Charge: The charge to the ad hoc committee may be taken from the following actions (Passed, UWM Faculty Meeting of December 10, 1964):

1. It was voted to recommend that the Faculty's role in tenure appointments and tenure promotions for UWM shall be determined by duly constituted means established by the UWM Faculty.

2. It was voted that an ad hoc committee shall be appointed by the Provost (Chancellor) in consultation with the UWM Committee. The ad hoc committee after studying possible methods of handling tenure and promotion shall present to the faculty a proposal for the manner in which tenure appointments and tenure promotions shall be handled in the future for UWM. The chairman shall be selected by the committee from its membership. The committee shall report to the faculty no later than March, 1965.

Representation: The committee appointed by Chancellor Klotsche to carry out this charge included representatives from the College of Letters and Science, the School of Education, the School of Fine Arts, and the School of Business Administration. Representatives of the College of Letters and Science came from the Departments of English, Philosophy, Political Science, and Urban Affairs.

Three committee members brought with them the perspective and experience provided by service on the UWM Committee and the Course and Curriculum Committee. This composition assured a variety of opinion, and a fairly representative sample of UWM Faculty opinion on the issues inherent in developing policy and structure for handling tenure and promotion at UWM.

History of the Committee's Activities: A review of the committee responsibilities led to the decision that its major goal was to make recommendations specific to UWM in the following four areas:

1. Tenure policy.
2. Structure of the University tenure committee(s).
3. Procedure for handling tenure recommendations, both in departments and committee(s).
4. Criteria for assessing tenure recommendations at all levels.

Since the general University of Wisconsin tenure policy is already clearly established in Chapter 10A of "Appointment, Tenure, and Dismissal Procedures of the University of Wisconsin," the committee decided to keep its recommendations congruent with the general framework laid down in Chapter 10A.

Alternatives: Because the policies developed in Chapter 10A are of necessity extremely broad, a large number of alternative recommendations were considered by the committee. For example, each of at least half a dozen different tenure committee structures has some special advantage and disadvantage. Madison has a tenure committee for each division. Such a system assures that decisions will be made by those fairly close to each department, and probably the most sympathetic understanding of special problems peculiar to each. On the other hand, such plurality of committees -- whether at the Divisional or College level -- suggests that no standards of professional excellence
apply equally to all Faculty members, and could easily allow
tenure policy to vary from Division to Division or College to
College.

Obviously, these shortcomings could best be eliminated by
creating a single UWM tenure committee, though conceivably as
the University grows one committee might be overwhelmed with
work. Furthermore, such a committee would be relatively far
removed from the variety of special problems peculiar to a
multiplicity of departments. One remedy for this problem would
be to let departments determine their own tenure procedures
without review by a higher body. However, such a system would
eliminate the checks and balances that provide safeguards against
abuse of power. Another possibility would be to create an ad
hoc UWM tenure committee from time to time, or to set up
special committees of various sorts to handle tenure problems
as they arise in division, college or department. However, the
steady flow of tenure recommendations in a University the size
of UWM suggests the need for a more permanent committee of
some sort.

Background Information:

In order to explore the various procedures for handling specific
tenure recommendations and in order to determine the essential
criteria upon which the procedures will be based, the committee gathered information in a variety of ways:

1. Members of the committee interviewed representatives of
interested faculty groups, committees and the administration. The committee held several open meetings to which
all Faculty members were invited to present their views
and exchange ideas.

2. Tenure and Promotion policies were solicited by the committee from other universities.

3. The committee developed a UWM Faculty survey on presently prevailing criteria and procedures for promotion and
appointment to tenure positions. This survey was sent to Faculty members identified by deans and department chairmen as having participated in tenure and promotion appointments during the previous two years. Information gathered
from the 50% return was then utilized in developing final
procedural recommendations.

4. Members of the committee informally attempted to gather
feelings and ideas from other members of the Faculty.

Working Principles Developed by the Committee

The above listed deliberations and information gathering procedures led to the development of the following principles
upon which the final recommendations are based:

1. The principle of Faculty involvement shall be preserved in
matters dealing with tenure and promotion.

2. All recommendations must embody the principles of the rules
and regulations of the University of Wisconsin as outlined
in Chapter 10A of "Appointment, Tenure, and Dismissal Pro-
cedures of the University of Wisconsin."
3. Committees for curricular areas will handle the bulk of tenure cases. Each of these committees shall have a portion of its membership composed of Faculty who are not within its jurisdictions.

