

The background of the slide features a large, abstract sculpture made of dark, angular blocks, resembling a stylized 'W', set against a backdrop of green trees. A purple-to-pink gradient is overlaid on the right side of the image.

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# OFFICE FOR ACADEMIC PERSONNEL & FACULTY

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UNIVERSITY *of* WASHINGTON

# YOUR PARTNER IN SUCCESS

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The **Office for Academic Personnel & Faculty** guides and equips you at every stage of your career—through mentorship, professional development, and inclusive programming. By fostering collaboration across UW, we help you grow, thrive, and make an impact.

An aerial photograph of Seattle, Washington, taken during the "golden hour" of sunset. The sun is low on the horizon to the right, casting a warm, golden glow over the city and the surrounding water. The city skyline is visible in the distance, with the Space Needle standing out. The word "THRIVE" is superimposed in large, semi-transparent, light-colored capital letters across the middle of the image. The letters are spaced out, allowing the cityscape and water to be seen through them. The overall mood is peaceful and inspiring, suggesting growth and success.

THRIVE

# PULLING TOGETHER

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Collaboration is the key to excellence.

**We engage, elevate, and support a thriving community of academic professionals,** championing both your individual passions and our shared goals.

Together, we are a team of leaders who dare to be boundless.



# APF LEADERSHIP



**Fred Nafukho**  
Vice Provost

*Executive oversight  
across all pillars  
[fnafukho@uw.edu](mailto:fnafukho@uw.edu)*



**Marjorie Olmstead**  
Associate Vice Provost

*Faculty Affairs  
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**Deepa Rao**  
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*Faculty Development  
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**Chadwick Allen**  
Associate Vice Provost

*Faculty Inclusive  
Excellence  
[callen3@uw.edu](mailto:callen3@uw.edu)*

# HERE TO SERVE YOU

More than 22,000  
academic personnel  
across five categories.



**Faculty**

**Librarians**

**Postdoctoral  
Scholars**

**Medical  
Residents &  
Fellows**

**Academic  
Staff**



# YOU ARE PART OF ...

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The UW's world-class faculty, which includes core faculty across five tracks and non-track faculty in clinical and diverse instructional roles.

**23%**

Core faculty

**32%**

Clinical faculty

**9%**

Instructional faculty



# OUR ACADEMIC POPULATION

## Core faculty

Tenured/tenure Track	2172
Without Tenure by Reason of Funding (WOT)	2120
Research Track	242
Teaching Track	612
Clinical Practice Track	11

**5157 23%**

## Clinical Faculty

Clinical Salaried	1262
Clinical Non-Salaried	6062

**7324 32%**

## Instructional Faculty

Artists in Residence	31
Lecturers	579
Professors of Practice	14
Teaching Associates	886
Acting & Visiting Faculty	431

**1941 9%**

<b>Emeriti Faculty</b>	<b>2215</b>	<b>10%</b>
<b>Affiliate Faculty</b>	<b>3255</b>	<b>14%</b>
<b>Librarians</b>	<b>173</b>	<b>1%</b>
<b>Residents &amp; Fellows</b>	<b>1619</b>	<b>8%</b>
<b>Postdoctoral Scholars</b>	<b>840</b>	<b>4%</b>
<b>Academic Staff</b>	<b>430</b>	<b>2%</b>

# HOW WE SERVE YOU

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Our three pillars—**Faculty Affairs, Faculty Development, and Faculty Inclusive Excellence**—work together to provide you with holistic support throughout your career.

We are here to ensure you have the guidance, tools, and community to advance your work and contribute to the UW's mission of preserving, producing, and disseminating knowledge.





**A strong foundation is the first step toward a lasting career.  
We're here to support you at every stage, from your first  
appointment to your highest achievements.**

# FACULTY AFFAIRS

## Appointment Management

Institutional review, academic track changes, mandatory clock waivers, reappointments, separations, tri-campus guidance.

