

Tenure and Promotion

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- What is tenure?
- Why do we have it?
- What standards are used in awarding tenure at UW?
- How does UW administer the tenure process?
- How are we doing?

What is tenure?

- Legal view (AAUP)
 - Tenure is an arrangement whereby faculty members, after successful completion of a period of probationary service, can be dismissed only for adequate cause or other possible circumstances (e.g. *bona fide* financial exigencies) and only after a hearing before a faculty committee.
 - “Cause” is defined at UW Regulation 5-1
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 - Procedures for dismissal of a UW tenured faculty member are defined in University Regulation 5-801.

Some principles from case law

- There is no guarantee of tenure
- Tenure necessarily involves subjective decisions
- Tenure review takes many factors into account
- Tenure involves many levels of review and recommendation
- Only the Board of Trustees can confer tenure

Good Source: <http://www.aaup.org/AAUP/issues/tenure/resources.htm>

Why do we have tenure?

- Philosophical view

“Academic freedom and tenure do not exist because of a peculiar solicitude for the human beings who staff our academic institutions. They exist, instead, in order that society may have the benefit of honest judgment and independent criticism which otherwise might be withheld because of fear of offending a dominant social group or transient social attitude.”

Source: C. Byse and L. Joughin, *Tenure in American Higher Education: Plans, Practices, and the Law* (Ithaca: Cornell University Press, 1959), p. 4.

What standards are used?

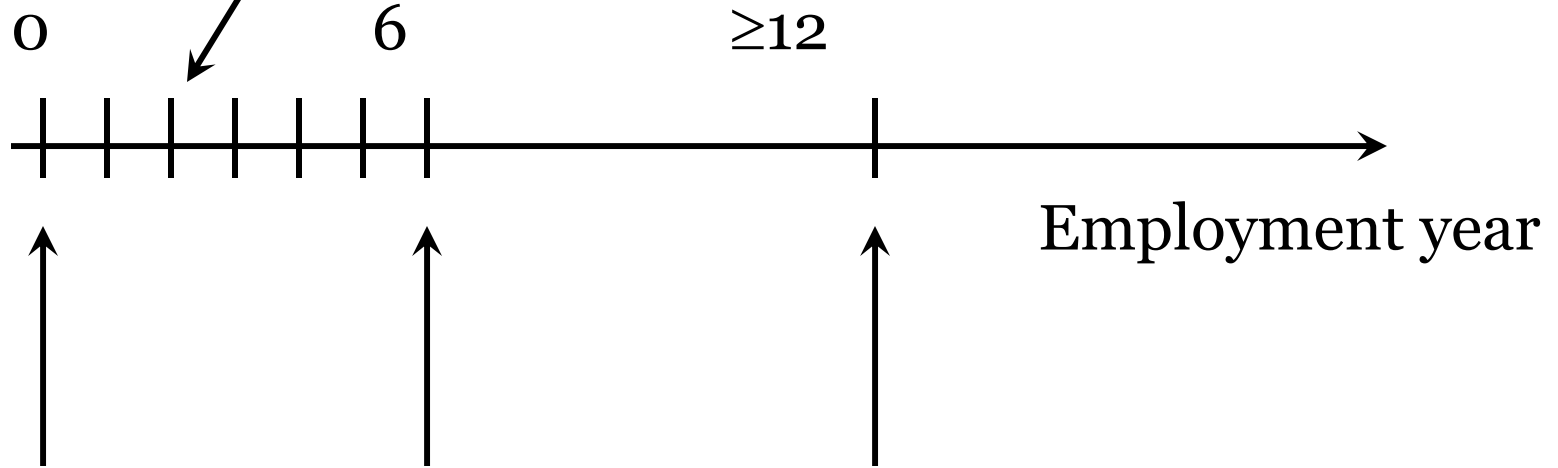
- In general, UW looks for
 - effective and versatile classroom teaching
 - the capacity for strong scholarship (i.e. peer-reviewed articles, juried shows in the arts)
 - Review and recognition of scholarly or creative work by nationally or internationally recognized peers
 - and –last but not least--the ability to work constructively with students and colleagues
- More specific standards for the candidate's academic discipline are defined at the department level by faculty peers

Administration of the tenure review process

- UW's process is
 - Highly structured (rigorously defined in UniReg 803)
 - Repetitive (reviews occur each year of six-year probationary period with few exceptions)
 - Multi-leveled (including recommendations from peers and administrators at the department, the college, and the university levels)
 - Feedback-intensive (there should be no surprises)
 - Inherently subjective, but fact-based and focused on the candidate's own comprehensive documentation of performance in all dimensions of duties



