the criteria you would be grandfathered in on the rules you were hired in on.

Q: I don't think you can change anything right now. If I understand this, those that are in the new retention process would go up for tenure and be required to complete one e-dossier to get tenure and be promoted.

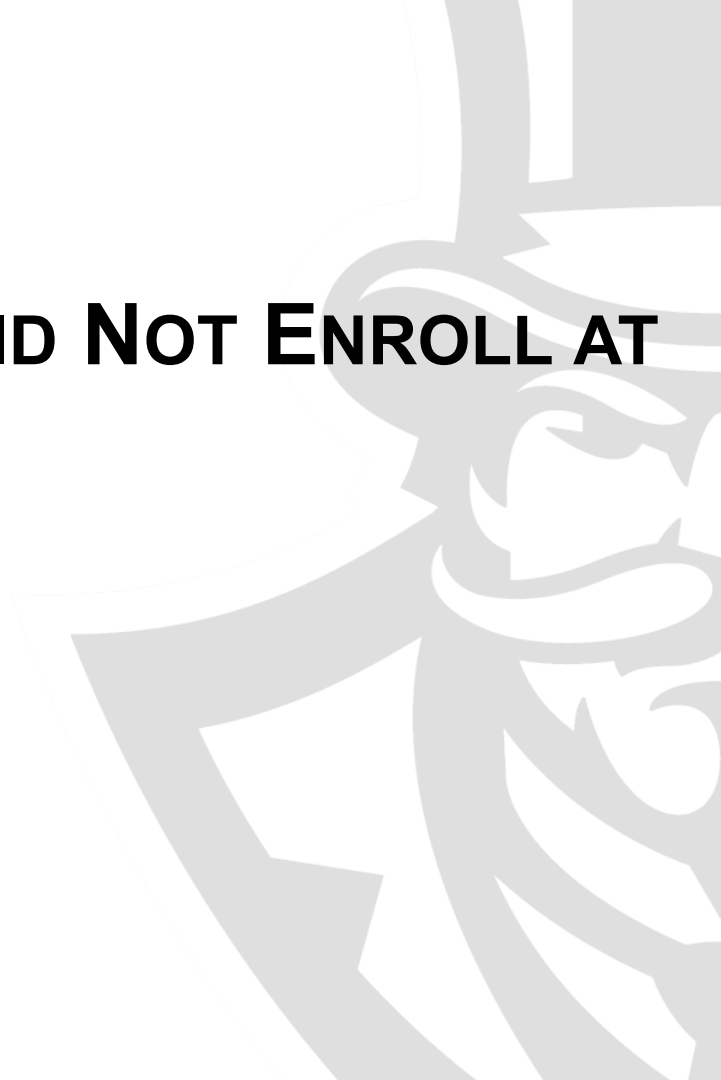
A: Yes, and then one more to be promoted from Associate Professor to Professor.

Senate President Scanlan thanked everyone for a good discussion and asked the senators to talk about this with their departments.

Adjourn: 4:30

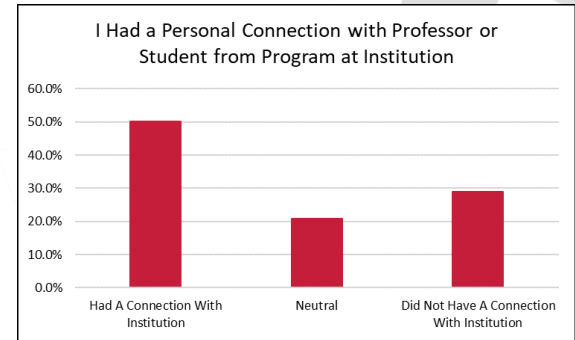
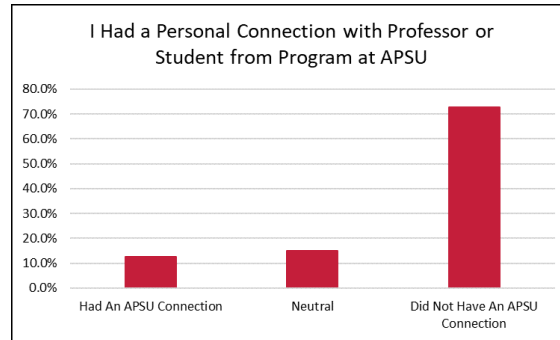
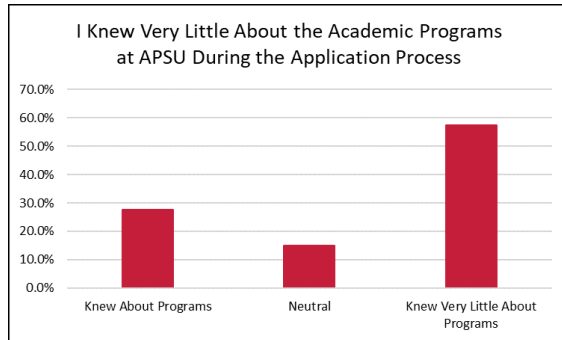
Appendix A

