The University Committee recommends the following amendment to 5.51(2) of UWM Policies and Procedures:

Sec. 5.51(2) Non-tenured faculty by rank, beginning with assistant professor, and within rank according to length of service in the institution at that rank. If two or more individuals within the department or non-departmentalized school have identical seniority at that time, then the department executive committee shall give each a unique seniority placement based on projected program needs at that time (e.g., the need to maintain diversity of specializations, preserve affirmative action, staff unique programs, etc.). The executive committee may seek the advice of other groups or individuals in formulating its decision. Placement does not become official until approved by the appropriate dean.

On May 12, 1977, the Faculty Senate approved legislation (Document 1021A) that provided for the addition of Sections 5.50-5.53 to Chapter 5. These Sections, which dealt with procedures to be followed during financial emergency, were approved by the Regents in July, 1977. Section 5.51 defined seniority rankings for purposes of layoff, and 5.51(2) read as follows:

Sec. 5.51(2) Non-tenured faculty by rank, beginning with assistant professor, and within rank according to length of service in the institution at that rank. If two or more individuals within the department or non-departmentalized school have identical seniority at that time, then a process of random selection will be employed to give each a unique seniority position. (per Doc. 1021A)

On February 21, 1980, the Senate approved legislation (Document 1189) that uncoupled tenure and rank, thereby permitting hiring non-tenured professors and associate professors. In order to include non-tenured professors and associate professors in the seniority rankings, Document: 1189 amended 5.51(2) by deleting the word assistant from the first line. This legislation was included in the 4th Revision of UWM Policies and Procedures that was published and distributed in September, 1980.

On May 7, 1980, following Senate approval but before Regent approval of the amendment to 5.51(2) in Doc. 1189 and before the Revision of the Policies and Procedures was distributed, the School of Education forwarded to the Codification Committee a recommendation that the tie-breaking procedure in 5.51(1) and (2) be changed from a random process to one involving programmatic and other considerations. The language of this document did not reflect the amendment (passed by the Senate on February, 1980, as noted above) to drop the word assistant from 5.51(2). (It should be noted that the Faculty Assembly of the School of Education had begun discussing their proposed change of the tie-breaking procedure in October, 1979, before the Senate had amended 5.51(2).)
The School of Education's recommendation (Document 1225) was presented to the Senate on November 20, 1980 with the word assistant intact, both in the old and new versions of 5.51(2). Document 1225 was passed by the Senate, and subsequently approved by UWM Administration and by the Board of Regents. The result of this apparently inadvertent reversion to the original language of 5.51(2) is that the seniority ranking of non-tenured professors and associate professors among the non-tenured faculty is unspecified.

The intent of the proposed amendment is to rectify the apparent oversight by deleting the word assistant.

THE UNIVERSITY COMMITTEE:

Lawrence Baldassaro, Chair
Fred Berman
Phyllis Kritek
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