## Promotion & Tenure

Promotion/tenure review, candidate readiness workshops, process quality control, Interfolio support, tri-campus guidance.

## Policy & Compliance

Policy leadership, development, implementation, compliance audits, tri-campus guidance.

## Faculty Compensation

Merit cycle and unit adjustment administration, faculty salary policy, retention/equity adjustments, temporary/supplemental pay, compensation analysis.

## Leaves Administration

Sabbatical leave, leaves without pay, consultations.

## International Scholar Services

Visa processing, permanent residence, scholar check-ins, tri-campus guidance.



**Marjorie Olmstead**  
Associate Vice Provost

# FACULTY TRACKS

## CLOCK-MANAGED

**Professorial** (tenure-track)

**Professorial** (WOT)

**Research\***

## NOT CLOCK-MANAGED

**Teaching\***

**Clinical Practice\***

**Clinical**

## NOT PROMOTABLE

**Lecturer**

**Teaching Associate**

### SALARY SOURCE

State/Tuition

Combination  
(ratio varies locally)

Grants/  
Contract/  
Clinical

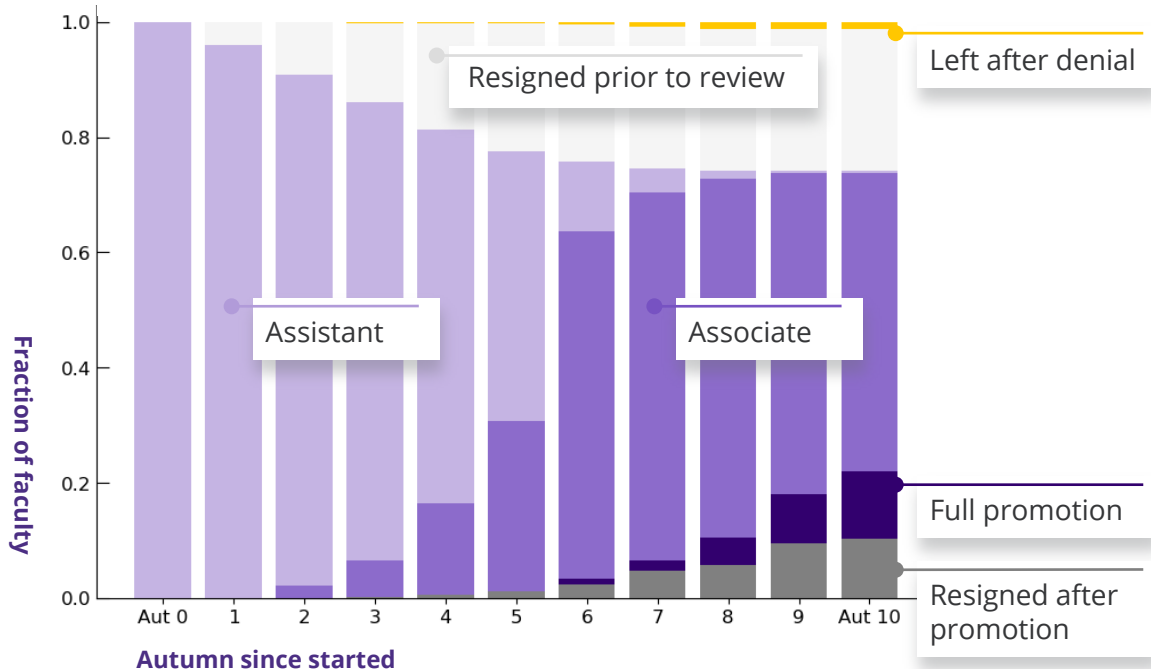
\*Emphasis on the activity in the title; scholarship is required for promotion.

# PROMOTION HAPPENS!

## CLOCK-MANAGED FACULTY STATUS

(2013 & 2014 Cohorts)

Faculty who stay who stay  
tend to get promoted.



