Recommendation of the University Committee to Revise
UWM Policies and Procedures Chapter 1 Definition of Faculty

RATIONALE:

The University of Wisconsin-Milwaukee like many institutions of higher education is undergoing major changes. Among these changes is the creation of schools and colleges which by their very nature and purpose are highly interdisciplinary in nature.

Presently, our P&P does not provide much guidance regarding faculty who hold joint appointments with different departments and/or schools/colleges. The only University of Wisconsin-Milwaukee policy pertaining to joint appointments is S–34. This document specifies procedures for managing joint appointments but does not define the nature of a “joint” appointment. Nor do any of our P&P define the nature of an “appointment”. Therefore the University Committee offers the following proposed changes.

UWM University Committee

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1.01 Definition of Faculty and Voting Rights

(1) a) The University Faculty consists of the Chancellor, professors, associate professors, assistant professors, and instructors in an academic department or its functional equivalent.

b) A full-time member of the instructional academic staff who has a probationary or indefinite appointment and who has voting rights in the department (4.02) and in the college or school (2.02(2)) may, subject to an affirmative recommendation by the department or its functional equivalent and approval by the Faculty Senate and the Chancellor, be designated as having faculty status. Faculty status means the right to participate in the faculty governance of the University. Faculty status does not confer rank or tenure, or convert an academic staff appointment into a faculty appointment.

c) As used throughout these rules, an "appointment" (unmodified) is an agreement between an individual and a department, school, college, or other unit of the university. The elements of an appointment are (1) duties; (2) title; (3) percentage time commitment; (4) beginning and ending dates; (5) financial remuneration, if any; (6) departments or other units involved; and (7) governance rights. "Appointment" may also be modified: "Tenure appointments" and "Probationary appointments" are defined in Chapter 5. A "joint appointment" involves more than one department and/or school/college. A "joint probationary appointment" or "joint tenure appointment" occurs when two or more departments and/or schools/colleges share a continuing obligation or commitment to a faculty member under the provisions of Chapters 4 & 5.