Deletion [ ]

5.13 (1) The probationary period for assistant professors and instructors on at least one-half time but not more than three-fourths time appointment is counted as one-half year probationary service; service of greater than three-fourths time is counted as a full year. In no case shall the probationary period exceed fourteen (14) calendar years.

(Document 1189, 2/21/80; UWM Administration approval, 2/27/80; Regent approval, 6/6/80)

(2) The period of leave of absence is excluded in calculating the probationary period.

(3) Previous full-time service in other accredited colleges or universities in a rank equivalent to assistant professor or above at the University, is taken into account in computing a person's probationary service at the University, so that the probationary period shall not exceed seven (7) years in all; provided that if a person receives a probationary appointment after service of more than three (3) years in one or more institutions, a person's probationary status in the University may extend for as long as four (4) years, even though the total probationary period is thereby extended beyond the normal maximum of seven (7) years.

(4) [Previous full time teaching service as a member of the academic staff at this University is included in calculating a person's probationary service as a faculty member. The maximum of seven (7) years probationary service will apply, except in cases when the person receives a terminal degree during this period. In such a case the total probationary service at this University shall not exceed ten (10) years.] In the case of less than full-time appointments, the provisions of 5.13(1) apply. Prior probationary service must be established in writing at the time a faculty appointment is offered.

(Document 1090, 4/20/78, 5/11/78, 11/16/78; UWM Administration approval, 11/22/78; Regent approval, 6/6/80)

(5) In cases of transfers from other institutions, with the consent of the person concerned, the department and the dean, it may be agreed in writing at the time the appointment is made, that one whose previous full-time service was performed in those institutions before receiving the doctoral degree (or the degree typically considered terminal in a given discipline), and while a candidate for this degree, may be granted a maximum seven-year
probationary period in the University. [This rule shall also apply to a transfer from one institution in the University System to the University of Wisconsin-Milwaukee provided that the person's total probationary service in the System shall not exceed ten (10) years.]

NEW (Additions underlined)

5.13 (1) Previous full-time service in other accredited colleges or universities in a rank equivalent to assistant professor or above at the University or previous full-time teaching service as a member of the academic staff at this University, is taken into account in computing a person's probationary service at the University, so that the probationary period shall not exceed seven (7) years in all; provided that if a person receives a probationary appointment after service of more than three (3) years in one or more institutions, a person's probationary status in the University may extend for as long as four (4) years, even though the total probationary period is thereby extended beyond the normal maximum of seven (7) years. In the case of less than full-time appointments, the provisions of 5.13(3) apply. Prior probationary service must be established in writing at the time a faculty appointment is offered.

(2) In cases of transfers from other institutions or from the teaching academic staff at this University, with the consent of the person concerned, the department and the dean, it may be agreed in writing at the time the appointment is made, that one whose previous full-time service was performed in those institutions before receiving the doctoral degree (or the degree typically considered terminal in a given discipline), and while a candidate for this degree, may be granted a maximum seven-year probationary period in the University.

(3) The probationary period for assistant professors and instructors on at least one-half time but not more than three-fourths time appointment is counted as one-half year probationary service, service of greater than three-fourths time is counted as a full year. In no case shall the probationary period exceed fourteen (14) years.

(4) The period of leave of absence is excluded in calculating the probationary period.
RATIONALE

In 1978 the Senate created a section in the UWM Policies and Procedures [5.13(4)] to establish the rules for calculating the prior probationary service of members of the teaching academic staff who were to begin faculty appointments at UWM. Some instances have arisen which suggest that this rule may work a hardship against those whom it was designed to protect. The inconsistency of this rule with 5.13(3), which covers the case of faculty appointed from other institutions, has long been noted. The proposed revision of 5.13 is intended to place all new faculty at UWM on an equal footing.

University Committee
Barbara Borowiecki
Frank Cassell (Chair)
Oliver Myers
Erika Sander
Rachel Skalitzky
Jack Waldheim
Suzanne Waller

Satisfies the Codification Committee's criteria of clarity, internal consistency, and relationship to other policies and procedures governing UWM.