University Senate Committee: Faculty Personnel Committee

Brief History of Issue - why the issue is being considered:
These changes address another aspect of the emerging issues regarding split and joint appointments for faculty.

Points Discussed by Committee:
How best to give the respective units a voice in the retention, tenure, and promotion process while also providing faculty with complete and consistent information regarding their appointments.

Pros of Recommendation:
Will provide more consistent guidance for faculty, departments, and administration.

Cons of Recommendation:
None noted.

Technology/Human Resource Impact:
Minimal additional effort to add a few lines to contract letter.

Committee Recommendation:
Amending two sections of Article IV, Section B.
MOTION FOR THE UNIVERSITY SENATE

The University Senate Committee:

by a vote of ___5__ for to __0__ against on __April 17th, 2012________________ (Date)

Recommends that the following additions be made to Article IV, Section B of the FASRP

2. a. 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. (US 10/11)

For all split and joint appointments, the appointment letter will specify the tenure home for the appointee and include detailed and specific descriptions of the various unit responsibilities in the evaluation process. For both split and joint appointments, the letter will designate which units are responsible for evaluating teaching, scholarship, advising, and service respectively, and to what degree each unit is responsible for evaluating each of these criteria. The letter will also specify in which the unit the appointee’s tenure resides as well as which unit is responsible for making the overall recommendations for retention, tenure, and promotion. For split appointments, the letter will also specify which unit is responsible for evaluating the administrative duties of the appointee and will include detailed information about how the administrative evaluation will be weighed relative to the faculty evaluation for retention, tenure, and promotion.

AND

2. b. 1)

b. Faculty: Review of Performance 1) Purpose {based on UWS 3.05 http://legis.wisconsin.gov/rsb/code/uws/uws003.pdf }

The University of Wisconsin-Eau Claire is committed to a continuous self-evaluation as one means of ensuring the quality of the education it offers students. The periodic review of faculty performance is an integral part of this process. As such, it has as its primary purpose the maintenance and improvement of the quality of instruction provided by the individual faculty member and the quality of programs offered at the departmental or College levels. Recognizing that teaching, research, professional development, and service to the public, the profession, and the University, as well as all other types of scholarly activity, contribute to the quality of educational opportunity available at the University, all faculty shall be evaluated in all aspects of the fulfillment of their professional commitment to the institution. For split and joint appointments, the review shall be based on the responsibilities and criteria for evaluation established in the appointment letter.

Implementation Date: Immediately

Signed: ___Geoffrey D. Peterson__________________________________________
Chair of the Committee

Send to: University Senate Office