UWM University Committee Recommendation for Re-Codification of Policies & Procedures 5.135(2)

Current Wording: (2) Requests for probationary period extension may be approved by the Provost, after review by the executive committee and the dean and upon consultation with the University Committee. Requests in cases of childbirth/adoption and those that are related to disability or chronic illness that are provided directly to the Provost shall be approved only after consultation with the University Committee. Except to obtain necessary consultative assistance on medical or legal issues, only the Provost and the ADA Coordinator will have access to documentation pertaining to a request related to disability or chronic illness.

Proposed Wording (changes in boldface): (2) Requests for probationary period extension may be approved by the Provost, after review by the executive committee and the dean and upon consultation with the University Committee. Requests in cases of childbirth/adoption and those that are related to disability or chronic illness that are provided directly to the Provost shall be approved only after consultation with the University Committee and the department executive committee, as well as notification of the dean. Except to obtain necessary consultative assistance on medical or legal issues, only the Provost and the ADA Coordinator will have access to documentation pertaining to a request related to disability or chronic illness.

Rationale

An approved tenure clock extension preserves that the extension timeline will be added to the existing probationary contract. Any reviews conducted must evaluate the candidate as if s/he had been on probationary status for the actual timeline of the probationary contract. Since contract extensions are normally within the powers of an executive committee to recommend (per Wisc Stats Chapter 36), including the executive committee in the tenure clock extension process appears appropriate. Therefore, the UWM University Committee recommends that UWM Policies & Procedures 5.135(2) be modified to require that the Provost & Vice Chancellor consult with the executive committee (as well as the University Committee) before approving a tenure clock extension for childbirth/adoption, disability or chronic disease. Further, the Provost & Vice Chancellor is expected to notify the involved dean of the request. We support the continuation of the option for colleagues to request extensions to their probationary periods directly to the Provost in cases of childbirth/adoption and disability/chronic illness, as these requests may involve very sensitive personal challenges. This does not disallow colleagues from consulting with and involving their executive committees in these requests prior to the presentation to the Provost, if they so choose. In fact, the University Committee would encourage colleagues seeking extensions to work with their department chairs and/or executive committees in all extension situations.

UWM University Committee
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Editorially reviewed by the Codification Committee employing the criteria and clarity, internal consistency, and relation to other policies and procedures governing UWM. This does not constitute endorsement.