A BILL TO REVISE UW REGULATION 5-1
“Academic Personnel”

WHEREAS, the University Reappointment, Tenure and Promotion Committee examined procedures regarding promotion to full professor and updated the policy to eliminate length of service as a prerequisite; and

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

BE IT ENACTED by the Faculty Senate of the University of Wyoming to amend UW Regulation5-1 as presented in the attached addenda.
D. FACULTY REAPPOINTMENT, TENURE AND PROMOTION

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

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

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

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

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

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

1. For instructors, the tenure decision will be made no later than the sixth year.
2. For untenured assistant professors, the tenure decision will be made no later than the sixth year.
3. For untenured associate professors, the tenure decision will be made no later than
the fourth year.

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

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

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

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

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

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

As noted in paragraph B.1., not all faculty members are eligible for tenure. Faculty
employed as lecturers in intercollegiate athletics, research professors, clinical
professors, temporary, visiting or adjunct faculty, those serving with archivist or library
faculty status and officers in the Divisions of Military Science and Aerospace Studies are among those excluded.

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

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

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