



UNIVERSITY of WISCONSIN  
**UWMILWAUKEE**  
Division of Professions  
Executive Committee

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## Division of Professions 2020-21 Annual Report

**DATE:** May 2021  
**TO:** Faculty of the Division of Professions  
**FROM:** Kimberly Hassell, 2020-21 Chair  
Division of Professions Executive Committee  
**RE:** 2019-20 Annual Report

In accordance with Chapter 3, Sections 3.07 and 3.15(2) and 6.12 of the UWM Policies and Procedures, we are submitting a report of the activities of the Executive Committee of the Division of Professions.

### I. MEMBERSHIP

#### A. 2020-21

Assoc. Professor Chris Lawson	Educational Psychology	2023
Assoc. Professor Lorraine Halinka Malcoe	Public Health	2023
Professor Simone Conceição <sup>1</sup>	Administrative Leadership	2022
Assoc. Professor Melinda Kavanaugh <sup>2</sup> , <b>Co-Chair</b>	Social Work	2022
Assoc. Professor Jian Zhao	Civil Engineering	2022
Professor Teresa Johnson, <b>Co-Chair</b>	Nursing	2021
Associate Professor Thomas LeBel <sup>3</sup>	Criminal Justice & Criminology	2021

<sup>1</sup>No elected candidate <sup>2</sup>No elected candidate <sup>3</sup>Repl J. Doll (2021-E)

#### B. 2020-21 Alternate Members

The Committee acknowledges its appreciation to the following past members for their service as alternate members during the 2020-21 academic year: Steve Brandl (1), Janis Eells (3), Bo Zhang (2).

#### C. 2021-22

Professor Janis Eells	Biomedical Sciences	2024
Assoc. Professor Thomas LeBel	Criminal Justice & Criminology	2024
Assoc. Professor Chris Lawson	Educational Psychology	2023
Assoc. Professor Lorraine Halinka Malcoe	Public Health	2023
Assoc. Professor Stephen Cobb <sup>1</sup>	Kinesiology	2022
Assoc. Professor Melinda Kavanaugh <sup>2</sup>	Social Work	2022
Assoc. Professor Jian Zhao, <b>Chair</b>	Civil & Environmental Engineering	2022

<sup>1</sup>Repl. S. Conceição <sup>2</sup>No elected candidate

#### D. Five-Year Alternate Members

Persons eligible to serve as alternate members. The year listed indicates how long, according to the five-year rule, they will remain eligible.

Professor Simone Conceição	Administrative Leadership	2026
Professor Teresa Johnson	Nursing	2026
Associate Professor Kimberly Hassell	Criminal Justice & Criminology	2025
Associate Professor Stephen Cobb	Kinesiology	2025
Associate Professor Karl Wallick	Architecture	2024
Associate Nidal Abu-Zahra	Materials	2024
Associate Kevin Keenan	Human Movement Science	2024
Professor Konstantin Sobolev	Civil Engr & Mechanics	2024
Associate Laura Otto-Salaj	Social Work	2023
Associate Gary Williams	Educational Policy & Comm Studies	2023
Professor Steven Brandl	Criminal Justice	2022
Professor Janis Eells	Biomedical Sciences	2022
Professor Nancy File	Curriculum & Instruction	2022
Associate Habib Tabatabai	Civil & Environmental Engineering	2021
Professor Dietmar Wolfram	School of Information Studies	2021
Professor Ethan Munson	Electrical Eng/Computer Sciences	2020
Associate Nancy Rice	Exceptional Education	2020

#### II. COMMITTEE ACTIVITIES

The Divisional Executive Committees are charged with rendering promotion, appointment, and post-tenure review advice to the deans of the UWM schools or colleges in accordance with UWM Policy & Procedures-Chapter 3, Faculty Divisional Systems. The Committee scheduled 10 meetings for the 2020-21 academic year to consider personnel matters:

**Fall 2020:** September 4, October 8, November 9, and December 7 & 14, 2020.

**Spring 2021:** January 20, February 4, March 4, April 1, and May 6, 2021.

#### III. RECOMMENDATION ON PERSONNEL CASES

<b>A. Recommendations by the Entire Executive Committee</b>	<u>Positive</u>	<u>Negative</u>	<u>Total</u>
Promotion to the rank of Associate Professor with Tenure	6	0	<b>6</b>
Appointment to the rank of Associate Professor with Tenure	0	0	<b>0</b>
<b>B. Recommendations by the Subcommittee of Full Professors</b>	<u>Positive</u>	<u>Negative</u>	<u>Total</u>
Promotion to the rank of Professor	3	0	<b>3</b>
Appointment to the rank of Professor with Tenure	0	0	<b>0</b>
<b>C. Total Recommendations Forwarded</b>	<u>Positive</u>	<u>Negative</u>	<u>Total</u>
	9	0	<b>9</b>

#### IV. POST-TENURE REVIEW (PTR) RECOMMENDATIONS

**Total PTR Recommendations Forwarded:** There were no Post-Tenure Review cases.

## V. CRITERIA

Professions made the following revisions to its *Criteria for Procedures and Evaluative Criteria for Reviewing Departmental Recommendations for Appointment to Tenure and/or Promotion*.

### 3. External Review Letters and Supporting Documentation

- a. External Review Letters: Submit at least three (3) external review letters assessing the candidate's materials. The Committee recommends submitting four (4) letters. The Committee prefers confidential letters and expects the department to have a clear process for maintaining the confidentiality of such letters.

The external reviewers should meet the following criteria:

- ~~While it makes sense for candidates to help the department identify domain experts, the committee strongly prefers that the selection of the reviewers be clearly independent of the candidate's personal preferences. For example, the candidate could identify domain experts by specifying relevant domain keywords or by specifying relevant publication venues whose editors or program committee members might be suitable reviewers. Having the candidate specify particular reviewers suggests less independence. Under any circumstances, Candidates may provide a list of potential domain specific reviews, but the Executive Committee is responsible for generating a final list of reviewers independent of the candidate's personal preferences.~~ The solicitation of confidential letters must take place without consultation of the candidate, and individuals who submit letters will be identified only to members of the Executive Committee, the Dean, the Division of Professions Executive Committee and Campus Administration.

## VI. POST-TENURE REVIEW CRITERIA

There were no revisions to the *Procedures for Responding to Negative Post-Tenure Review* and *Checklist for Post-Tenure Review Files to be Submitted for Review*.