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6 **A BILL TO REVISE UW REGULATION 5-803**  
7 **“Reappointment, Tenure and Promotion Procedures for University Faculty”**  
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11 **WHEREAS**, Academic Affairs has examined the efficacy of the first year review in  
12 reappointment, tenure and promotion procedures; and

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14 **WHEREAS**, consensus among Academic Affairs, Deans and Directors, and faculty is  
15 that current first year review procedures are unnecessarily burdensome on faculty and  
16 administration alike; and

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18 **WHEREAS**, the consensus of stakeholders is that first year review is best expedited  
19 by simplifying review at the dean’s level; therefore,

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21 **BE IT ENACTED** by the Faculty Senate of the University of Wyoming to amend  
22 UW Regulation 5-803 presented in the attached addenda.

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**Excerpt from  
UW REGULATION 5-803  
Reappointment, Tenure and Promotion Procedures for  
University Faculty**

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**e. Review of Probationary Faculty**

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i. Mandatory review of probationary faculty for reappointment shall occur in the spring of the first, second, and fourth years of employment.

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ii. **First Year Review.** The review in ~~the spring~~ of the first year of employment will have one of two consequences: 1) after completion of the procedures described below, the Board of Trustees may authorize a probationary faculty member to proceed to the second year review, in which case the employment of the faculty member may continue through the third year; or 2) the Board of Trustees may terminate the faculty member's employment at the end of the first year.

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(1) The review in ~~the spring~~ of the first year of employment shall be initiated by the department head and shall follow the procedures described for reappointment, tenure and promotion in **section 3.a.iii.-ix. Departmental Level** above.

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~~(2) After review at the departmental level, and if the dean concurs with the positive recommendations of the department and department head, the dean will forward his/her recommendation along with supporting data directly to the Vice President for Academic Affairs.~~

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(2) If there are no negative votes within the department or by the department head for the candidate, the department head will forward his/her recommendation along with supporting data directly to the dean of the college. The dean will review the folder of the candidate, but a letter of recommendation is not required. The dean shall forward the folder of each candidate along with supporting data directly to the Vice President of Academic Affairs.

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(3) The folder of a candidate who has received any negative votes or who has not been recommended for a subsequent review by departmental colleagues or the department head shall be referred by the dean of the college to the college reappointment, tenure and promotion committee for review and vote.

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(4) When a candidate has received positive recommendations from the department and the department chair, and when the dean is not in a position to make a positive recommendation, the case shall be referred to the college reappointment, tenure and promotion committee for review and vote.

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~~(3) The folder of a faculty member who has not been recommended for a subsequent review by departmental colleagues or the department head shall be referred by the dean to the college reappointment, tenure and promotion committee for review and vote. When a candidate has received positive recommendations from the department and the department chair, and when the~~

66 | ~~dean is not in a position to make a positive recommendation, the case shall be referred to the~~  
67 | ~~college reappointment, tenure and promotion committee for review and vote.~~

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69 | ~~(4)~~(5) Insofar as termination is a tenure-bearing issue, candidates not recommended for subsequent  
70 | reviews shall be reviewed by the University Reappointment, Tenure and Promotion Committee if  
71 | the decision of one of the lower units, i.e., departmental colleagues, department head, college  
72 | reappointment, tenure and promotion committee, or dean, is in conflict with that of another. After  
73 | discussion, each member shall cast a written ballot containing reasons for the vote.

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75 | ~~(5)~~(6) Upon completing deliberations, the University Reappointment, Tenure and Promotion  
76 | Committee shall communicate its recommendations in writing to the Vice President for Academic  
77 | Affairs along with the reasons for its recommendations.

