PROPOSAL FROM THE CENTER FOR WOMEN'S STUDIES STEERING COUNCIL TO THE FACULTY SENATE FOR REVISIONS OF UWM P&P CHAPTER 4

Recommendation:
That Chapter 4 of the UWM Policies and Procedures be revised to:

- Approve a new section 4.09 (1) – 4.09 (4)

4.09 Department-like Bodies

(1) Department-like Body: Defined. A group of faculty who are not all in the same department or academic unit but who share responsibilities for departmental functions as defined in 4.03 or departmental executive committee functions as defined in 4.05 constitute a department-like body. A department-like body may serve as a tenure home. For the purposes of UWM Policies and Procedures, the term "department" shall be deemed to include "department-like body." Questions concerning the interpretation of this provision shall be resolved by the University Committee.

(2) Department-like Body: Membership
In terms of joint probationary or joint tenure faculty appointments as defined in 5.03 (3), a department-like body shall function as a department.

(3) Department-like Body: Executive Committee Membership
A department-like body may constitute its executive committee with tenured faculty from other departments or academic units without a tenure relationship with the department-like body. Membership is for a term specified by the department-like body and is granted only upon the affirmative recommendation of the department-like body's executive committee to its dean.

(4) Department-like Body: Review
A department-like body shall submit a report on its progress toward departmental status to the Academic Planning & Budget Committee, the Graduate Faculty Committee (if applicable), and the Academic Program & Curriculum Committee for review and comment on a ten-year basis.
RATIONAL

This proposal creates the status of "department-like body" to enable interdisciplinary academic programs to request to become tenure homes. There is precedent in the UW-System for department-like bodies, as well as in comparable structures at other institutions. UW-Madison has similar language in its Faculty Policies & Procedures, and this proposal is modeled on that language.

1. **Department-like body status reflects the current reality of academic programs and disciplines nationally and at UWM.**

Not all academic disciplines at UWM are housed in departments. A number of interdisciplinary academic programs in well-recognized fields (e.g., Women's Studies, Religious Studies, Latino Studies) are in centers or other units. This arrangement also exists in a number of universities, where scholarly fields such as American Studies, Linguistics, Folklore, American Indian Studies, Journalism, Film and Media, Latino/a Studies, and African American Studies, as well as Women's Studies, Religious Studies, and Caribbean and Latin American Studies, are centers, programs or other academic units and tenure homes. Interdisciplinary academic programs contribute to the diversity of the University’s intellectual mission at both undergraduate and graduate levels. At UWM, their growth and maturity are severely limited by their inability to be tenure homes.

2. **Department-like body status would allow under-resourced units to develop the critical mass of faculty members needed to become a department.**

Department-like body status would enable interdisciplinary academic programs to acquire enough FTE to become a viable department. Some academic programs with the potential for significant growth do not have sufficient FTE to become a department. They are limited to joint-appointment hires and cannot offer merit, thus discouraging current faculty from pursuing partial appointments in their programs. As a department-like body, a program could:

- pursue joint appointment hires with other academic programs, strengthening both units;
- pursue target, spousal or other opportunity hires without having to partner with a department;
- request faculty positions entirely within their scholarly field, significantly raising FTE;
- enable a director to both administer and teach in the program; and
- enable current faculty to move partial lines into the program without loss of merit.