Motion failed at the April 19, 2007 Faculty Senate Meeting.

MOTION to delete Section 3.14 and amend Sections 3.17(1), 3.17(3), 3.19 and 5.20 to eliminate Divisional Executive Committee review of promotions to full professor.

Rationale

During the Spring of 1994, the University Committee recommended removing the Divisional Committee from the promotion to full professor review process (Faculty Document No. 1914). The Senate chose to not support the proposed recodification of Policies & Procedures.

Several reasons for this change were put forth by the UC at that time and are now being put before the Senate again by the current UC. They include:

1. Divisional Committee involvement in promotion to full professor goes back to the mid-1970’s. At that time, it was believed than an outside-of-the-department review was necessary for oversight of quality and procedures across the various departments. Additionally, some faculty felt that UWM was not, as yet, mature enough for some departments to conduct promotion reviews on their own. To that end, the Divisional Committee was put into the review process to ensure appropriate quality control.

2. During the 1992/93 academic year, the UC reviewed promotion to full professor procedures, conducted a Senate Committee-of-the-Whole discussion, and balloted the faculty in writing for their preferences in this matter. The ballot results were equivocal, nearly 50/50, but did suggest some kind of change of current procedures would be desirable and/or necessary.

3. During the Fall of 1993, Divisional Committees were asked by the UC to review the survey results, and they stated a preference to continue reviewing promotion to full credentials. In spite of all this input, the UC offered Faculty Document No. 1914 to the Senate in March 1994 to recommend changes in the promotion to full professor process, which failed.

4. The Faculty Senate, during the 2005-2006AY, appointed an ad hoc committee to review Divisional Committee Structure and functions. The committee was charged with the responsibility of reviewing present Divisional structures and functions. On April 20, 2006 the committee presented its recommendations to the Faculty Senate. The third recommendations of this committee was:
Promotion to rank of Professor not involve the Divisional Committees.

Rationale: There seems to be little reason to continue this practice. Promotion to the rank of professor does not involve any employment termination, after tenure the commitment to the faculty member already exists. The question is simply whether we should trust the departments and colleges to handle this issue professionally. Other Wisconsin System schools (Madison) do not have this requirement and therefore this represents no radical change in procedures.

5. The current UC now brings these policy changes from March 1994 back to the Senate for its support for these reasons:

A. Some departments defer to and are more concerned about perceived divisional expectations than their own, especially with respect to research and scholarly activity.

B. Faculty with a balanced record with respect to teaching, research and service should be considered for promotion to full professor.

C. Divisional Committees have, from time to time, moved from an oversight role to conducting de novo reviews. This has created what some faculty have referred to as an “adversarial process.”

D. In the context of the UWM Tenured Faculty Development and Review Policy, it is entirely appropriate for departments to be primarily responsible for recommending faculty for promotion to full professor. This will provide the impetus for clarification and development of departmental missions and support departmental faculty involvement in all three areas of professorial responsibility.

E. Since the last time this issue was raised, UWM has clearly established itself as a research institution, attracting and developing faculty that have active research programs who sustain viable undergraduate and graduate programs requiring same.

F. Schools and colleges may wish to establish committees to advise the dean with respect to department criteria and procedures.

UWM University Committee

John Johnson, Chair
Janet Lilly
Stephen Meyer
John Ndun
Erika Sander
Mark Schwartz
Cindy Walker
1. Revise UWM Policies & Procedures to:

Delete Section 3.14 of UWM Policies & Procedures:

3.14 Advice on Tenured Appointment as Professor or Promotion to Professor

(1) Divisional Executive Committees are charged with rendering advice on promotions to professor to the dean of the appropriate school or college. (See Chapter 5.20)

(2) Advice on tenured appointments as full professor or promotion to full professor shall be considered by a subcommittee of the appropriate Divisional Executive Committee. This subcommittee shall be composed of all regular Divisional Executive Committee members who hold the rank of full professor. Should there be fewer than three full professors eligible to serve for a given candidate, the Divisional Executive Committee chair shall appoint the necessary additional members from among former Divisional Executive Committee members holding the rank of full professor. These additional appointments will bring the subcommittee membership to three.

This subcommittee shall review advice for tenured appointments as professor or promotion to the rank of full professor and shall transmit its advice, accompanied by a detailed statement of the reasons that ground it, to the Dean through the Chair of the Divisional Executive Committee.