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79 | ~~(6)~~(7) The Vice President for Academic Affairs shall deliberate each case and make his/her  
80 | recommendation to the President of the University. The recommendations of the University  
81 | Reappointment, Tenure and Promotion Committee and the Vice President for Academic Affairs shall  
82 | be made available to the candidate. For any case where the Vice President for Academic Affairs  
83 | recommends termination, the candidate shall have the right to add a statement of response. In all  
84 | cases, the candidate shall initial and date the recommendations to indicate having seen the final  
85 | compilation of papers

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87 | **iii. Second Year Review.** The review in the spring of the second year of employment will have one  
88 | of three consequences: after completion of the procedures described below, the Board of Trustees  
89 | may authorize a faculty member to proceed to the fourth year review, in which case the employment  
90 | of the faculty member may continue through the fifth year; or the department faculty, the chair, the  
91 | college reappointment, tenure and promotion committee, the dean, the University Reappointment,  
92 | Tenure and Promotion Committee, the Vice President for Academic Affairs, or the Board of Trustees  
93 | may request an additional review in the spring of the third year, in which case the employment of the  
94 | faculty member may continue through the fourth year; or the Board of Trustees may terminate the  
95 | faculty member's employment at the end of the third year. The second year review shall follow the  
96 | procedures described for reappointment, tenure and promotion in **section 3.a.iii.-ix. Department**  
97 | **Level, section 3.b.ii.-xiv. College Level, and 3.c.ii.-xiv. University Level** above.

98 | **iv. Third Year Review.** If an additional review in the third year is required the procedures described  
99 | in **section 3.e.iii. Second Year Review** above shall be followed. This review will result either in the  
100 | termination of employment at the end of the fourth year or in a decision to review the faculty  
101 | member in the fourth year. If the fourth year review is authorized, the employment of the faculty  
102 | member may continue through the fifth year.

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104 | **v. Fourth Year Review.** The review in the spring of the fourth year of employment will have one of  
105 | three consequences: after completion of the procedures described below, the Board of Trustees may  
106 | authorize the faculty member to proceed to the tenure review in the spring of the sixth year, in which  
107 | case the employment of the faculty member may continue through the seventh year, either as a  
108 | terminal year or as the first year of tenure; or the department faculty, the chair, the college  
109 | reappointment, tenure and promotion committee, the dean, the University Reappointment, Tenure  
110 | and Promotion Committee, the Vice President for Academic Affairs, or Board of Trustees may  
111 | request an additional review in the spring of the fifth year, in which case the employment of the

112 faculty member may continue through the sixth year; or the Board of Trustees may terminate the  
113 faculty member's employment at the end of the fifth year. The fourth year review shall follow the  
114 procedures described for reappointment, tenure and promotion **section 3.a.iii.-ix. Department Level,**  
115 **section 3.b.ii.-xiv. College Level,** and **section 3.c.ii.-xiv. University Level** above.

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117 **vi. Fifth Year Review.** If an additional review in the fifth year is required, the procedures described  
118 in **section 3.c.iii. Second Year Review** above shall be followed. This review will result either in the  
119 termination of employment at the end of the sixth year or in a decision to review the faculty member  
120 for tenure in the sixth year. If the tenure review in the sixth year is authorized, the faculty member  
121 will be assured of employment through the end of the seventh year, either as a terminal year or as the  
122 first year of tenure.

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124 **vii. Sixth Year Review (Tenure).** The tenure review shall take place as described in **Section 3.**  
125 **REAPPOINTMENT, TENURE AND PROMOTION PROCEDURES.**

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127 **viii.** Faculty who are first employed at a time other than the beginning of the fall semester shall have  
128 their first year review after they have been employed through a fall semester.

129 **ix.** Faculty who are appointed with an abbreviated probationary period shall be reviewed on the  
130 schedule described for those with a six year probationary period, with the tenure review occurring at  
131 the time set in the letter of appointment.

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133 **x.** At any point in these procedures a faculty member who has received a negative recommendation  
134 has the right to resign, and his/her personnel file will state only that he/she has resigned.

135 **f. College and University Reappointment, Tenure and Promotion Committees**

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137 **i.** The reappointment, tenure and promotion committees of the college and University should be alert  
138 to possible irregularities at whatever level in following these procedures and should investigate and  
139 make appropriate recommendations wherever procedural integrity is not maintained. Should this  
140 procedure not lead to corrections the committees should make a full report of violations to the  
141 Faculty Senate and the Faculty Academic Standards, Rights, and Responsibilities Committee.