

**Recommendation of the Codification Committee to Revise
*UWM Policies & Procedures Chapters 5***

Rationale: to clarify language in sections 5.136, 5.18 and 5.44 to reflect the current practice.

CLEAN version

5.136 Notification of Decision of Tenure by Executive Committee

- (1) A decision of tenure, favorable or unfavorable, must be made at least 12 months prior to the completion of the maximum probationary period (or equivalent), unless the right is waived, in writing, by the candidate. The Executive Committee must initiate the review process soon enough to allow for the required notification listed in 5.19 (3) to take place following a negative decision. If the decision is negative, and if the following year is the final year of the maximum probationary period, the appointment for the following year becomes a terminal one.

(Document 3048, 3/10/16; UWM Administration approval, 3/23/16)

- (2) After a negative decision, the faculty member may request, in writing and in the terminal year, a tenure review during the terminal year. The executive committee may agree, but is not required, to conduct a tenure review and render a decision during the terminal year. A decision to conduct a tenure review in the terminal year will be communicated to the candidate in writing.

(Document 2786, 4/21/11; UWM Administration approval, 7/21/11; Regent approval, 10/6/11)

(Document 3048, 3/10/16; UWM Administration approval, 3/23/16)

- (3) A faculty member who waives his/her right for tenure review or who submits their resignation, may serve out the terminal year without a tenure decision being rendered.

- (4) A faculty member who waives his/her right for a tenure review prior to the terminal year, may request, in writing and in the terminal year, to be reviewed during their terminal year. The executive committee, at its discretion, may or may not agree to conduct a tenure review during the terminal year. Its decision will be communicated to the candidate in writing.

(Document 2553, 4/19/07; UWM Administration, 4/30/07)

TRACKED version

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5.18 Appeals: Non-Renewal Decisions

- (1) Written appeal may be made within twenty (20) working days of notice (25 days if notice is by first class mail and publication) of a decision that results in non-retention. Such appeals are filed with the University Committee, care of the Secretary of the University's office, for referral to the Faculty Appeals and Grievances Committee. The Faculty Appeals and Grievances Committee reviews the case not later than twenty (20) working days after it receives the request, except that the time limit can be enlarged by mutual consent of the parties or by order of the Faculty Appeals and Grievances Committee.

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5.44 Faculty Rights and Responsibilities Committee

- (4) Functions. All allegations of misconduct, which may include alleged human rights violations, made against one or more faculty members or against a faculty body are received through the University Committee, care of the Secretary of the University's office. Upon referral by the University Committee, pursuant to the provisions of s. UWS 6.01, Wis. Adm. Code, the Committee conducts fact-finding concerning the allegations of misconduct and makes recommendations to the Chancellor concerning disciplinary action or appropriate corrective non-disciplinary action. The Committee may consult informally with individuals concerning questions which may lead to allegations of misconduct prior to the filing of formal complaints with the University Committee.

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