A BILL TO REVISE UW REGULATION 5-803
“Reappointment, Tenure and Promotion Procedures for University Faculty”

WHEREAS, Academic Affairs has examined the efficacy of the first year review in reappointment, tenure and promotion procedures; and

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

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

BE IT ENACTED by the Faculty Senate of the University of Wyoming to amend UW Regulation 5-803 presented in the attached addenda.
e. Review of Probationary Faculty

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

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.

(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.

(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.

(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.

(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.

(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.

(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
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.

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

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

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

iii. Second Year Review. The review in the spring of the second year of employment will have one
of three consequences: after completion of the procedures described below, the Board of Trustees
may authorize a faculty member to proceed to the fourth year review, in which case the employment
of the faculty member may continue through the fifth year; or the department faculty, the chair, the
college reappointment, tenure and promotion committee, the dean, the University Reappointment,
Tenure and Promotion Committee, the Vice President for Academic Affairs, or the Board of Trustees
may request an additional review in the spring of the third year, in which case the employment of the
faculty member may continue through the fourth year; or the Board of Trustees may terminate the
faculty member's employment at the end of the third year. The second year review shall follow the
procedures described for reappointment, tenure and promotion in section 3.a.iii.-ix. Department

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

v. Fourth Year Review. The review in the spring of the fourth year of employment will have one of
three consequences: after completion of the procedures described below, the Board of Trustees may
authorize the faculty member to proceed to the tenure review in the spring of the sixth year, in which
case the employment of the faculty member may continue through the seventh year, either as a
terminial year or as the first year of tenure; or the department faculty, the chair, the college
reappointment, tenure and promotion committee, the dean, the University Reappointment, Tenure
and Promotion Committee, the Vice President for Academic Affairs, or Board of Trustees may
request an additional review in the spring of the fifth year, in which case the employment of the
faculty member may continue through the sixth year; or the Board of Trustees may terminate the faculty member's employment at the end of the fifth year. The fourth year review shall follow the procedures described for reappointment, tenure and promotion section 3.a.iii.-ix. Department Level, section 3.b.ii.-xiv. College Level, and section 3.c.ii.-xiv. University Level above.

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

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

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

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

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

f. College and University Reappointment, Tenure and Promotion Committees

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