REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Faculty Personnel Committee

Brief History of Issue - why the issue is being considered:

The university has been assigning faculty positions to units that do not officially have the authority to conduct reviews of the individuals filling those positions for tenure and promotion. As a result, these faculty members have been had either no personnel reviews or truncated ones.

Points Discussed by Committee:
-How do we create a process in which the burden of action is not shifted to the untenured faculty member?
-Who should be brought into the consultation process when determining the appropriateness of a tenure home?

Pros of Recommendation:
-Resolves tenure home issues for cross-disciplinary faculty appointments

Cons of Recommendation:
-Slightly increased levels of paperwork for Provost’s office to determine which programs should be granted functional equivalent status.

Technology/Human Resource Impact:
-None

Committee Recommendation:
-Adoption of three changes in the language in Article IV
The University Senate Committee: Faculty Personnel Committee

by a vote of ___5__ for to ___0__ against on 9-20-11 (Date)

Recommends that the following changes be made to Article IV (changes in **BOLD ITALICS**):

**SECTION B – FACULTY PERSONNEL POLICIES AND PROCEDURES**

Personnel actions for faculty include recruitment, appointment, periodic review, reappointment, granting tenure, and promotion in rank. **The Provost, in consultation with the Faculty Personnel Committee, has the authority to designate an academic program as an official tenure home and therefore as the functional equivalent of a department.** Such an academic program must establish and maintain written faculty personnel policies and procedures as defined herein with the Program Coordinator serving as Department Chair and the program serving as the department.

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1. Faculty: Departmental Personnel Committee

   **d. DPC – Functional Equivalent**

   If the Department Personnel Committee cannot be formed because of insufficient numbers of eligible members, then, unless the Department Evaluation Plan specifies other procedures for designating the functional equivalent of a Department Personnel Committee in such situations, the Department Chair or Unit Director shall operate as the functional equivalent of the Department Personnel Committee and must formally consult with those faculty eligible for membership on the committee. (US 11/07) **Serving as the functional equivalent does not itself impact the chair’s membership on other DPCs.**

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2. Faculty: Recruiting/Appointment/Performance/Tenure/Renewal & Promotion

   {based on UWS 3 [http://legis.wisconsin.gov/rsb/code/uws/uws003.pdf]}

   **a. Faculty: Appointments**

   **3) Appointments - General** {based on UWS 3.03}

   When an acceptable candidate has been found, the Department Chair on behalf of the department will prepare a recommendation for appointment including rank and salary. After review by the Affirmative Action Officer and upon recommendation of the Dean of the College, the Provost and Vice Chancellor shall prepare an appointment letter for the Chancellor’s review and signature detailing the terms and conditions of the appointment, including, but not limited to, duration of the appointment, salary, starting date, ending date, general position responsibilities, probation-tenure status, tenure home, and the crediting of prior service where appropriate. **Changes to the terms of hire can be made by the Provost and Vice Chancellor for Academic Affairs with consultation with the appointee and the relevant units.**

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Implementation Date: Immediately

Signed: ________________________________________

Chair of the Committee

Send to: University Senate Office