

Agenda
1998/1999 University of Wisconsin-Whitewater Faculty Senate
2:30 p.m. (or immediately following the 1999/2000 Senate
Organizational Meeting)
Tuesday, May 4, 1999, James R. Connor University Center 219N

1. Roll Call
2. Approval of Minutes of April 13 meeting (attached)
3. Reports of Committees
 - a. Report of Search and Screen Committee for Chancellor
(Macur, Phanord, Ghosh, Hanson)
 - b. Report of the University Curriculum Committee
 - i. March 5 (unfinished from April 13; transmittal attached)
 - ii. March 19 (unfinished from April 13; transmittal and course proposal attached)
 - iii. April 9 (transmittal attached: please note item 8: Curriculum Process/Procedure Proposal)
 - iv. April 23 (transmittal attached)
 - c. Motion concerning number of course repeats (Academic Standards Committee)
Resolved that students be limited to a total of 3 repeats for grade replacement during their undergraduate work (including repeats of transfer courses, but excluding courses repeated at the transfer institution). To allow for extenuating circumstances, students may be granted up to 2 additional repeats for grade replacement by appeal to the Dean of their Major.
 - d. Report of the Personnel Rules Committee (unfinished from April 13; Epps for the Faculty Personnel Rules Committee):
 - i. Resolution on rules governing faculty appointments
Resolved that the Faculty Senate adopt the following text to replace University Handbook VI-F, III, (1).

UNIVERSITY OF WISCONSIN-WHITEWATER FACULTY PERSONNEL RULES

- III. RULES GOVERNING FACULTY APPOINTMENTS UNDER UWS 3, WISCONSIN ADMINISTRATIVE CODE
(Approved by Board of Regents on October 5, 1979, and amended February 5, 1982, and amended _____, ____)
- A. Recruitment and initial appointment procedures
 1. Recruitment
 - a. Department: When a department is authorized to recruit a faculty member, in consultation with its dean and the Human Resources/Affirmative Action Officer, the department shall:
 - (1) Describe and advertise the position by
 - (a) defining the duties and responsibilities
 - (b) establishing the required and desired applicant qualifications
 - (c) proposing the rank(s) and salary range(s)
 - (d) implementing recruitment procedures consistent with federal, state, UW-System, and UWW policies
 - (e) writing and distributing advertisements for the position.
 - (2) Review applicants' credentials using definitions and qualifications described in III, A, 1, a, (1).
 - (3) Recommend applicants for approval to interview
 - (4) List applicants not recommended for interview with specific justifications for excluding them from the list.
 - (5) Submit the search packet to the dean to review procedures, applicant pool, and selection methods.
 - b. Dean
 - (1) Review the search packet submitted by

- the department search committee including
 - (a) Selection recruitment procedures
 - (b) Applicant pool
 - (c) Method for selection of finalists
- (2) Based on this review, either
 - (a) Discuss problems in recruitment procedures or selection method and negotiate suggested changes with the search committee, or
 - (b) Sign the Recruitment Sign-off Sheet and forward it to the Human Resources/Affirmative Action Office.
- 2. Interview
 - a. The department shall interview the candidate to determine the candidate's qualifications for appointment at the Assistant Professor rank and likelihood of achieving tenure and promotion to Associate Professor.
 - b. The department and the Provost shall interview the candidate to determine the candidate's qualifications for appointment at the Associate Professor rank and likelihood of achieving tenure.
 - c. The department, Provost, and Chancellor shall interview the candidate to determine the candidate's qualifications for appointment at the Professor rank and likelihood of achieving tenure.
 - d. The dean shall interview all candidates to inform them of constituency policies and personnel procedures.
 - e. At each interview level, the same format must be used across all candidates.
 - f. At the close of the interview process, the department:
 - (1) selects a candidate to be offered the position.
 - (2) assists the chancellor in determining the terms of appointment.
- 3. Initial appointments
 - a. The initial faculty appointment shall be for two years.
 - b. Initial faculty appointments at the Assistant Professor rank shall be made on affirmative recommendation of the department.
 - c. Initial faculty appointments at the Associate Professor rank shall be made on affirmative recommendations of the department and Provost.
 - d. Initial faculty appointments at the Professor rank shall be made on affirmative recommendation of the department, the Provost, and the Chancellor.
 - e. Candidates hired for faculty positions who do not hold a terminal degree will be hired as instructional academic staff.
 - f. Conversion to faculty (tenure track) status may begin with the academic year following completion of the terminal degree.
- 4. Probationary periods
 - a. In accordance with both state law and the accepted standards of academic practice defined by the Association of American Colleges and the American Association of University Professors, the length of the probationary period of a faculty member shall be determined as follows:
 - (1) The maximum probationary period of a faculty member without prior full-time service shall be 7 years in a full-time appointment and 10 years in an appointment which is less than full-time, but at least half time.
 - (2) Faculty members who have reported and wish to be credited with prior full-time service as a teacher or investigator may have their maximum probationary period reduced by one year for each year of prior full-time service credited up to a maximum of three years. The constituency dean shall negotiate the prior service

credit with the candidate.