Annual probationary reappointment or dismissal
(possible to skip 3rd & 5th reviews)

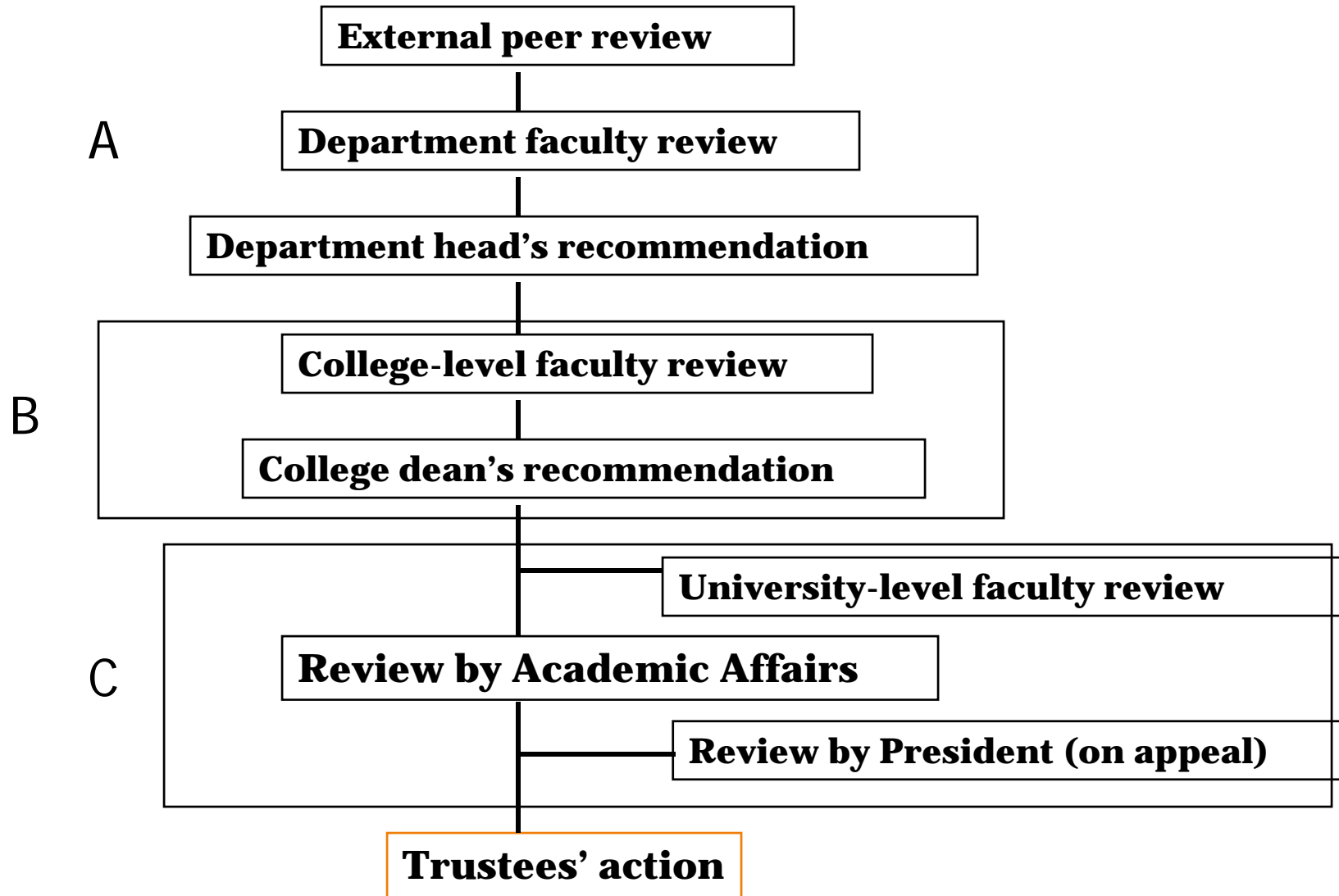


Hired as
Assistant
Professor

Tenure and
promotion to
Associate
Professor, or
dismissal

Promotion to
Professor
(optional)

