

Revisions to Chapter 5 of UWM Policies and Procedures Regarding the Process Used for Promotion to Full Professor – Rationale

Currently, approximately 50% of faculty at UWM are at the rank of Associate Professor, as has been the case for many years. Concerns over the lack of promotion of faculty to Full Professor led to a study of the problem that identified several issues contributing to the lack of promotions. One of these involved the current Policies and Procedures for the promotion to full professor in Chapter 5. The proposed revisions are meant to address these concerns within P&P.

The proposed revisions clarify the process to be used, as current P&P is in many places unclear on what steps are to be taken. By explicitly presenting the process to be used, greater clarity in the process is achieved.

A significant change to the process is the creation of the possibility for appealing a decision to not consider a promotion case. Currently, the hearing body (either the full executive committee or the subcommittee of full professors) first decides whether they will consider the case, and if they chose to consider, the case will then proceed with soliciting of external review letters. Once the case is formally taken up, the candidate for promotion can pursue an appeal if deemed necessary. However, if the hearing body chooses to not take up the case, there is currently no mechanism for an appeal of such a decision. The hearing body currently does not need to provide any reasons for not considering a case. The revised P&P will require the hearing body to create and provide reasons for choosing to not consider a case, and the candidate can ask for a reconsideration by the hearing body and may appeal the decision to the FAGC. These changes are designed to eliminate the situation where a hearing body continually refuses to consider a case while providing no rationale to the candidate.

In addition to the changes to Section 5.20 of P&P, a small revision to Section 5.18 is being made to eliminate “and publication” of a notice of non-renewal decisions. It was unclear to us and to the Office of Legal Affairs as to what “publication” entailed, and so it was judged best to remove it from P&P.

2022-23 UWM University Committee

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