Recommendation of the University Committee to Amend Chapter 3 to Include Post-tenure review as a Divisional Executive Committee task

NEW

3.145 Advice on Post-tenure Review

(1) In cases where a tenured faculty member has been voted to have not met expectations by the Department Executive Committee during their five-year review, the Dean shall ask for the advice of the appropriate Divisional Executive Committee.

(2) In cases where the Department Executive Committee has voted that a faculty has met expectations but the Dean has initiated an independent review, the Dean shall ask for the advice of the appropriate Divisional Executive Committee.

Rationale:

Faculty Document 3083, which was approved by the Faculty Senate in November 2016, outlines the new post-tenure review procedures. Those procedures require that the advice of appropriate Divisional Executive Committee be sought in the two scenarios outlined in the new proposed 3.145. This language is proposed because post-tenure review is a new task for these committees that is not currently specified in Chapter 3.
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FINAL version

PERSONNEL MATTERS

3.13 Advice on Tenure Appointments

Before appointment, or promotion, to a position on the tenured faculty is made, the dean shall ask the advice of the appropriate Divisional Executive Committee, before recommending action to the Chancellor. For appointments involving tenure implications, not covered by the four (4) divisions, or other units in which tenure is granted, the University Committee will be the appropriate review body. In each case, the dean informs the committee of his/her action based on the committee's advice.

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

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)

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3.15 Record of Committee Advice

(1) Advice of the Divisional Executive Committee accompanies the personnel papers through administrative channels to the Chancellor. Copies are given to the department concerned.

(2) Annual reports to the Faculty by each Divisional Executive Committee shall detail activities, including the number of cases considered for tenure or promotion, the number and type of advice, the number of reconsiderations, and an enumeration of advice accepted and the number rejected by the Dean and by the Chancellor.
3.16 **Vote Record**

Advice on personnel recommendations includes the text of the motion voted on by the Divisional Executive Committee, and the "ayes," "nays," and abstentions.

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.

2. With respect to the granting of tenure, all probationary faculty shall be evaluated by departmental and divisional executive committees in accordance with the most current written standards and guidelines in existence, or, at the candidate's written request, those written standards and guidelines in existence at the time of initial employment. A faculty member may exercise this option only once and prior to any tenure evaluation of the candidate by the department.

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.

3.18 **Reconsideration of Negative Advice**

Procedures of reconsideration of negative advice are specified in Section 5.177.
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)

3.20 **Advice on Other Personnel Matters**

A chancellor, dean, or department may ask the advice of the appropriate Divisional Executive Committee concerning other personnel matters. The Divisional Executive Committee may study and make recommendations regarding appointments which will strengthen the faculty and academic programs.

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

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(Document 1519, 11/20/86; UWM Administration approval, 11/29/86; Regent approval, 4/10/87)
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