Recommendation of the University Committee to add to UWM Policies and Procedures, 5.16. Appointment, Reappointment, Tenure, Non-Retention and Notification of Assistant Professors

RATIONALE:

Present UWM Faculty Policies and Procedures does specify voting procedures for departmental or unit tenure and promotion decisions.

Given the absence of a policy there is a lack of consistency of voting practices across UWM and a fair amount of ambiguity as to how the practice is to be performed.

Therefore the University Committee offers the following proposed addition.

UWM Policies and Procedures

5.162 Departmental/School-College Executive Committee Vote on Tenure and Promotion

The departmental/school/college executive committee shall provide the appropriate notice for all tenure/promotion decisions (see 5.171).

Following deliberations on a tenure/promotion case, the executive committee shall vote by written ballot. This ballot shall contain the motion before the committee, the date of the meeting, the individual’s vote (yes, no, abstain), and the signature of the individual voting. These ballots will be collected by the chair of the committee and retained in the confidential personnel files for the duration of the candidate’s employment at UWM.

Members of the executive committee must be present in order to vote. Proxy votes are not allowed. In extraordinary circumstances, and with the permission of the executive committee members, a member of the executive committee may participate in the meeting by video or audio teleconferencing assuming they have access to all materials placed before the committee by the candidate.

The vote on a decision of tenure/promotion shall be recorded in the minutes of the executive committee.

In the event the executive committee requires a 2/3 majority for passage of a motion recommending tenure and/or promotion and the vote results in a majority vote that results in a fraction, that fraction will be rounded up to the next highest number.