# PREPARING FOR PROMOTION & TENURE

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- »» **Start Early:** Document achievements regularly.
- »» **Seek Mentorship:** Connect with experienced faculty.
- »» **Stay Informed:** Connect to resources and understand department P&T criteria.
- »» **Engage in Development:** Participate in workshops and take advantage of leadership development.
- »» **Be Proactive:** Strategically build your case over time.

# CLOCK-MANAGED TIMELINE

## Successful candidates...

- ✓ **Prepare** thoroughly for the mandatory reviews.
- ✓ **Submit** high-quality portfolios showcasing your achievements.
- ✓ **Understand** the eligibility criteria and process for requesting waivers.



*You can pause the clock up to 4 times*

**YEAR 1**

**Onboarding**, spring merit review

**YEAR 2**

**Reappointment**, spring department vote

**YEAR 3**

Spring merit review

**YEAR 4**

Spring merit review

**YEAR 5**

**Portfolios** (scholarship, teaching, self-assessment)  
Letters sought

**YEAR 6**

**Mandatory review**

AU (Chair & committee report, dept vote, college)  
W (Office for Academic Personnel & Faculty)  
SP (Provost, Board of Regents)

# WHAT IS IN A PORTFOLIO?



## Teaching

Shows improvement and accountability via regular peer reviews.

Aligns with institutional priorities.

Crucial for teaching-track, optional for research roles.



## Scholarship

Demonstrates expertise and contributes to the field.

Fulfills academic responsibilities (broadly defined by field and for the teaching track)

Enhances teaching and institutional reputation.



## Service

Enhances your professional reputation.

Supports departmental goals and university community.

Demonstrates commitment to diversity, equity, and inclusion.



**Update your CV monthly and keep your (Annual) Report of Activities**

# STAY ON TRACK

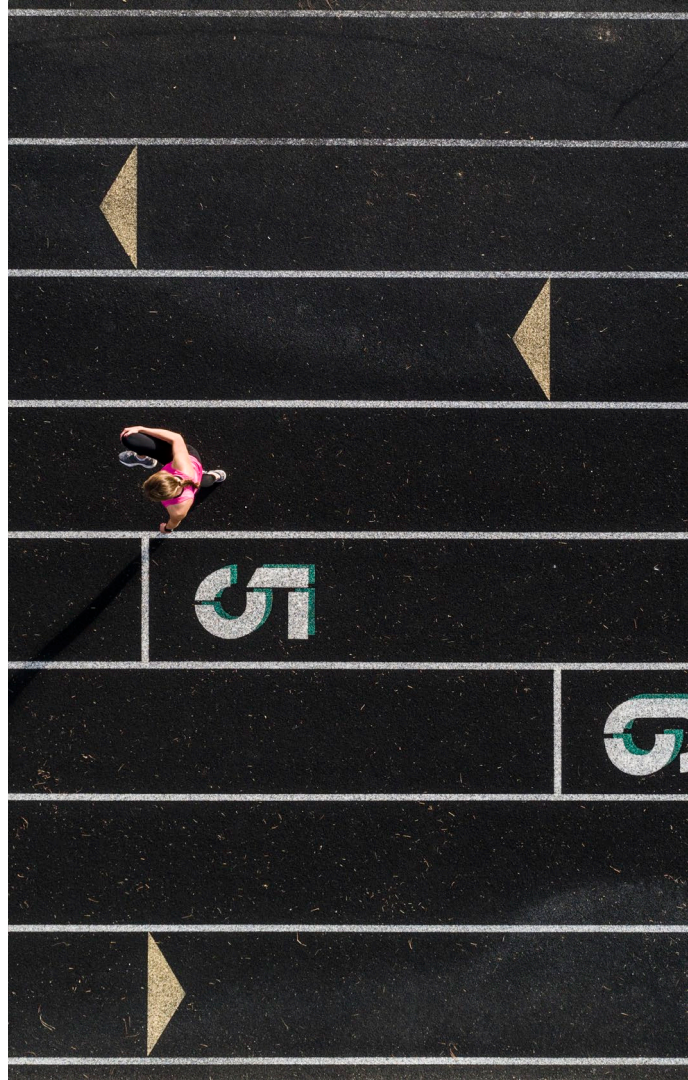
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**Stay and thrive:** Remember, faculty who stay tend to get promoted.