WHY ADMITTED STUDENTS DID NOT ENROLL AT APSU



MAJOR FINDINGS

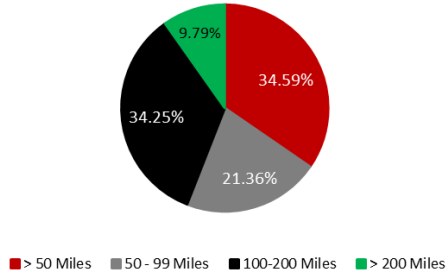
- Respondents did not believe the school they attended had a significantly higher reputation or would offer better job opportunities than APSU (n=358)



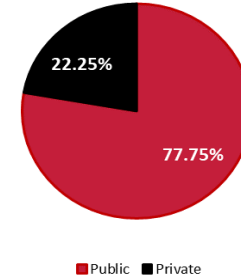
CLEARINGHOUSE STATISTICS

(ALL 2,692 STUDENTS WHO ATTENDED ANOTHER INSTITUTION)

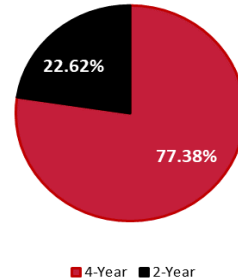
Distance From Home to APSU



Support Status of Chosen Institution



Type of Chosen Institution



CLEARINGHOUSE STATISTICS, CONT.

(ALL 2,692 STUDENTS WHO ATTENDED ANOTHER INSTITUTION)

| State Where Enrolled at Chosen Institution | | |
|--|----------|---------|
| State | Enrolled | Percent |
| Tennessee | 1,955 | 72.62% |
| Kentucky | 217 | 8.06% |
| Alabama | 99 | 3.68% |
| Mississippi | 43 | 1.60% |
| Georgia | 35 | 1.30% |
| Ohio | 27 | 1.00% |
| Arkansas | 24 | 0.89% |
| Illinois | 24 | 0.89% |
| Others | 268 | 9.96% |
| Total | 2,692 | 100.00% |

| Selected Major of Chosen Institution | | |
|--------------------------------------|-------|---------|
| General Studies/Liberal Arts | 555 | 20.62% |
| Nursing | 182 | 6.76% |
| Management/Marketing | 177 | 6.58% |
| Education | 148 | 5.50% |
| Biology | 143 | 5.31% |
| Psychology | 104 | 3.86% |
| Health/Human Performance | 73 | 2.71% |
| Computer Science | 45 | 1.67% |
| Chemistry | 31 | 1.15% |
| Social Sciences | 31 | 1.15% |
| Others | 1,203 | 44.69% |
| Total | 2,692 | 100.00% |

| Chosen Institutions Enrolled | | |
|-------------------------------------|----------|---------|
| Institution | Enrolled | Percent |
| Middle Tennessee State University | 207 | 7.69% |
| University of Tennessee | 152 | 5.65% |
| University of Memphis | 150 | 5.57% |
| University of Tennessee Chattanooga | 138 | 5.13% |
| University of Tennessee Martin | 117 | 4.35% |
| Tennessee State University | 111 | 4.12% |
| Nashville State Community College | 110 | 4.09% |
| Tennessee Technological University | 108 | 4.01% |
| Volunteer State Community College | 106 | 3.94% |
| Western Kentucky University | 79 | 2.93% |
| Others | 1,414 | 52.53% |
| Total | 2,692 | 100.00% |



