Amendment to Academic Staff Personnel Policies and Procedures Chapter 104.03

(please see document below)
104.03 Probationary Appointments

A probationary academic staff appointment is one leading either to review and a decision on indefinite appointment or to non-renewal of the appointment. The probationary period at the University of Wisconsin-Milwaukee shall not be less than one year nor and greater than seven years. Up to and not exceeding three years of prior appropriate service either in as a UWM UW System Classified position Staff Member or a position service outside the University of Wisconsin-Milwaukee System may be counted as part of the probationary period. The initial probationary employment contract must clearly state the amount of prior service to be counted. A probationary staff member may subsequently accept a fixed term appointment. If such change occurs, previous probationary service shall not be lost and shall continue if the staff member returns to the previous probationary appointment. An academic staff member on a fixed term appointment may accept a probationary appointment. If the staff member returns to a probationary position other than the previous probationary appointment, the staff member may negotiate the amount of applicable previous probationary service. Up to and but not exceeding four years of full-time appropriate-service equivalent service* in a fixed term appointment at the University of Wisconsin-Milwaukee may be counted as part of the probationary period. Any leave of absence which reduces the appointment below 50% time is excluded in calculating the probationary period.

*Equivalent service is defined as professional service or duties specific to the position description and unique to higher education.