Multi-level review



Trustees' action

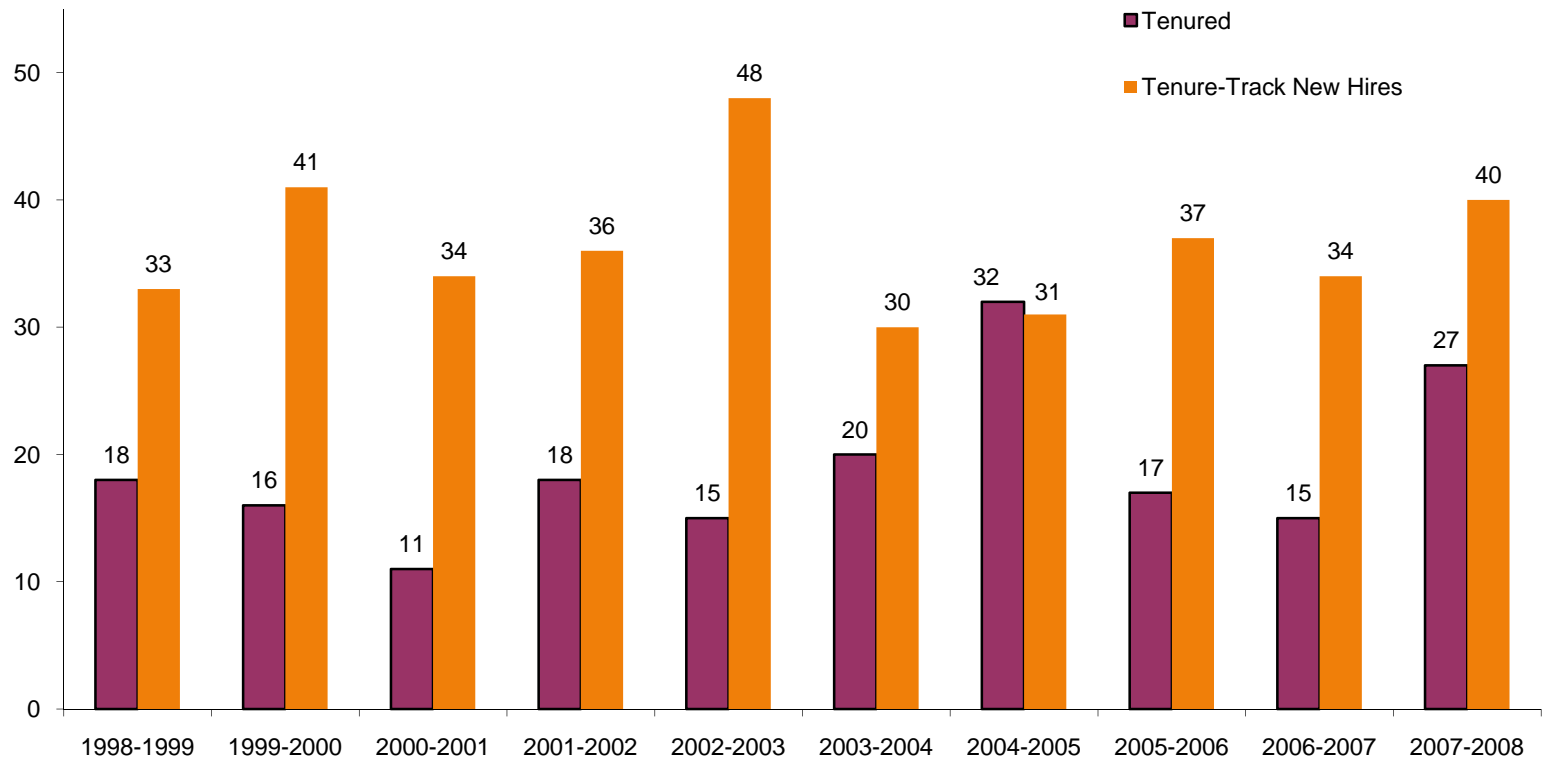
- Only positive cases forwarded
 - March for first-year reappointment cases
 - May for all others
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- There is no tenure until the Trustees confer it.
 - UW does not recognize “de facto” tenure (and neither do courts).

How are we doing?

- UW tenure *processes* are rated “very clear” or “fairly clear” by most UW faculty, and UW ranked first among six peer institutions in this area. *Criteria and standards* for tenure are rated slightly less clear; UW ranked second among six peers.*
- Explicit tenure denials are not common at UW.
- However, there is significant attrition of tenure-track faculty prior to the tenure decision year.
 - Feedback on performance is one reason that tenure-track faculty leave UW but there are other reasons too.

*From UW’s COACHE (Collaborative on Academic Careers in Higher Education) survey results.

Numbers of faculty hired onto the tenure track and granted tenure: Academic years 1999-2008



Faces of tenure