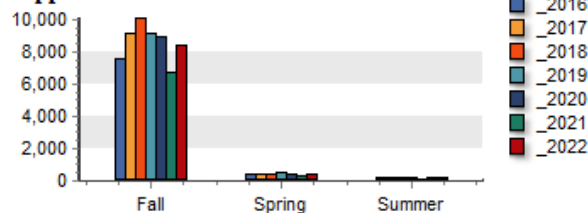
Application Tracking

Calendar Day for Comparison: **September09**

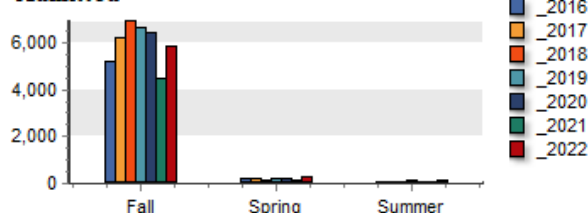
Population Displayed Below:
First-Time Freshmen

- Population
- 3. Graduate
 - 4. Opportunity Admits - UG
 - 5. Unconditional - UG
 - 6. Readmits
 - 7. Non Degree Seeking
 - 8. First-Time Freshmen**
 - 9. High School

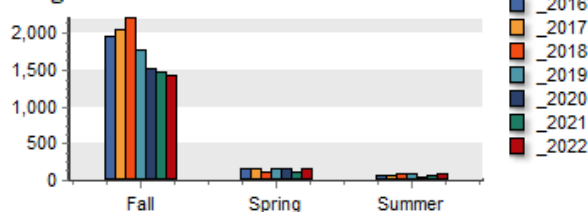
Applied



Admitted



Registered



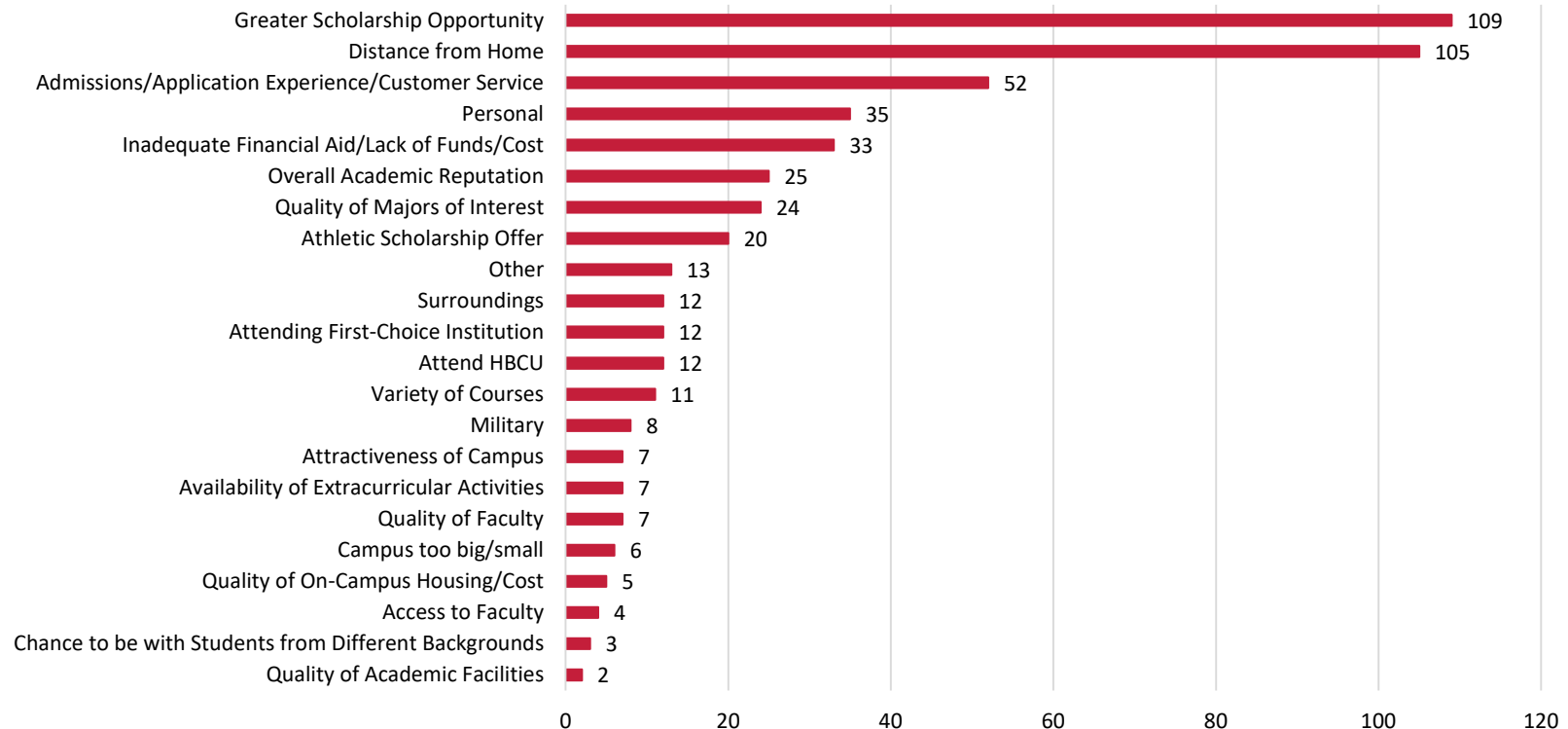
| YEAR | APP_TERM | APPLIED | ADMITTED | PCT_ADMIT | REGISTERED | PCT_REG | REG_CENSUS | PCT_REG... |
|------|----------|---------|----------|-----------|------------|---------|------------|------------|
| 2016 | Fall | 7570 | 5230 | 69.09% | 1964 | 25.94% | 1885 | 24.9% |
| 2017 | Fall | 9148 | 6226 | 68.06% | 2045 | 22.35% | 1892 | 20.68% |
| 2018 | Fall | 10055 | 6950 | 69.12% | 2214 | 22.02% | 1902 | 18.92% |
| 2019 | Fall | 9162 | 6675 | 72.86% | 1774 | 19.36% | 1617 | 17.65% |
| 2020 | Fall | 8910 | 6412 | 71.96% | 1524 | 17.1% | 1399 | 15.7% |
