DATE: April 23, 2015

TO: Rich Halverson, School of Education
    Wally Block, College of Engineering and School of Medicine and Public Health
    Michael Collins, School of Human Ecology
    Denise Ney, College of Agricultural and Life Sciences
    Caroline Levine, College of Letters & Science (co-chair)
    Galen McKinley, College of Letters & Science
    Sheila McGuirk, School of Veterinary Medicine
    Dorothy Farrar-Edwards, School of Education (co-chair)

    Ex-officio appointed by the Provost: Michael Bernard-Donals, Vice Provost for Faculty and Staff Programs

FROM: Jo Ellen Fair, Chair, University Committee

RE: Creation of the Ad Hoc Committee on Post-Tenure Review

With this memo, I am formally inviting you to become members of the Ad Hoc Committee on Post-Tenure Review.

For 40 years, state statute has mandated that University of Wisconsin faculty performance be reviewed (UWS 3.05). To ensure continued quality of faculty performance, the Board of Regents created systemwide guidelines in 1992, stipulating that each campus through its own governance process develop policy specifically to evaluate tenured faculty members’ activities and performance “to ensure continuing growth and development of faculty professional skills, encouraging University of Wisconsin faculty to explore new ways to promote academic excellence, and to identify areas for improvements and provide solutions for problem areas” (Regent Policy Document 20-9). The following year UW-Madison established its own review process for tenured faculty to determine whether a faculty member is fulfilling her/his obligations to the university and to the state of Wisconsin (Faculty Legislation, II-106).

The purpose of the Ad Hoc Committee on Post-Tenure Review is to assess UW-Madison’s review policies and their implementation.

Specifically, we ask the committee to:

1. examine review policies of tenured faculty at peer institutions (for example, CIC institutions) to identify criteria, processes and procedures, and accountability standards that might be useful to UW-Madison;
2. consult with other campus shared governance groups (such as the Committee on Faculty Rights and Responsibilities) and offices (such as the Provost’s) to coordinate policies related to faculty performance and activities;

3. compare how the 11 UW-Madison colleges* conduct reviews of tenured faculty, the kind of information collected, what is typically done with completed reviews, and what the standards of accountability are for departments and faculty members;

4. detail the relationship between post-tenure review and promotion to the rank of full professor;

5. recommend ways for the post-tenure review process to:
   • develop clear standards of accountability for tenured faculty;
   • address accountability in relation to positive and negative outcomes such as merit or compensation, teaching load, awards, discipline, etc.;
   • be applied consistently across campus;
   • discuss the balance between faculty accountability for the teaching, research and service missions of the department, college, and university and preserving academic freedom and norms.

The committee should plan to submit a report to the University Committee via the Secretary of the Faculty and UC chair by 16 October 2015.

Thank you in advance for your service on this important committee.

* College of Agricultural and Life Sciences, College of Letters & Science, School of Human Ecology, School of Education, School of Pharmacy, School of Veterinary Medicine, School of Medicine and Public Health, School of Nursing, School of Business, Law School, College of Engineering

UWS 3.05, Periodic Review, 1975
http://docs.legis.wisconsin.gov/code/admin_code/uws/3/05

Regent Policy Document, 20-9, UW System Guidelines, 1992
https://www.wisconsin.edu/regents/policies/guidelines-for-tenured-faculty-review-and-development/

UW-Madison faculty legislation, II-106, 1993
https://www.ohr.wisc.edu/polproced/UPPP/0801_A.pdf