4. Final consent will reside in a single UWM tenure committee whose major function will be the coordination of the work of the respective committees for curricular areas.
RECOMMENDED TENURE AND PROMOTION STRUCTURE FOR THE UNIVERSITY OF WISCONSIN - MILWAUKEE

(Revised from 1966 Ad Hoc Committee Report)

Below are the academic units as they would be distributed among the Tenure and Promotion Committees upon adoption of the proposed system. This follows present allocations but would be subject to revision at all times by action of the Faculty.

Art History
Classics
Comp. Lit.
English
Fr. & Italian
German
Hebrew Studies
History
Language Labs.
Linguistics
Mathematics
Philosophy
Slavic Langs.
Spanish and
Portuguese
Speech

Anthropology
Business Admin.
Economics
Geography
History
Journalism
Lib. Science
Philosophy
Pol. Science
Psychology
Soc. Welfare
Sociology
Urban Affairs
*Library

Curr. & Instr.
Ed. Adm. & Supv.
Ed. Psychology
Exceptional Ed.
Phys. Education
Soc. & Phil Found.
of Education
*Student Affairs

Tenure and Promotion Committee for Education

Tenure and Promotion Committee for Humanities

Tenure and Promotion Committee for Fine Arts

Tenure and Promotion Committee for Phys. Sciences

Tenure and Promotion Committee for Biol. Sciences

* Members with academic rank but not attached to an academic department.

Chemistry
Electrical
Energetics
Geography
Geology
Industrial
Materials
Mathematics
Mechanical
Mechanics
Pharmacy
Physics
Botany
Home Economics
Med. Technology
Nursing
Pharmacy
Zoology
RECOMMENDATIONS:

I. Tenure and Promotion to Tenure Policy

1.1 Tenure and promotion to tenure policy at UWM shall operate within the principles of Chapter 10A ("Appointment, Tenure, and Dismissal Procedure of the University of Wisconsin"). To carry out these principles there shall be tenure and promotion committees and a coordinating committee.

II. Tenure and Promotion Committees

2.1 Initially there shall be six committees organized according to curricular areas:

The Tenure and Promotion Committee for Biological Sciences
The Tenure and Promotion Committee for Education
The Tenure and Promotion Committee for Fine Arts
The Tenure and Promotion Committee for Humanities
The Tenure and Promotion Committee for Physical Sciences
The Tenure and Promotion Committee for Social Studies

A. Structure

Membership: 2.20 All academic departments must hold membership in at least one of the six curricular area structures. A school or department holding membership in one of the four Faculty divisions prior to adoption of the new Tenure and Promotion Committee structure shall initially become a member of its analogue in the new committee structure (See appendix for list of analogues). New academic departments must apply for membership within one year after establishment on campus. Such petitions for membership are subject to the approval of the petitioned committee after consultation with the Coordinating Committee on Tenure and Promotion.
Petition to Transfer: 2.21 After the new Tenure and Promotion Committees have been established, departments may transfer their membership to another Tenure and Promotion Committee, providing the petition to transfer is accepted by the petitioned committee, after consultation with the Coordinating Committee on Tenure and Promotion.

Dual Membership: 2.22 Departments may simultaneously hold membership in two Tenure and Promotion Committees, providing membership in the second be accepted by the petitioned committee, after consultation with the Coordinating Committee on Tenure and Promotion.

Size of Committees: 2.23 For the first year only, each Committee shall have 8 members. Subsequently, Committees shall have not less than 5 nor more than 12 members.

Representation: 2.24 For the first year only, the Tenure and Promotion Committees for Biological Sciences, Education and Fine Arts shall each contain 4 members drawn from Faculty outside each Committee's jurisdiction. Tenure and Promotion Committees for Humanities, Physical Sciences, and Social Studies shall each contain 2 members drawn from Faculty outside each Committee's jurisdiction. Subsequently, never less than 25% nor more than 50% of the members of each Tenure and Promotion Committee shall be drawn from Faculty outside each Committee's jurisdiction.

Nominations 2.25 The Committee on Nominations and Elections shall nominate members for election to Tenure and Promotion Committees.
Tenure and Promotion Committee members shall be elected by the Faculty over whom each respective Committee has jurisdiction. At the first election, two of the members shall be elected for 1 year, three members for 2 years, and the remaining three for 3 years. Subsequently, yearly elections shall elect all new members for 3 year terms.

