REAPPOINTMENTS DEEP DIVE

November 16, 2021
AGENDA

- Reappointments defined
- Reappointments processes
  - ISC reappointment upload (centrally-managed)
  - Manual reappointment process (locally-managed)
  - Clinical/affiliate reappointments
- Resources
- Tips and tricks
- Q & A
REAPPOINTMENTS DEFINED

- Extension of an academic employee’s end date
- Voted on by appointing unit
- Does not change current academic title
- NOT promotions

Note: The reappointment processes in this presentation do not apply to clock-managed ranks
REAPPOINTMENT PROCESSES

- ISC upload to Workday (centrally-managed)
- Manual entry into Workday by units (locally-managed)
ISC Workday Uploads from Unit-Completed Spreadsheets
OVERVIEW

• Annual process
  • For annual and multi-year eligible academic appointments
  • Appointments on academic calendar (6/15 and 6/30 end dates)
• Two spreadsheets (December and Spring) completed by units and emailed to Academic HR (acadpers@uw.edu)

• Completed spreadsheets sent to AHR signifies documentation required for these reappointments – no documents need to be uploaded to Workday
DECISIONS DUE TO AHR

• December spreadsheet: **January 14, 2022**
• Spring spreadsheet: **March 18, 2022**

Email spreadsheets to Academic HR at [acadpers@uw.edu](mailto:acadpers@uw.edu).
REAPPOINTMENT STEPS

Step 0: Review the 2021-22 Reappointment Decision Instructions

Step 1: Download R0555: Appointments Eligible for Reappointment from Workday

Step 2: Faculty conducts reappointment vote

Step 3: Faculty makes recommendation to chair/director
REAPPOINTMENT STEPS

**Step 4:** Chair/director makes recommendation to dean/chancellor

**Step 5:** Dean/chancellor informs faculty member in writing of reappointment decision
REAPPOINTMENT STEPS (CONT’D)

Step 6: Unit administrator completes spreadsheet

- Record decision of “Reappoint” or “Non-Reappoint”
- Record number of years for reappointment term
  - Annual appointments: 1-year only.
  - Multi-year eligible appointments: 1-5 years.
  - Term column for non-reappointment decisions can be left blank.
- Associate teaching professors: **1-7 years**
- Teaching professors: **1-10 years**
REAPPOINTMENT STEPS (CONT’D)

Step 7: Dean’s/chancellor’s office administrators email one completed spreadsheet for December and one for Spring by due dates to acadpers@uw.edu

Step 8: ISC uploads reappointments into Workday (position, appointment, compensation)

Step 9: Units audit information uploaded to Workday
DECEMBER REPORT TITLES

• Research professor & research associate professor
• Teaching professor & associate teaching professor
• Lecturer full-time - temporary
• Lecturer part-time
• Clinical dental pathway (professor and associate professor)
• Professor of practice
• Artist in residence (full-time)
December Spreadsheet: First-Year Faculty

• Reappointment decisions generally don’t happen until spring, but some faculty show up on the December report
• In these cases, list the faculty member as “Non-Reappoint” on the December spreadsheet
• After the vote occurs in the spring, these reappointment decisions and appropriate documentation, need to be added manually to Workday by the unit
SPRING REPORT TITLES

- Affiliate titles*
- Clinical titles (non salaried and salaried)*
- Adjunct titles
- Acting titles
- Visiting faculty
- Teaching associate

*Affiliate and clinical titles have a slightly different process that we’ll outline later in this presentation.
RUNNING REAPPOINTMENT REPORT
SELECTING REPORT CRITERIA

- December/Annual Reappointments
- December/Multi-Year Reappointments
- Spring/Annual Reappointments
- Academic Appointment End Date Range - Start Date: 06/15/2022
- Academic Appointment End Date Range - End Date: 06/30/2022
- School/College/Campus (Select an option from "All" category)
SAMPLE REAPPOINTMENT SPREADSHEET
### Adding Decisions to R0555

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**Decision:** Reappoint/Non-Reappoint