| 2021 | Fall | 6718 | 4517 | 67.24% | 1467 | 21.84% | 1382 | 20.57% |
| 2022 | Fall | 8399 | 5859 | 69.76% | 1441 | 17.16% | 1351 | 16.09% |
| 2016 | Spring | 440 | 193 | 43.86% | 155 | 35.23% | 147 | 33.41% |
| 2017 | Spring | 413 | 220 | 53.27% | 161 | 38.98% | 147 | 35.59% |
| 2018 | Spring | 398 | 174 | 43.72% | 124 | 31.16% | 120 | 30.15% |
| 2019 | Spring | 473 | 222 | 46.93% | 168 | 35.52% | 155 | 32.77% |
| 2020 | Spring | 443 | 251 | 56.66% | 171 | 38.6% | 164 | 37.02% |
| 2021 | Spring | 323 | 179 | 55.42% | 124 | 38.39% | 118 | 36.53% |
| 2022 | Spring | 461 | 257 | 55.75% | 169 | 36.66% | 163 | 35.36% |
| 2016 | Summer | 245 | 98 | 40% | 59 | 24.08% | 57 | 23.27% |
| 2017 | Summer | 240 | 107 | 44.58% | 74 | 30.83% | 72 | 30% |
| 2018 | Summer | 185 | 108 | 58.38% | 81 | 43.78% | 79 | 42.7% |
| 2019 | Summer | 228 | 134 | 58.77% | 97 | 42.54% | 91 | 39.91% |
| 2020 | Summer | 155 | 80 | 51.61% | 42 | 27.1% | 39 | 25.16% |
| 2021 | Summer | 200 | 107 | 53.5% | 73 | 36.5% | 68 | 34% |
| 2022 | Summer | 229 | 135 | 58.95% | 89 | 38.86% | 85 | 37.12% |