The Chairman must be elected each year from among the members of the committee who represent departments over which the Tenure and Promotion Committee has jurisdiction. After the first year, each Tenure and Promotion Committee shall elect a Committee Chairman from among its members who have served at least one year.

B. Function

The appropriate Tenure and Promotion Committees shall review, consider, and act on a request for advice submitted by a Dean or Director concerning tenure and promotion to tenure in accordance with Section 10A.07.

Divisional committees must advise on certain appointments. Before an appointment is made within a department included within a division to a position of permanent tenure, or to associate professor where tenure had been granted previously at a lower rank, the dean shall ask through the divisional chairman the advice of the executive committee of the division.

The Tenure and Promotion Committee will forward its recommendations to the Coordinating Committee on Tenure and Promotion.
III. Coordinating Committee on Tenure and Promotion

3.10 There shall be established a UWM Coordinating Committee on Tenure and Promotion.

A. Structure

3.21 Membership on the Coordinating Committee on Tenure and Promotion shall consist of the duly elected chairmen of the separate Tenure and Promotion Committees.

3.22 The chairman shall be elected each year by the members of the Coordinating Committee from among its membership.

3.23 The Coordinating Committee shall seat as a member ex-officio without voting power one representative from the UWM Course and Curriculum Committee, one representative from the Faculty Welfare Committee, and one representative from the University Committee - Milwaukee in order to maintain continuing liaison with those committees.

B. Function

Authority: 3.30 The Committee shall authorize by consent all recommendations on tenure and promotion received from Tenure and Promotion Committees (and so advise the appropriate Dean or Director) except in cases of objection by at least one-third of the members of the Coordinating Committee or in cases of appeal by a majority of the Executive Committee of the department initiating the recommendation. Adverse decisions of the Coordinating Committee shall be made immediately available to the concerned departments before being forwarded to the appropriate Deans and Directors. Departments then will have an opportunity to appeal decisions at the next meeting of the Coordinating Committee. A two-thirds vote of the Coordinating Committee shall then be required to alter recommendation of a Tenure and
Promotion Committee and decisions in such cases shall be forwarded to the appropriate Dean or Director.

Recommendation: 3.31 The Committee shall make recommendations to the UWM Faculty on policy matters of tenure and promotion, and shall maintain and periodically review UWM tenure and promotion policies and report to the Faculty. These recommendations shall be based upon continued investigation by the Committee for evaluation of criteria of scholarly and professional productivity, teaching effectiveness, and public service.

Size and Outside Membership: 3.32 The Committee shall determine the size of each Tenure and Promotion Committee (never to contain more than 12 nor fewer than 5 members) and shall determine the number of members on each Tenure and Promotion Committee which must be drawn from Faculty outside each Committee's jurisdiction (the outside membership never to be more than 50% nor less than 25% of the total membership of each committee).

Committee on Tenure and Promotion

W. Bloomberg
G. H. Goundie
J. L. Olson
R. W. Peltz
N. Riemer
N. J. Stefaniak, Chairman
APPENDIX --- LIST OF ANALOGUES

101 1) Biological Sciences
102 Botany
103 Home Economics
104 Medical Technology
105 Nursing
106 Pharmacy
107 Zoology

108 2) Education
109 Curriculum and Instruction
110 Educ. Admin. and Supv.
111 Educational Psychology
112 Exceptional Education
113 Physical Education
114 Soc. and Philos. Fdns. of Educ.
115 Student Affairs (Members with academic rank)

117 3) Fine Arts
118 Art and Art Education
119 Dance
120 Music
121 Theatre Arts
122 Architecture

123 4) Humanities
124 Art History
125 Classics
126 Comparative Literature
127 English
128 French and Italian
129 German
130 Hebrew Studies
131 History
132 Language Laboratories
133 Linguistics
134 Mathematics
135 Philosophy
136 Slavic Languages
137 Spanish and Portuguese
138 Speech

139 5) Physical Sciences
140 Chemistry
141 Electrical
142 Energetics
143 Geography
144 Geology
145 Industrial
146 Materials
147 Mathematics
148 Mechanical

5) Physical Sciences (Cont.)
Mechanics
Pharmacy
Physics

6) Social Studies
Anthropology
Business Administration
Economics
Geography
History
Journalism
Library Science
Library (Members with Academic rank)
Philosophy
Political Science
Psychology
Social Welfare
Sociology
Urban Affairs