**Term:** 1 for Annual, 1 to 5 for Multi-year
TIMELINES: NOTIFYING FACULTY

December decisions
• 9-month faculty: December 14
• 12-month faculty: December 31

Spring decisions
• 9-month faculty: March 14
• 12-month faculty: March 31

Note: If the faculty member is not notified of non-reappointment, the default decision is reappointment
TIPS

• Do not modify the spreadsheet.
  • Do not add anything to the spreadsheet other than the “Reappoint/Non-Reappoint” decision and number of term years.
    • Any additions/corrections should be entered in Workday manually.
  • Do not manually enter a reappointment action in Workday for an appointment or position included on a reappointment spreadsheet.
  • Run and submit reports separately (December and Spring).
• Only send one spreadsheet per school/college/campus for each report (December and Spring).
• Send the final spreadsheet to AHR close to the due date so decisions are as final as possible.
MANUAL ENTRY
None of these titles will appear on R0555 and must be reappointed manually

Postdoctoral scholars
• Appointments do not have to align with the academic calendar.
• Must be reappointed for at least one year and may not have more than 5 total years of postdoctoral scholar experience.

Residents, fellows, visiting lecturers, and visiting scientists
• Appointments do not have to align with the academic calendar.
MANUAL ENTRY: OVERVIEW

Quarterly Appointments (Reappointment may occur on a quarterly basis)

- Artist in residence for two quarters or less
- Lecturer part-time for two quarters or less
- Teaching associate for two quarters or less
MANUAL ENTRY: OVERVIEW

If a submitted “reappoint” action cannot be processed in Workday, units need to manually enter it.

Business Processes for Manual Entry

Academic Appointment
• Update Academic Appointment > Update Academic Appointment > Reappointment

Position
• Change Job > Data Change > 02 – Reappointment (Academic Only)

Compensation
• Compensation > Base Pay Change > Extend Compensation Actual End Date
Clinical/Affiliate Reappointments
Most courtesy titles are unpaid and have a job profile of “Unpaid Academic”

- Reappointment actions on the appointment for clinical and affiliate titles will be uploaded to Workday by the ISC from unit-provided spreadsheet.
- Updates to positions and compensation need to be entered manually by unit administrators. This includes:
  - Extending position and compensation end dates via reappointment.
  - Lateral moves from paid to unpaid academic.
R0321: Upcoming End Employment Dates

Run to identify position end dates for:

- clinical/affiliate faculty currently in paid status
- emeritus and visiting faculty whose positions need to be manually reappointed
GUIDANCE ON NON-REAPPOINTING
NON-REAPPOINTMENT

- Terminate position **AND** end academic appointment
- All non-reappointment actions must be done manually in Workday

Terminate Employee > Separation > Fixed Term Job Ended

(Do **NOT** use the “Involuntary” version of this reason code)

End Academic Appointment Track > End Academic Appointment > End of Term Appointment
NON-REAPPOINTMENT

Academic personnel has academic appointments in another unit
Coordinate to ensure correct configuration in Workday.

Academic personnel does not have a position in your unit
Only end the academic appointment.

Academic personnel has a position in your unit, but will have an active appointment in another unit
They will need to be transferred into a position in the other unit.
The appointment identifier on the remaining appointment may need to be updated.
RESOURCES

Reappointment instructions
Faculty Code Section 24
Sextant
UW Provost Lecturer Appointment Guidelines
Workday user guides
Service periods
## CONTACTS

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<tr>
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<tr>
<td>David Apelzin</td>
<td>• School of Medicine</td>
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<td>• School of Public Health</td>
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<td>206.221.6916</td>
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<td>Jesse Zhou</td>
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Q&A

Does the faculty vote on a recommendation for the term length?

The faculty are only voting on the reappointment action. The reappointment term length is determined by the chair, and whether that happens before or after the vote is up to the unit to decide.

When are the automatic uploads done?

Generally within four weeks of the deadlines.

When the code states the dean/chancellor provides notification of a decision, is it possible for that notification to come from an associate dean?

If the authority has been delegated from the dean to the associate dean, then yes.
THANK YOU!