

The attached document is the *Proposed New APR Framework* being presented for discussion and then voting by Academic Assembly.

Frank Shih and Marc Cohen bring forward this Motion, on behalf of the team in the Provost's office—which has been working on this project, which is called for by the Seattle U. Reignition of Our Strategic Directions.

The Framework articulates Seattle University's philosophy with respect to faculty, in that it specifies the work faculty is expected to do—divided into three categories: teaching, scholarship, and service and institution-building.

For tenure-line faculty, these categories are weighted: 50% teaching, 25% scholarship, and 25% service and institution-building. These weightings create a baseline set of expectations for tenure-line faculty across the University.

, and that professor's weightings will reflect the distribution of that professor's work—25% teaching (half re classes), and then 50% service/institution-building (reallocating the 25% teaching).

Different activities are listed under the three categories in the table. Each will develop a rubric for evaluating performance (work contribution) in guidance from the Provost's Office. The score for each category will then weightings above and can be accompanied by narrative reflection.

The distribution for full-time Term faculty will be subsequently developed colleges in alignment with school and college promotion guidelines currently.

The motivation for creating this sort of system is grounded in equity—evennequal. That Must Change. If

't made more fair, people will stop doing it." <https://www-chronicle->

[com.proxy.seattleu.edu/article/faculty-workloads-are-unequal-that-must-change](https://www-chronicle-com.proxy.seattleu.edu/article/faculty-workloads-are-unequal-that-must-change) .

This system is also tied to a compensation philosophy. As called for in the five-year budget plan, Seattle University will provide raises in three categories: pay equity adjustments tied to compensation studies; baseline salary increases; and performance-based pay. The last of these will be determined by scores on the new APR system.

The categories of work within this Framework and those in the Faculty Handbook guidelines for promotion from Associate to Full Professor (tied to the Advance Grant work) need to be aligned. So, once the APR system is fully developed, there will be further work to align the APR and those Faculty Handbook guidelines.

PROPOSED NEW APR FRAMEWORK

Workload Distribution	1. Teaching	2. Scholarship	3A. University	3B. Institution
Professional (25%)	3A+3B	50%	Teaching Effectiveness	Scholarship, Creative Works, and Professional Accomplishments
[is a placeholder]	<ul style="list-style-type: none"> Course Assignments Student Advising Direction of Student Research Projects Student Mentoring and Professional Development Curriculum Development 	<ul style="list-style-type: none"> Scholarly Grants and Professional Contracts Community Engaged Scholarship Applied Scholarship 	<ul style="list-style-type: none"> Committees College/School Standing Committees 	<ul style="list-style-type: none"> Directors Chairing major university programs and initiatives
	<ul style="list-style-type: none"> Professional Consulting 	<ul style="list-style-type: none"> Professional Consulting 	<ul style="list-style-type: none"> Professional Consulting 	<ul style="list-style-type: none"> Professional Consulting
				<ul style="list-style-type: none"> Significant research in the field of faculty grant writing at programmatic level University marketing, fundraising, and/or reputation building Supporting and developing initiatives related to Jesuit Catholic Education