Amended Version of Faculty Document 1582 which Resulted from Rescinding the Amendment to Section 5.19

5.16 Appointment, Reappointment, Tenure, Non-Retention and Notification of Assistant Professors

After not more than seven (7) years of probationary service as assistant professor, or instructor and assistant professor, except as provided in 5.13, the faculty member shall be promoted with tenure, not retained, or in exceptional cases, reappointed with tenure. The decision on which course to take is made on recommendation of the executive committee of the appropriate department or its functional equivalent, the dean and the Chancellor to the Board of Regents. The faculty member shall be officially notified in writing in accordance with the provisions of 5.19 by the appropriate administrative officer of the decision at least one (1) year before the end of the faculty member's appointment. If a faculty member is appointed assistant professor from outside the University of Wisconsin-Milwaukee, the appointment is normally for a term of two (2) years. These provisions do not imply any obligation of reappointment, nor do they preclude recommending an assistant professor for promotion or tenure after a shorter period of service than seven (7) years.

5.161 Tenure, Non-Retention and Notification of Associate Professors and Professors on Probationary Appointments

After not more than three (3) years of probationary service as associate professor or professor without tenure except as provided in 5.131, the faculty member shall be granted tenure or not retained. The decision on which course to take is made on the recommendation of the executive committee of the appropriate department or its functional equivalent, the dean and the Chancellor to the Board of Regents. The faculty member shall be officially notified in writing in accordance with the provisions of 5.19 by the appropriate administrative officer of the decision at least one (1) year before the end of the faculty member's appointment.

Rationale: Delete the underlined words in Sections 5.16 and 5.161 so that no contradiction exists between these two sections.

Satisfies the Codification Committee's criteria of clarity, internal consistency, and relationship to other policies and procedures governing UWM.
Recommendation of the University Committee to amend Sections 5.16, 5.161, and 5.19 of UWM Policies and Procedures

Please note: The University Committee proposes deleting the underlined words in Sections 5.16 and 5.161 so that no contradiction exists between these two sections and the proposed revision to Section 5.19.

5.16 Appointment, Reappointment, Tenure, Non-Retention and Notification of Assistant Professors

After not more than seven (7) years of probationary service as assistant professor, or instructor and assistant professor, except as provided in 5.13, the faculty member shall be promoted with tenure, not retained, or in exceptional cases, reappointed with tenure. The decision on which course to take is made on recommendation of the executive committee of the appropriate department or its functional equivalent, the dean and the Chancellor to the Board of Regents. The faculty member shall be officially notified in writing in accordance with the provisions of 5.19 by the appropriate administrative officer of the decision at least one (1) year before the end of the faculty member's appointment. If a faculty member is appointed assistant professor from outside the University of Wisconsin-Milwaukee, the appointment is normally for a term of two (2) years. These provisions do not imply any obligation of reappointment, nor do they preclude recommending an assistant professor for promotion or tenure after a shorter period of service than seven (7) years.

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OLD 5.19 Notice Periods

Written notice of reappointment or non-retention shall be given to probationary faculty as follows:

(1) When the appointment expires at the end of an academic year, not later than March 1 of the first academic year and not later than December 15 of the second consecutive year of service;
(2) if the initial appointment expires during an academic year, at least three (3) months prior to its expiration; if a second consecutive appointment terminates during the academic year, at least six (6) months prior to its expiration;

(3) after two (2) or more years of continuous service at this University such notice shall be given at least twelve (12) months before expiration of the appointment;

(4) if proper notice is not given as designated above, the faculty member shall be entitled to a one-year terminal appointment. Such appointments shall, however, not result in the achievement of tenure.

NEW
5.19 Notice Periods

Written notice of reappointment or non-retention shall be given to probationary faculty as follows:

(1) When the appointment expires at the end of the faculty member's first year (academic or annual) of service, not later than ten (10) weeks prior to its expiration; when the appointment expires at the end of the faculty member's second year (academic or annual) of service, not later than five months prior to its expiration;

(2) When the appointment expires after more than two (2) years (academic or annual) of continuous service at this University such notice shall be given at least twelve (12) months prior to expiration of the appointment;

(3) if proper notice is not given as designated above, the faculty member shall be entitled to a one-year terminal appointment. Such appointments shall, however, not result in the achievement of tenure.

Rationale

If, in present subsections (1) and (2) of 5.19, reference is made to the specific year of service, the two sections can be combined into new subsection (1). Ten (10) weeks prior to expiration of appointment would place the notification date approximately on March 1 for academic year appointments and on November 1 for mid-year appointments. A five month notification deadline would be approximately on December 15 for academic year appointments and July 15 for mid-year appointments. Adding appointment terms "academic year" and "annual" eliminates confusion concerning the length of service.