

UW Colleges Constitution

Chapter 5 - Appointments and Promotions of Faculty

Approved by the UW Board of Regents 9/10/93

5.00 Appointments

A. "Tenure Appointment... "

... means an appointment for an unlimited period granted to a faculty member by the board upon the affirmative recommendation of the appropriate department and campus committee and the chancellor. A tenure appointment may be granted to any faculty member who holds or will hold a half-time appointment or more. The proportion of time provided for in the appointment may not be diminished nor increased without the mutual consent of the faculty member and the UW Colleges.

B. "Probationary appointment ..."

... means an appointment by the board upon the affirmative recommendation of the appropriate academic department and campus committee and the chancellor, and held by a faculty member during the period preceding a decision on a tenure appointment. A probationary appointment shall not exceed seven consecutive academic years in a full-time position. A probationary period for a part-time position of at least half time shall be established by the Senate; it shall not exceed the equivalent of seven full-time years. A leave of absence, sabbatical leave, or faculty development assignment shall not constitute a break in continuous service nor shall it be included in the probationary period.

Additional circumstances that do not constitute a break in continuous service and that shall not be included in the seven-year period include responsibilities with respect to childbirth or adoption, significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness, or circumstances beyond the control of the faculty member, when those circumstances significantly impede the faculty member's progress toward achieving tenure. It shall be presumed that a request made under this section because of responsibilities with respect to childbirth or adoption shall be approved. A request shall be made before a tenure review commences.

5.01 Procedure for Appointments

A. "Faculty positions..."

... shall be identified by each campus dean in consultation with the appropriate campus and department committees and be recommended by the campus dean to the chancellor.

B. "Upon the approval of a position to be filled..."

... the campus dean, in consultation with the campus appointments committee, shall submit a job description to the appropriate department. On the basis of candidates' credentials, the department will recommend a slate of candidates to the campus appointments committee. When an interview takes place at the campus, the candidate will be interviewed by the campus dean, the appropriate campus committee, and the chairperson and/or his/her designee(s) representing the department. Both the department and campus committees must render an affirmative recommendation for a candidate to be recommended to the chancellor by the campus dean.

5.02 Renewals and Tenure

Decisions relating to renewal of appointments or recommending of tenure shall be made in accordance with UW Colleges rules, procedures, and deadlines, which shall require an evaluation of teaching, research, professional development, public service, and contribution to the UW Colleges. Guidelines and criteria used by the evaluating campus and department committees shall be made available to all candidates for renewal and tenure.

5.03 Promotions

Prior to any promotion of faculty, the campus dean will obtain recommendations from the appropriate department and campus committees. If both of these recommendations are affirmative, the campus dean shall forward these recommendations, along with his/her own, to the chancellor.