**University Tenure and Promotion Standards**

(approved by the Faculty Senate, March 8, 2005)

The University of Wisconsin-Whitewater strives to demonstrate and support individual faculty members' unique styles, talents, strengths, and professional contributions while simultaneously supporting the goals and missions of the constituencies and departments.

The University of Wisconsin-Whitewater embraces the teacher-scholar model as defined by the contributions individuals make to their departments, constituencies, and the university as a whole and the achievements attained as part of individual professional development and growth.  As such, judgments of professional achievement and advancement will reflect both collaborative and individual efforts from our faculty.

The University of Wisconsin-Whitewater faculty implement professional development and advancement standards based on Boyer's teacher-scholar model and the following overarching criteria must be considered when evaluating portfolio materials. The candidate's work:

1. reflects the possession of a thorough knowledge of the candidate's discipline
2. gives evidence of well defined professional goals
3. exhibits methods, procedures, and resources appropriate to the candidate's discipline
4. produces significant results
5. is effectively and correctly communicated

The University of Wisconsin-Whitewater processes for reappointment, tenure, promotion, merit, and post-tenure review will follow the procedures, and meet the standards, as delineated in the relevant university, constituency, and department documents and the current promotion policies document of the UW-W Faculty Senate.

Constituency documents must include a general introductory section relating the constituency standards to the university standards and/or discussing the core values of the constituency.

Constituency standards documents must provide for all five types of decisions that may be made:

 (1) Promotion to Associate Professor with Tenure; (2) Promotion to Associate Professor for one who already has tenure; (3) Awarding of Tenure to one who already has the rank of Associate Professor; (4) Promotion to Professor; and (5) Awarding of Tenure to one who already has the rank of Professor. Constituency standards documents must provide standards for each of the promotion and tenure categories regarding: (A) Teaching; (B) Job Performance in Non-Teaching Assignments; (C) Research and Creative Activity; and (D) Professional and Public Service.

For an individual to be granted tenure as part of his or her initial contract, he or she must meet the department, constituency, and university standards specific to his or her incoming rank.  Such a candidate’s record at his or her previous institution(s) may be used for purposes of evaluation and decision.

**Standards for Promotion to Associate Professor with Tenure--and for Promotion to Associate Professor for one who already has Tenure**

**Teaching**
The candidate must achieve a record of effectiveness in teaching, advising and other teaching-related responsibilities.

**Job Performance in Non-Teaching Assignments**
The candidate must achieve a record of effectiveness in professional effort and responsibility in the non-teaching assignment (such as department chair, program coordinator, librarian, or faculty position in Technology and Information Resources), and must demonstrate skills and knowledge relevant to the job.

**Research and Creative Activity**
The candidate must achieve a record of professional research, or its creative equivalent, and other professional activity. This record should include evidence that the faculty member is in the process of achieving professional recognition in the individual's discipline through: scholarly publications; professional papers, presentations, exhibitions or performances; artistic achievement; or other scholarly and creative activities.

**Professional and Public Service**
The candidate must achieve a record of service to the profession, to the university community, and to the public through various activities that take place outside the classroom. The candidate must show a potential to assume a contributing role within the faculty as one moves toward the rank of professor.

**Standards for Awarding of Tenure to one who already has the Rank of Associate Professor**

**Teaching**
While at the University of Wisconsin-Whitewater, the candidate must achieve a record of effectiveness in teaching, advising and other teaching-related responsibilities.

**Job Performance in Non-Teaching Assignments**
While at the University of Wisconsin-Whitewater, the candidate must achieve a record of effectiveness in professional effort and responsibility in the non-teaching assignment (such as department chair, program coordinator, librarian, or faculty position in Technology and Information Resources), and must demonstrate skills and knowledge relevant to the job.

**Research and Creative Activity**
In the six-year period prior to applying for tenure, the candidate must maintain a record of professional research, or its creative equivalent, and other professional activity. This record should include evidence that the faculty member is in the process of achieving professional recognition in the individual's discipline through: scholarly publications; professional papers, presentations, exhibitions or performances; artistic achievement; or other scholarly and creative activities.

**Professional and Public Service**
While at the University of Wisconsin-Whitewater, the candidate must maintain a record of service to the profession, to the university community, and to the public through various activities that take place outside the classroom. The candidate must show a potential to assume a contributing role within the faculty as one moves toward the rank of professor.

**Standards for Promotion to Professor**

The candidate must provide evidence of an outstanding reputation in at least one of the following: teaching/job performance in non-teaching assignments, research and creative activity, or professional and public service.

**Teaching**
The candidate must achieve a sustained record of effectiveness in teaching, advising, curriculum development and other teaching-related responsibilities. The candidate must achieve a record of innovation in at least one of these teaching areas.

**Job Performance in Non-Teaching Assignments**
The candidate must achieve: a sustained record of effectiveness in professional effort and responsibility in the non-teaching assignment (such as department chair, program coordinator, librarian, or faculty position in Technology and Information Resources); and a sustained record of demonstrated skills and knowledge relevant to the job.

**Research and Creative Activity**
The candidate must achieve a record of professional research, or its creative equivalent and other professional activity. This record should include evidence that the faculty member has achieved significant professional recognition in the individual's discipline through: scholarly publications; professional papers, presentations, exhibitions or performances; artistic achievement; or other scholarly and creative activities.

**Professional and Public Service**
The candidate must achieve a demonstrated record of service to the profession, to the university community, and to the public through various activities that take place outside the classroom. The candidate must show leadership in at least one of these service areas.

**Standards for Awarding of Tenure to one who already has the Rank of Professor**

The candidate must provide evidence of an outstanding reputation, while at the University of Wisconsin-Whitewater, in at least one of the following: teaching/job performance in non-teaching assignments, research and creative activity, or professional and public service.

**Teaching**
While at the University of Wisconsin-Whitewater, the candidate must achieve a sustained record of effectiveness in teaching, advising, curriculum development and other teaching-related responsibilities. The candidate must achieve a record of innovation in at least one of these teaching areas.

**Job Performance in Non-Teaching Assignments**
While at the University of Wisconsin-Whitewater, the candidate must achieve: a sustained record of effectiveness in professional effort and responsibility in the non-teaching assignment (such as department chair, program coordinator, librarian, or faculty position in Technology and Information Resources); and a sustained record of demonstrated skills and knowledge relevant to the job.

**Research and Creative Activity**
In the six-year period prior to applying for tenure, the candidate must maintain a record of professional research, or its creative equivalent and other professional activity. This record should include evidence that the faculty member has achieved significant professional recognition in the individual's discipline through: scholarly publications; professional papers, presentations, exhibitions or performances; artistic achievement; or other scholarly and creative activities.

**Professional and Public Service**
While at the University of Wisconsin-Whitewater, the candidate must maintain a demonstrated record of service to the profession, to the university community, and to the public through various activities that take place outside the classroom. The candidate must show leadership in at least one of these service areas.