Ad Hoc Taskforce on Interdisciplinary Appointments
Final Report to Chancellor Levin - Stankevich

Taskforce membership:
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The taskforce was charged with creating FASRP language to address faculty personnel and curricular issues related to faculty with home appointments in a program or with split appointments. There are many types of split appointments at UW – Eau Claire. Some are split appointments between academic units and others are between academic – administrative units. We have generated language related to a) establishing programs as potential home appointments, and b) providing guidelines as to how split appointments might be managed.

Below is proposed language, as well as suggested sections where the language might most naturally fit into the FASRP. Our goal in making such suggestions is to indicate what section within the FASRP we were contemplating. The proposed language might just as readily fit into other sections within the FASRP.

I. Program as a home appointment

The section entitled “PROCEDURES FOR PERIODIC REVIEW OF FACULTY PERFORMANCE”, Part III Article 4 of FASRP, p. 9 (the old Chapter 5) contains sections for periodic review by department personnel committees and periodic review by department chairs. We suggest that the wording below with regard to programs as home appointments be integrated into the section entitled “Faculty Personnel Rules”:

A faculty member’s performance is reviewed by either an academic department or an academic program. The academic unit responsible for the faculty member’s performance review will be the home appointment.

A program that serves as the home appointment must establish and maintain written faculty personnel policies and procedures, as well as curricular policies and procedures, as defined by the Faculty and Academic Staff Rules and Procedures with the Program Coordinator filling the role of Department Chair and the program filling the role of the department. The program will include a Program Personnel Committee (PPC), which will operate in a manner identical to a Department Personnel Committee. In instances where an academic program lacks sufficient tenured faculty to form a PPC, rules applicable to the equivalent situation in departments shall apply.
If the program cannot form a PPC, the Program Coordinator, in consultation with the Dean, will identify members of a committee to establish the Program Evaluation Plan (which substitutes for the Departmental Evaluation Plan) and other program policies (e.g., curriculum).

Ordinarily, the Program Coordinator shall be a tenured faculty member. When the Program Coordinator does not have tenure, the rules applicable to the equivalent situation in departments shall apply. (See Note 1.)

II. Split Appointments: Faculty Review
The section entitled “PROCEDURES FOR PERIODIC REVIEW OF FACULTY PERFORMANCE, DEPARTMENT PERSONNEL COMMITTEES”, Part III Article 4, p. 9 of FASRP, contains sections for DPC Membership, Organization, and Functional Equivalent. We suggest that the wording below with regard to review of faculty with split appointments be included in the DPC subsection entitled “Procedures”, p. 10:

Performance Review of Faculty with Split Appointments

The review of a faculty member appointed to multiple departments, academic programs, administrative roles, or combinations thereof (called split appointments), is the responsibility of, and conducted by, the academic unit that serves as the home department.

For all split appointments, a review agreement, by which the faculty member’s performance is reviewed, will be created through collaboration among the faculty member, the home appointment Personnel Committee (or by the home appointment Chair if no Personnel Committee has been formed), and non-home appointment supervisor(s) and shall be approved by the Dean. This agreement will be framed by the home appointment’s Personnel Evaluation Plan, but will also include input from non-home units. The details by which written input from the non-home appointment(s) is included in the faculty member’s review (e.g., criteria used in performance review and their relative importance) will be established prior to the start of the faculty member’s first contract and ordinarily will not change before the faculty member earns tenure.

III. Types of Appointments
The section entitled “PROCEDURES FOR PERIODIC REVIEW OF FACULTY PERFORMANCE, RECRUITING AND APPOINTMENT FOR FACULTY POSITIONS, UWS 3.01 Types of Appointments”, Part III Article 4, p. 12 of FASRP, includes just one subsection (UWEC 3.01). We suggest that the wording below with regard to split appointments be included:

Split Appointments

1. Split Appointments between Academic Units
The appointment with the highest percentage shall be considered the faculty member’s home appointment. In the case of equal percentage appointments, the home appointment will be defined at the time of the initial hire.
Ordinarily, the home appointment will not change before the faculty member earns tenure. When the faculty member must change home appointment prior to tenure, a new review agreement will be developed. This agreement will consider all work prior to the change as well as work after the change. Similar rules shall apply for faculty members changing home appointment prior to promotion.

2. **Split Appointments between Academic and Administrative Units**

When a faculty member has a split appointment between an academic unit and an administrative unit, the home appointment will remain in the faculty member’s academic unit.

Performance review of faculty with such split appointments requires that a review agreement, which includes written input from the administrative appointment supervisor to the academic unit’s Personnel Committee, shall be established at the time of appointment.

**Notes**

1. The task force membership could find no language in the FASRP addressing the circumstance of a program coordinator (whether in are a functional equivalent or not) who does not have tenure. The FASRP is also silent on what to do for annual reappointment and promotion for such faculty. While this matter may seem of small import (or rarely encountered), it is of significance to the faculty member in this situation. The task force is aware of one such instance on UW-EC’s campus right now: the program coordinator for AIS. If the language applicable to programs is approved, we think it likely that this type of advisory language will be increasingly helpful. We would ask that the appropriate body within the University Senate consider language to cover this circumstance.