Calendar Year 2022 Applications



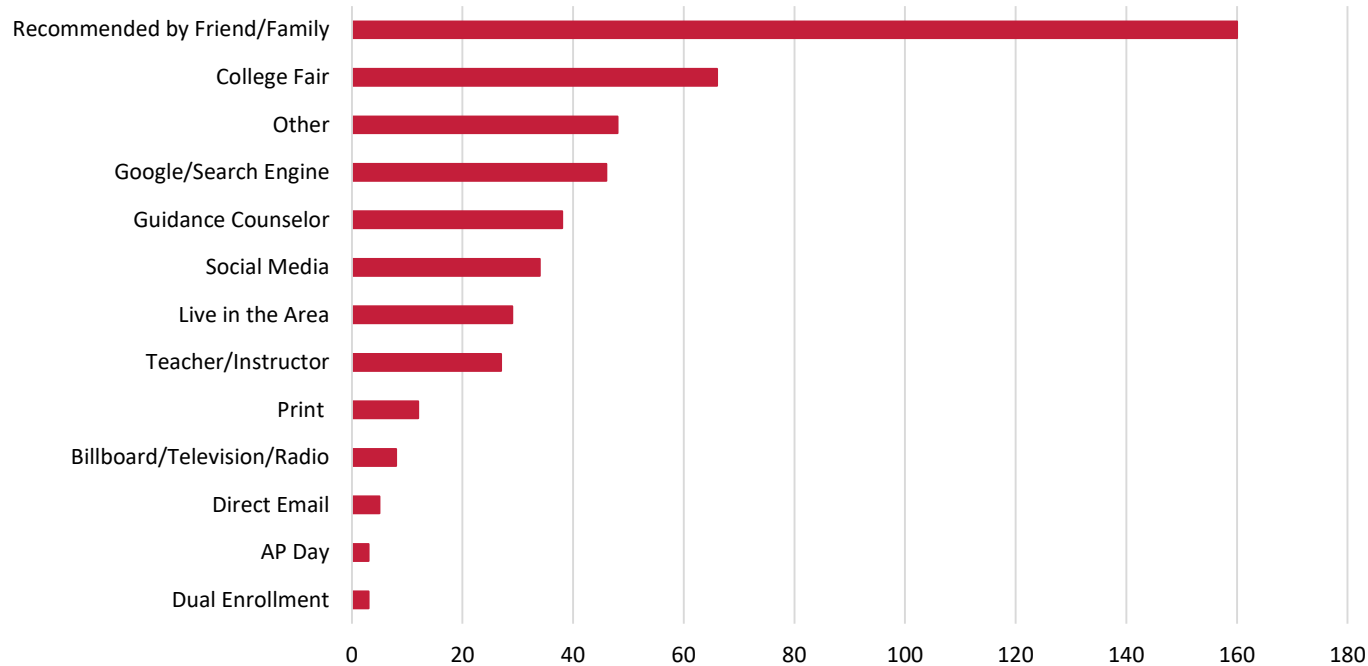
QUESTIONNAIRE RESULTS

Reasons Students Decided Not To Attend APSU n=358

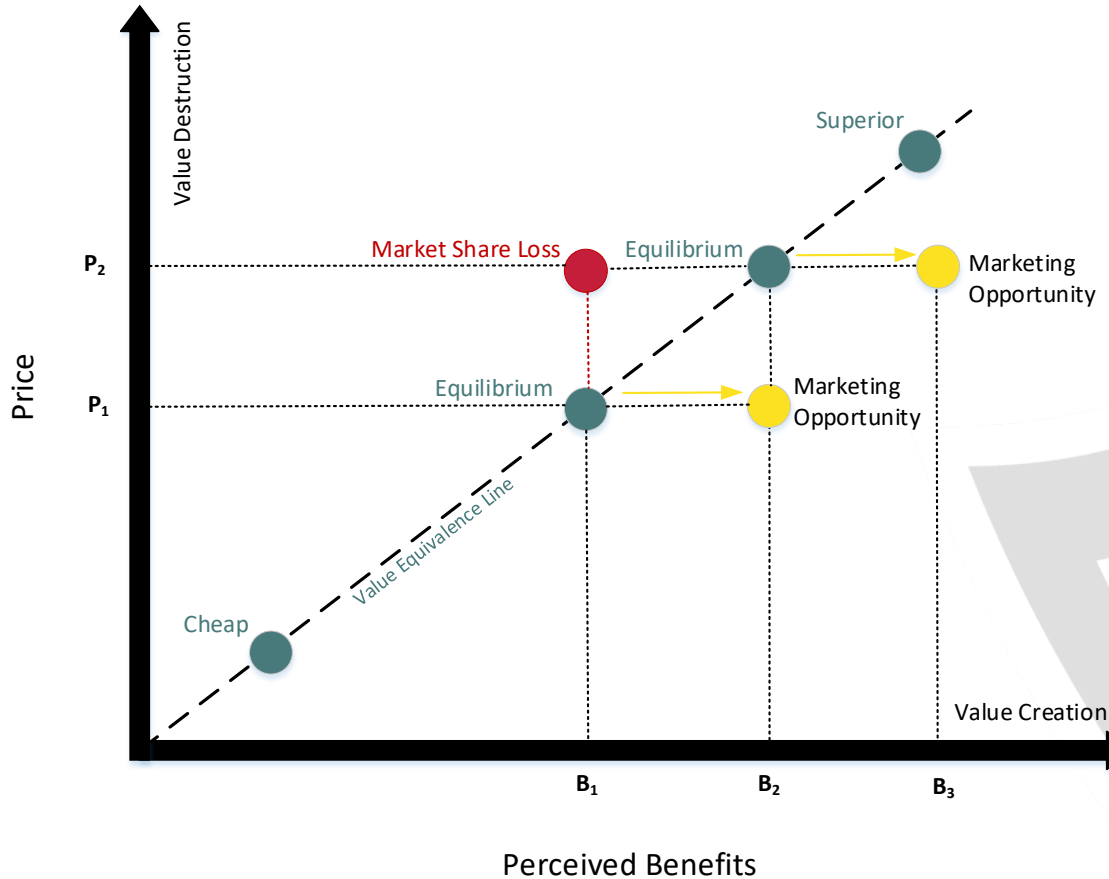


QUESTIONNAIRE RESULTS, CONT.

How Did You Hear About APSU?



THE MARKET AND PERCEPTION OF VALUE



POSSIBLE CONNECTION STRATEGIES IN THE RESEARCH

- Segmented and Personalized Communication from staff/faculty
- On-line chat
- Individualized text messaging
- Mobile first, not just mobile friendly
- Capture their imagination

Questions?



Consent Agenda Items

Gen. Ed./Core Items: None

All items were approved.

| Items | Depts |
|------------------------------|-------|
| Course Deletions | None |
| Course Title Updates | ENGL |
| Course Description Additions | ENGL |
| Course Dual Listing | None |
| Course Number Change | None |
| Course Prerequisite Change | None |

Action Agenda Items

Gen. Ed./Core Items: None

All items were approved. Representatives from the College of Business, Dr. Mickey Hepner, provided context, with committee members and representative discussing items as needed for clarification.

CoB***MGT/MKTG*****New Courses (Implementation Spring 2023)**

- **MGT 3220—Diversity in Organizations**
- **MGT 3245—Compensation and Benefits**
- **MGT 3260—Training and Development in Business and Industry**
- **MGT 3270—Negotiating and Conflict Resolution**
- **MGT 3280—Managing Employee Performance**
- **MGT 3290—International Human Resources**

Enhanced Peer Review of Teaching (EPRT) – Timeline

Faculty are required to begin Enhanced Peer Review of Teaching (EPRT) starting Fall 2023 semester to have the EPRT Reports in the E-Dossiers in Sept. 2024 onwards. Faculty are encouraged to pilot EPRT this academic year (Fall 2022-Spring 2023). This academic year (Fall 2022-Spring 2023) faculty have the option to follow either Annual Peer Review of Teaching (APRT) (Page 22 of May 7th, 2021, Marked-up Version of P&G Document) Or EPRT (Page 16 of Aug. 10th, 2022, RTP P&G Document).

