The 2019-2020 Promotion and Tenure Committee is composed of the following: Emily Kelahan (chair), Tao Jin (vice-chair), Maggie Evans (SP20), Brenda Lessen Knoll, Nancy Loitz, Manori Perera (F19), and César Valverde. PAT has met three times since the semester started. We have an extremely busy year ahead of us with full agendas for virtually every week that school is in session. In addition to promotion and tenure, annual, and major pre-tenure reviews, we are also reviewing endowed chairs for reappointment and embarking on the first ever PAT review of instructional staff. We have spent the last three weeks trying to finalize a number of important Handbook revisions before we begin reviewing cases next week. We bring five motions for a vote. The motions and rationales are provided in separate documents.