

2
3
4
5
6
7 A BILL TO REVISE UW REGULATION 5-1
8 "Academic Personnel"
9

10
11
12
13 WHEREAS, the University Reappointment, Tenure and Promotion Committee
14 examined procedures regarding promotion to full professor and updated the policy to
15 eliminate length of service as a prerequisite; and
16

17 WHEREAS, their conclusion was vetted and approved by the Faculty Academic
18 Standards, Rights and Responsibilities Committee; therefore,
19

20 BE IT ENACTED by the Faculty Senate of the University of Wyoming to amend
21 UW Regulation 5-1 as presented in the attached addenda.

22 **Excerpt from**
23 **UW REGULATION 5-1**
24 **Academic Personnel**
25
26
27

28 **D. FACULTY REAPPOINTMENT, TENURE AND PROMOTION**
29

30 To hold a position with tenure means that the faculty appointment is not subject to
31 termination or substantial reduction in status without adequate justification as outlined in
32 **section E. DISMISSAL OF FACULTY** below.
33

34 Therefore, the reappointment procedures are integrally related to the tenure and
35 promotion decisions of those faculty serving probationary appointments. Only those
36 tenure-track faculty who successfully complete this period and are approved by the
37 Trustees, will receive tenure. An individual who is not offered tenure at the end of the
38 probationary period shall not be retained as a faculty member.
39

40 The main criteria for reappointment, tenure and promotion decisions are creative
41 development, advancement of knowledge, and dissemination of knowledge. These
42 criteria may be demonstrated in the University's functions of teaching, research, creative
43 contributions, extension, service to the state of Wyoming, professional service, and other
44 University-related activities and services.
45

46 Candidates for reappointment, tenure and promotion are evaluated on the academic
47 functions they are expected to perform and the evaluations will appropriately recognize
48 the proportion of time allocated and expected for the particular functions by the
49 candidates at each professorial rank. In addition, the programmatic needs and directions
50 of the University will also be considered in reappointment and tenure cases.
51

52 Procedures concerning the review and reappointment of probationary faculty, as well
53 as tenure and promotion of all faculty, shall be initiated as specified in UW
54 Regulations. These decisions are to occur annually and successively, as specified by the
55 Vice President for Academic Affairs, at the department, college, and University levels;
56 at each administrative level the cognizant University officer will make a
57 recommendation after having been advised by an appropriate faculty committee or group.
58

59 The probationary period for tenure decisions is normally based on rank at the time of
60 initial appointment to the University of Wyoming as set forth below:
61

- 62 1. For instructors, the tenure decision will be made no later than the sixth year.
- 63 2. For untenured assistant professors, the tenure decision will be made no later than the
64 sixth year.

65 3. For untenured associate professors, the tenure decision will be made no later than
66 the fourth year.

67
68 4. For untenured professors, the tenure decision will be made no later than the third
69 year. Tenure decisions will be considered "early" if the candidate has served fewer years
70 than specified above.

71
72 In exceptional cases, a faculty member may request in writing that his/her probationary
73 period for tenure be modified. This request will be forwarded to the Vice President
74 for Academic Affairs after review and recommendation by the department chair and
75 college dean. The Vice President for Academic Affairs will render a decision on the
76 request to modify the probationary period.

77
78 The procedures and consequences of mandatory and optional reviews for probationary
79 faculty are specified in UW Regulations.

80
81 When an individual on probationary appointment is not recommended for reappointment,
82 the President shall advise the faculty member in writing of this decision at least three
83 months prior to the end of the contract year for those in their first year of service, at least
84 six (6) months for those in their second year of service and at least twelve (12) months for
85 those who have served more than two years at the University. Academic year contracts
86 terminate one week following Spring commencement.

87
88 The promotion of faculty shall also be initiated in accordance with the procedures specified
89 in UW Regulations. Promotion decisions for assistant professors being considered for
90 associate rank will normally occur during the sixth year of service; decisions prior to the
91 sixth year will be considered "early." **PROMOTION DECISIONS FOR ASSOCIATE
92 PROFESSORS BEING CONSIDERED FOR THE RANK OF PROFESSOR ARE NOT
93 TIED TO YEARS OF SERVICE. INSTEAD, THEY HINGE ON THE DEPTH,
94 LEVEL, AND NATIONAL OR INTERNATIONAL SCOPE AND RECOGNITION OF
95 THE CANDIDATE'S CONTRIBUTIONS TO THE DISCIPLINE AND THE
96 UNIVERSITY'S MISSION. ASSOCIATE PROFESSORS SEEKING PROMOTION
97 TO PROFESSOR NORMALLY UNDERGO A PERIOD OF ADDITIONAL
98 GROWTH THAT RESULTS IN A GREATER LEVEL OF ACCOMPLISHMENT
99 AND INTELLECTUAL LEADERSHIP.** ~~Promotion decisions for associate professors
100 being considered for professor rank is not tied to years of service; however, decisions will be
101 considered "early" if one has served fewer than five years in the associate rank.~~

102
103 A faculty member who has been offered tenure, and who has refused to accept tenure, can
104 be reappointed annually at the discretion of the department in which this individual holds
105 an appointment; in addition, any such person shall have all rights and responsibilities of
106 tenured faculty members except permanent appointment.

107
108 As noted in paragraph B.1., not all faculty members are eligible for tenure. Faculty
109 employed as lecturers in intercollegiate athletics, research professors, clinical
110 professors, temporary, visiting or adjunct faculty, those serving with archivist or library

111 faculty status and officers in the Divisions of Military Science and Aerospace Studies are
112 among those excluded.

113
114 Administrative and academic officers do not have tenure in their administrative positions
115 and shall serve in such capacity at the pleasure of the President and/or the Trustees. If
116 they hold concurrent faculty appointments, they may be granted tenure in the faculty
117 position at the discretion of the Trustees. However, no one shall forfeit tenure by reason
118 of appointment to an administrative position.

119
120 Reappointment, tenure and promotion evaluations and recommendations shall be
121 communicated to the individual in writing by the dean, or equivalent academic officer,
122 prior to forwarding the information to the Vice President for Academic Affairs Office.

123
124 If the faculty member desires to comment upon the recommendation or evaluation, he/she
125 may do so by forwarding written comments to the appropriate University officers.
126 This information will become part of the candidate's tenure and promotion packet.