- (3) Probationary service commences when an academic staff is converted to tenure track as a result of terminal degree completion.

5. Appointment letters

- a. The search committee shall request that the department chair send a letter to the candidate containing the
 - (1) approximate date of first review,
 - (2) standards employed in the first review,
 - (3) notice that other standards may be established in accordance with UWS 3.06, (1), (b) for subsequent reviews, and
 - (4) date of mandatory tenure decision if applicable.
- b. The search committee shall request that the Chancellor draft the letter of appointment containing the
 - (1) items listed in UWS 3.03, and
 - (2) statement that acceptance of the appointment is an acceptance of all stated employment conditions.

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- ii. Resolution on format for personnel data
Please bring your copy of the "green binder" if you have already received one.
Resolved that the Prior Green Binder serve as the university format for collection of faculty personnel data for decisions concerning merit, reappointment, promotion, tenure, and post-tenure review.

- e. Report of the University Promotion Standards Committee (unfinished from April 13)
 - i. Standards (attached with 4/13/99 Senate amendments noted by the Chair)

For the convenience of Senators, the chair excerpted the following from the April 13 1999 minutes, item 3.a.ii. University Promotion Standards (4-7-99):

- (1) Macur/Bradley moved the acceptance of the University Promotion Standards (dated 4/7/99) as presented by the UPSC.
[(1) (a) through (1)(d) omitted; see the 4/13/99 minutes]
- (e) Ossers/Ghosh moved to strike everything following the word "model" in the last paragraph of page 1.
- (f) Epps/Ghosh moved to table the Macur/Bradley motion until after agenda item 3f (Report of the Personnel Rules Committee). Passed, Yes: 14, No: 6.

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- ii. "Report of the University Promotions Standards Committee to the Faculty Senate, May 4, 1999" (attached)

- f. Report of the Plan 2008 Committee (a unfinished from April 13; see http://acadaff.uww.edu/Plan2008_draft6.html) (Phanord)
Resolved that the Faculty Senate supports Plan 2008 to be reported to UW System Administration.
Note the following timetable for Plan 2008
 - 4/14: Chancellor Greenhill submitted UWW Plan 2008 First Draft to UWS
 - 4/27: UWS was to respond to UWW Plan 2008 Draft"
 - 5/12: Chancellor Greenhill is to submit UNIVERSITY OF WISCONSIN-WHITEWATER Plan 2008 Second Draft to UWS
 - 5/20: Regents (via Office of Multicultural Affairs, Dr. Tess Arenas) are to respond to UWW Plan 2008 Second Draft
 - 5/28: UWW is to submit Plan 2008 to UWS (for June Regents Meeting)

- g. Diversity and Equal Opportunity Compliance Officer
(unfinished from April 13; Senate Executive Committee)
- 4. New Business
 - a. Election to Campus Landscape and Planning Committee
(Cartwright)
 - b. Retirement Resolution(s)
 - c. Resolution linking tenure and promotion (Personnel
Rules Committee)
The intent of the promotions document which the Faculty
Senate approved in Nov. 25, 1996 is that standards for
promotion and tenure be identical (V, B, 1). If the
Nov. 25, 1996 promotions document is not fully
implemented for the 1999/2000 academic year and there
is another interim promotion and tenure policy, then
any probationary faculty member approved for tenure is
thereby approved for promotion to or continuation at
the rank of associate professor.

Nov. 25 1996 Promotions Document, V,B,1: "Promotion
to the rank of associate professor is an aspect of the
tenure decision. Any probationary faculty member
approved for tenure is also approved for promotion to
the rank of associate professor."

d. Resolution in support of "lifting the \$12,000
compensation restriction that currently applies to dual
state employment of UW System faculty" (attached)
(Faculty Senate Executive Committee; at the request of
State Senator Gary George)
The faculty of the University of Wisconsin-Whitewater
urge the Wisconsin State Legislature to support "an act
to renumber and amend 16.417 (2) (f) and to create
16.417 (2) (f) 2 of the statutes relating to dual
employment for faculty members holding positions at
institutions within the University of Wisconsin
System."

e. Resolution regarding UWS recommendation of \$11 M
GPR/PR-O in FY-00 and \$19 M GPR/PR-O and 17.0 FTE GPR
in FY 01 to support initiatives at UW-Madison (Schauer)
 - f. Other new business (no action)
- 5. Chair's report of his action taken regarding referendum on
"A/B grading"
- 6. Announcements and Information (no action)