**Promotion is achievable:** Most assistant professors successfully achieve tenure and promotion within a few years.

**Leverage waivers:** If needed, explore clock waiver options to address challenges.

**Seek support:** Build a support network on and off campus. Reach out to APF for guidance and resources.





**Your journey as a leader is ongoing. We provide the tools, training, and mentorship to help you grow your career and shape the future of academia.**

# FACULTY DEVELOPMENT

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## Promotion Workshops

Offered year-round, Promotion Workshops help faculty prepare for promotion with guidance on dossiers, criteria, and highlighting accomplishments. Sessions include insights from leaders and recently promoted peers, plus resources to support progress.

## New Academic Leader Onboarding

When you step into leadership, the New Academic Leader Onboarding program provides guidance on equity, governance, and financial planning. Offered through in-person and virtual sessions, to build a strong foundation for success in academic leadership

## Dean & Chancellor Leadership Series

Designed to support deans, chancellors, and associate leaders in exploring shared priorities across units. This collaborative program offers an engaging platform to strengthen leadership and address essential themes in academia.



**Deepa Rao**  
Associate Vice Provost

# BELONGING & INCLUSION

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**The Faculty Development Program** supports new tenure-track faculty through community, mentorship, and inclusive networks that foster belonging, and long-term success at the UW.

## What It Does & Why It Matters

- » **Welcomes** new tenure-track faculty into a supportive cohort
- » **Builds** community & cross-disciplinary networks
- » **Provides** mentorship & peer support from day one
- » **Creates** space for inclusion, equity, & authentic dialogue
- » **Fosters** belonging, collaboration, and academic excellence
- » **Advances** faculty success across all career stages





**Greatness thrives in a culture of inclusion. We are committed to building a community where all faculty are valued, supported, and empowered to do their best work.**

# FACULTY INCLUSIVE EXCELLENCE

## Faculty Recruitment

Faculty recruitment is supported through best practice guides, toolkits, and tri-campus guidance, along with workshops, webinars, and direct support on hiring practices, job postings, academic titles, and systems like Interfolio and UHAP.

## Recruitment & Retention Webinars

The workshop and webinar sequence offers targeted sessions on hiring, assessing applications, and interviewing, with tailored workshops to support specific recruitment needs.

## Faculty Retention

Faculty retention is supported through initiatives that advance career growth and equity, with access to mentoring, leadership development, and national networks such as the National Center for Faculty Development and Diversity and UW ADVANCE.

**Chadwick Allen**  
Associate Vice Provost



# UW ADVANCE

The **ADVANCE Center for Institutional Change** drives systemic change in STEM by supporting diverse faculty, fostering equitable recruitment and advancement, and developing leadership.

## What It Does & Why It Matters

- » **Supports** women and underrepresented faculty in STEM
- » **Provides** formal career development, mentoring, and consultations
- » **Delivers** leadership, hiring, and equity-focused workshops
- » **Builds** inclusive excellence and equitable advancement opportunities
- » **Strengthens** UW's STEM culture and climate
- » **Extends** impact through national leadership initiatives workshops





**Through unified effort we build platforms for leadership success on campus and nationally—ensuring every faculty voice helps shape the policies that define the UW experience.**

