



MEMORANDUM

To: UW-Whitewater Faculty and Administration

As members of our respective committees, we have observed an increase in interest in and an evolution of the concept of early tenure. As more probationary faculty have requested consideration for early tenure, questions have come up regarding procedures, process, and criteria. Via this memorandum, we would like to articulate our collective understanding of the early tenure criteria so that they can be applied fairly by departments, Constituency Standards Committees, Deans, the Provost, and the Chancellor. To that end we make the following observations based on the UW-Whitewater Faculty Personnel Rules.

- 1) Early tenure criteria allow for a person to be considered for promotion and tenure prior to the end of their probationary period (III,C,2,c).
- 2) The Faculty Personnel Rules include no criteria or standards for the granting of “early” tenure - instead, they set criteria for *when* a person might be considered (i.e., “four or more years of full-time instructional service or the equivalent” p. 13).
- 3) The standards for the granting of tenure and promotion are the same regardless of whether the person is being considered “early” or at the end of their probationary period (e.g. cumulative standards are cumulative, and per year standards are per year and do not require cumulative numbers).
- 4) There is no textual support in the Faculty Personnel Rules for an application of higher, more rigorous, or additional criteria for the granting of “early” tenure beyond what is included in the department standards of the candidate up for review. The criteria for promotion and the granting of tenure are the same regardless of whether the person is being considered “early” or at the end of their probationary period.
- 5) The Faculty Personnel Rules note that denials of ‘early’ tenure shall not prejudice tenure and/or promotion decisions at the end of the probationary period (III,C,2,c,(4)).

At any time, members of individual departments, Constituency Standards Committees, or the University Standards Committee may propose changes to their respective standards. Upon approval by the Department, College, Faculty Senate, and Chancellor, these new standards would take effect. Until that time, this memorandum represents the understanding and interpretation by the groups listed below.

SIGNATORIES

- Ed Frederick, College of Arts and Communication Constituency Standards Committee Chair (committee approved in May 2021)
- Dale Splinter, College of Letters and Sciences Constituency Standards Committee Chair (committee approved in May 2021)
- Scott J. Peters, College of Education and Professional Studies Constituency Standards Committee Chair and Faculty Personnel Rules Committee Chair (approved by CoEPS CCC and FPRC on 5/5/2021)
- Jeff Suarez, College of Integrated Studies Constituency Standards Committee Chair (committee approved in May 2021)
- Elizabeth Olson, University Standards Committee Chair (approved by the USC on 5/5/2021)
- Tracy Hawkins, Faculty Senate Chair (approved by the FS on 2021-05-04)