APRT: <http://hdl.handle.net/20.500.11989/12387>

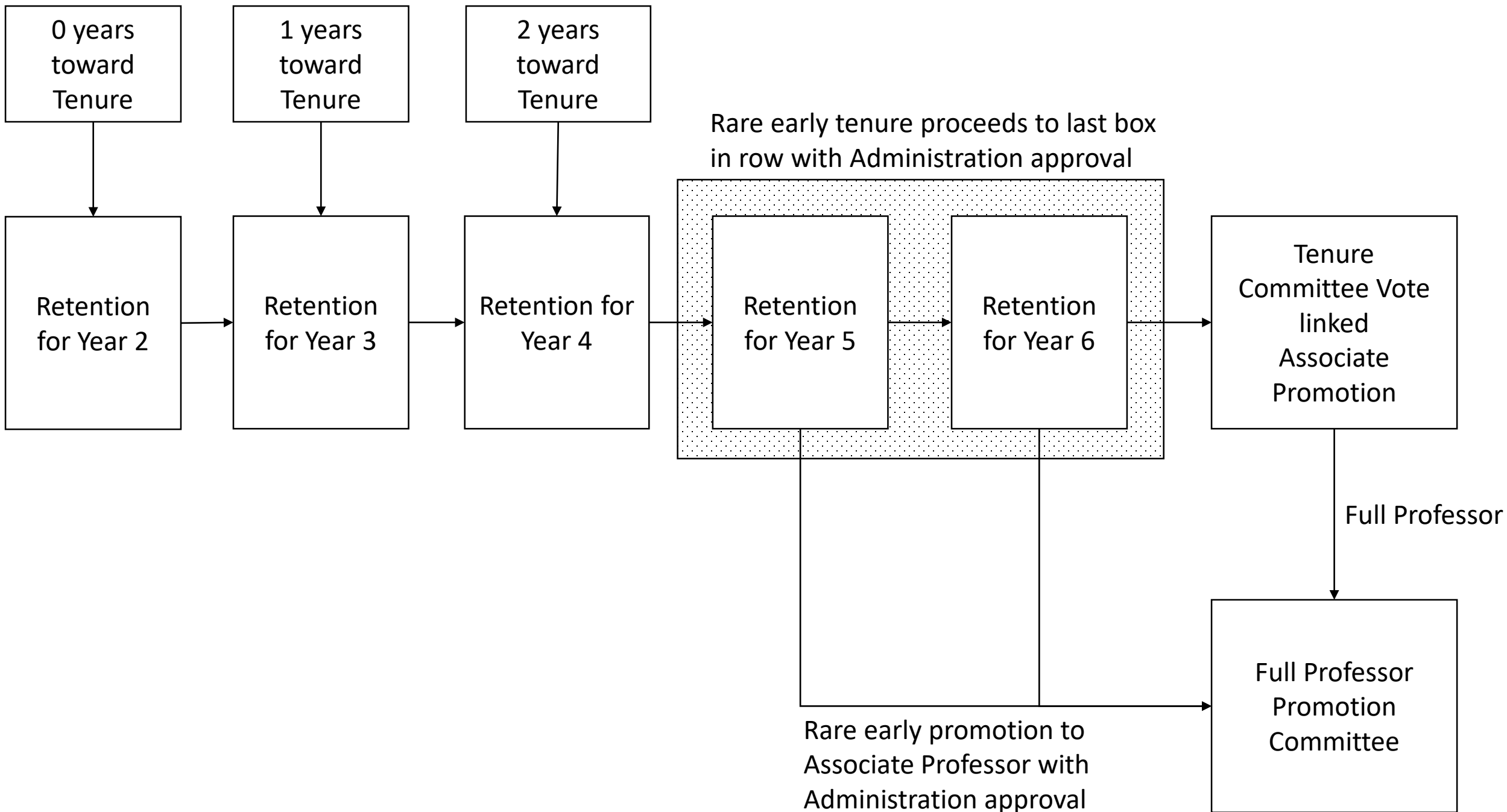
EPRT: [RTP Procedures and Guidelines](#)

