Resolution Protesting BOR Policy Document 20-9

WHEREAS professional peer review as well as university governance provide many venues for evaluation of tenured faculty (including post-tenure review UWM P&P 4.05(2)(b-c);

WHEREAS AAUP standards on post-tenure review assert that this process should not advance the purposes of dismissal; and

WHEREAS the University of Wisconsin System Board of Regents (BOR) has shifted the standards of evaluation from “competence” in accordance with the basic standards of the profession to those of “satisfactory or unsatisfactory performance,” which are clearly oriented towards justifying potential dismissal;

WHEREAS UW-Milwaukee’s existing Policies and Procedures (designed to invest appropriate power in faculty governance) carefully lay out the processes by which faculty may be dismissed (UWM P&P 5.21-5.29);

WHEREAS any post-tenure review process that complies with Regent Policy Document 20-9 will deprive faculty members of the right to challenge the findings and correct the record by appeal to an elected faculty grievance committee, in clear violation of AAUP standards;

WHEREAS nothing in the applicable Wisconsin statutes or UW System Administrative Code (in particular Wis. Stat. ch. 36 and Admin. Code ch. UWS 3, even as amended under 2015 Act 55) compels the BOR to adopt a post-tenure review policy that countenances dismissal for cause as an outcome or eschews standard grievance procedures;

WHEREAS these shifts indicate that academic freedom can be imperiled by the processes of post-tenure review mandated by the BOR;

It is hereby RESOLVED, that

The Faculty Senate of the University of Wisconsin-Milwaukee protests being compelled by the BOR to develop a post-tenure review policy that is not in agreement with widely recognized standards of academic freedom and shared governance.