# WORKING TOGETHER

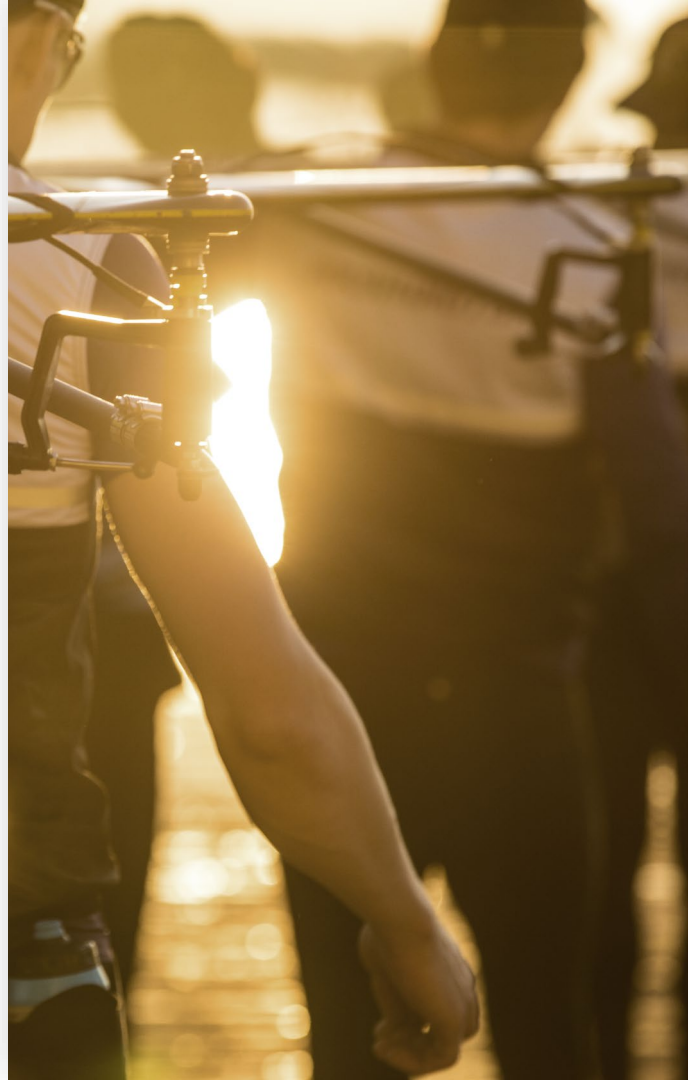
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## Leadership Success at the UW

**Leadership Success** is a collaborative initiative led by Faculty Development in partnership with Faculty Inclusive Excellence, Faculty Affairs, and campus colleagues, creating a connected network of resources and peers to support department chairs and academic leaders across all three campuses.

## National Resources

Through the UW's membership in the **National Center for Faculty Development and Diversity** (NCFDD) you have access to the Faculty Success Program, offering coaching, peer support, and strategies for achieving academic success and work-life balance.



# SHARED GOVERNANCE



**Your career at the UW is shaped by collaboration**—faculty and administration work together through Academic Personnel processes and the Faculty Senate to create policies that guide your daily work.

## What This Means in Practice

- » **Tenure & Promotion:** Faculty shape the criteria for advancement
- » **Work-Life Balance:** Policies on leave and workload set with faculty input
- » **Academic Freedom:** Safeguards for research, teaching, and public voice
- » **Conflict Resolution:** Fair grievance processes protect faculty rights
- » **Hiring & Equity:** Faculty involvement drives diverse, supportive hiring

## Real Impact on Your Daily Life

- » **Starting Out:** Mentorship programs and onboarding policies shaped by faculty experience
- » **Research Support:** Policies on equipment, space, and funding guided by faculty priorities
- » **Teaching Loads:** Course assignments and scheduling designed with faculty wellbeing in mind
- » **Professional Development:** Support for conferences, research, and career advancement opportunities

# STAY CONNECTED & INFORMED

Stay informed with the **APF website**, your landing place for resources, training and support—all in one convenient location.

Stay connected with the **New Faculty Quarterly Newsletter** and the **UW Insider**, your go-to sources for essential news, updates and events.

Stay encouraged with the **Monday Motivator**, a weekly NCFDD resource.



## Q&A



**Thank you** for posting your questions in the chat. A one-page resource answering your questions will be available as part of our new faculty resources.

**If you have additional questions,** feel free to unmute and ask now.