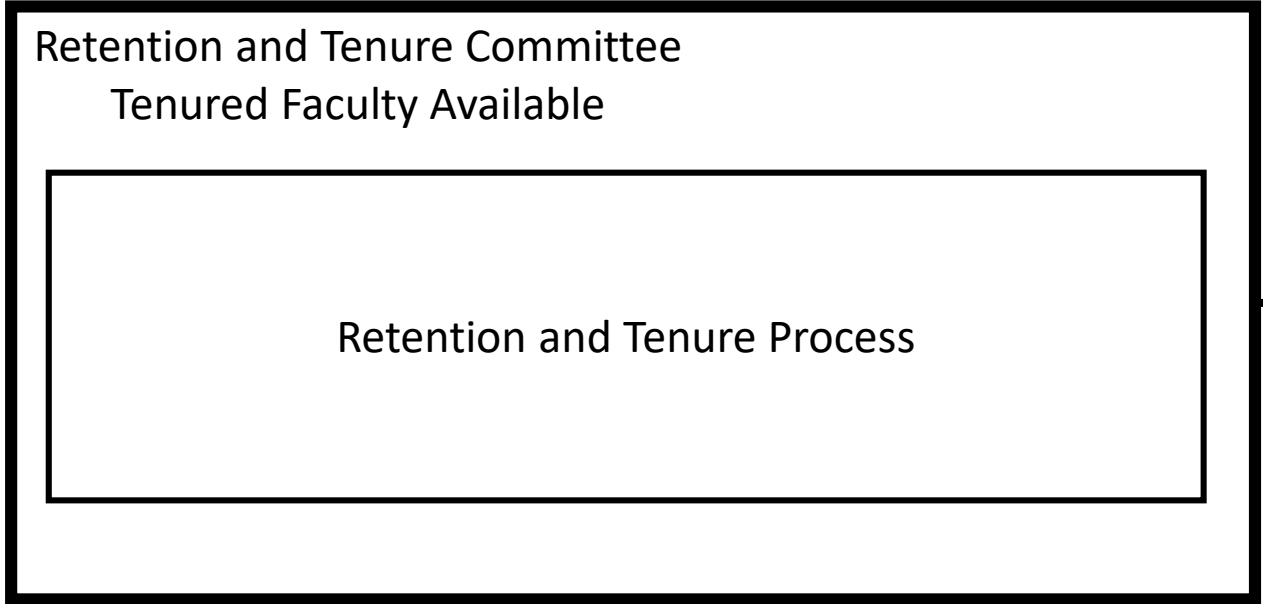
| | Academic Year 2022-2023 | Academic Year 2023-2024 | Academic Year 2024-2025 | Academic Year 2025-2026 |
|--|---|---|---|---|
| First year faculty* (Dossiers due January) | Fall 2022- APRT occurs & placed in January 2023 dossier | Fall 2023- EPRT required to occur & placed in January 2024 dossier | Fall 2024- EPRT required to occur & placed in January 2025 dossier | Fall 2025- EPRT required to occur & placed in January 2026 dossier |
| Retention for 3rd year (Dossiers due September) | Spring 2023- APRT or EPRT (pilot) occurs & placed in September 2023 dossier | Spring 2024- EPRT required to occur (one evaluator, formative & summative) for placement in September 2024 dossier | Spring 2025- EPRT required to occur (one evaluator, formative & summative) for placement in September 2025 dossier | Spring 2026- EPRT required to occur (one evaluator, formative & summative) for placement in September 2026 dossier |
| Retention for 4th & 5th years (Dossiers due September) | Spring 2023- APRT or EPRT (pilot) occurs & placed in September 2023 dossier | Fall 2023 or Spring 2024- EPRT required to occur (two evaluators-same class, formative & summative) for placement in September 2024 dossier | Fall 2024 or Spring 2025- EPRT required to occur (two evaluators-same class, formative & summative) for placement in September 2025 dossier | Fall 2025 or Spring 2026- EPRT required to occur (two evaluators-same class, formative & summative) for placement in September 2026 dossier |
| Retention for 6th year, tenure, & promotion years (Dossiers due September) | Spring 2023- APRT or EPRT (pilot) occurs & placed in September 2023 dossier | Fall 2023 or Spring 2024- EPRT required to occur (two evaluators, summative) for placement in September 2024 dossier | Fall 2024 or Spring 2025- EPRT required to occur (two evaluators, summative) for placement in September 2025 dossier | Fall 2025 or Spring 2026- EPRT required to occur (two evaluators, summative) for placement in September 2026 dossier |

* Faculty who have Prior-Credit Years toward Tenure and/Promotion will need to follow the direction and number of evaluators recommended in the P&G Document for the review decision they are seeking.

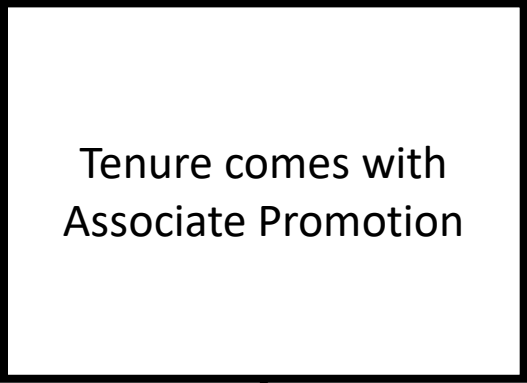
Streamlining of Retention, Tenure, and Promotion

- What is the point?
 - Simplify the process
 - Reduce the number of committees
 - Two committees instead of three committees
 - Reduce the number of E-dossiers
 - No need to copy and create an additional dossier for promotion
- What is not affected?
 - Ability to promote as before
 - Early tenure and early promotion still follow approved pathway
 - Promotion pay increases still occur
- Why now?
 - RTP guidelines for departments are now open for reconsideration





Positive Action
On Tenure



A single E-dossier as desired



- Two Committees
- Retention and tenure committee
 - Promotion Committee
 - Mostly for Full Professor only, rare exceptions

- Time Savings
- One E-dossier
 - Tenure comes with promotion to Associate Professor

- No change
- Amount of compensation at promotion levels
 - Promotion timelines, early promotion