(Editorially revised in accordance with Document 1968, 5/11/95; UWM Administration approval, 6/7/95; Regent approval, 7/14/95)

(3) Procedures for review of candidates for promotion to full professor will otherwise follow procedures identical to those used for promotion to associate professor, including the right of the candidate to choose an open meeting.

(4) Each Divisional subcommittee of full professors shall elect one of its members as chairperson.

(5) A quorum of the subcommittee of full professors will be a majority of the subcommittee members, but not fewer than three.

(6) An associate professor who is a member of a divisional executive committee must cease to be a member if his/her own promotion is to be reviewed by the Divisional Subcommittee during his/her tenure. Such action shall become effective as soon as positive recommendation has been made by his/her Departmental Executive Committee.

(Document 1061, 12/20/77; UWM Administration approval, 1/4/78; Regent approval, 7/14/78) (Document 1230, 2/19/81; UWM Administration approval, 2/26/81) (Document 1629, 2/16/89; UWM Administration approval, 3/6/89; Regent approval, 5/5/89)
Revise Section 3.17(1), to delete “or within tenure rank” from end of last sentence:

3.17 Criteria for Advice

(1) Teaching, research and service are all to be considered in any judgment concerning promotion or appointment with tenure, specifically as measured by demonstrated teaching ability, professional competence, past and anticipated creative accomplishments, and contributions and service to the public, the University, and to the faculty member's profession. Annually each Divisional Executive Committee shall distribute to every member of the Division a written statement of the standards and guidelines governing its deliberations in cases concerning promotion or appointment to tenure. or within tenure rank.

Delete Section 3.17(3):

(3) All tenured associate professors being considered for promotion to the rank of professor shall be evaluated in conformity with current written standards and guidelines or, at the candidate's option, those in effect during the year immediately proceeding the year of consideration for promotion.

(Document 1061, 12/20/77; UWM Administration approval, 1/4/78; Regent approval, 7/14/78) (Document 1300, 4/22/82; UWM Administration approval, 5/12/82; Regent approval, 10/8/82)

Revise Section 3.19, to delete “or Subcommittee” from second line:

3.19 Waiver of Review by Divisional Executive Committees or Subcommittees

In dealing with an appointment or promotion with tenure, a Divisional Executive Committee or Subcommittee may waive review where a Divisional Executive Committee of a different division has previously recommended appointment or promotion.

(Document 1629, 2/16/89; UWM Administration approval, 3/6/89; Regent approval, 5/5/89)

Delete Section 5.20:

5.20 Procedures for Promotion to the Rank of Professor

(1) Positive recommendations from the departmental executive committee are directed to the dean of the school or college. Upon receiving the recommendation and the accompanying documentation, the dean transmits the materials to the subcommittee of full professors of the appropriate Divisional Executive Committee for advice. If the subcommittee's advice is negative, the subcommittee chairperson notifies the
Divisional Executive Committee Chairperson, the department chairperson and the faculty member concerned; provisions regarding reconsideration and written reasons as outlined in 5.177 will apply. If the departmental executive committee makes a negative decision, provisions for written reasons (UWM Policies and Procedures 5.173); reconsideration (UWM Policies and Procedures 5.174) and appeals (UWM Policies and Procedures 5.18) apply.

If the advice of the subcommittee of full professors is positive, it is transmitted through the Divisional Executive Committee chairperson to the dean [3.14(2)]. If the dean does not accept the subcommittee's positive advice, the dean notifies the Divisional Executive Committee chairperson of the departmental executive committee, and the faculty member concerned; the faculty member may request written reasons and/or reconsideration as provided in 5.17(2). The dean transmits all actions to the chancellor or with the dean's recommendation.

(Document 1061, 12/20/77; UWM Administration approval, 1/4/78; Regent approval, 7/14/78) (Document 1629, 2/16/89; UWM Administration approval, 3/6/89; Regent approval, 5/5/89) (Document 1976, 5/11/95; UWM Administration approval, 6/7/95)

Replace existing Section 5.20 with the following new Section 5.20:

5.20 Procedures for Promotion to the Rank of Professor

Positive recommendations from the departmental executive committee are directed to the dean of the school or college. If the dean does not accept the departmental executive committee’s recommendation, the dean notifies the chairperson of the departmental executive committee and the faculty member concerned. If the faculty member requests written reasons within twenty (20) working days, the dean shall respond to the request within ten (10) working days. The dean transmits all actions to the chancellor with the dean’s recommendation.

2. The University Committee recommends that the effective date of this new procedure be the 2007/08 academic year.