

## Steven Smith

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**From:** Jo Ellen Fair  
**Sent:** Thursday, April 09, 2015 12:26 PM  
**To:** Secretary of the Faculty  
**Subject:** Post-tenure review committee charge

### Charge to the Ad Hoc Committee on Post-Tenure Review

For 40 years, state statute has mandated that University of Wisconsin faculty performance be reviewed (UWS 3.05). To ensure continued quality of faculty performance, the Board of Regents created systemwide guidelines in 1992, stipulating that each campus through its own governance process develop policy specifically to evaluate tenured faculty members' activities and performance "to ensure continuing growth and development of faculty professional skills, encouraging University of Wisconsin faculty to explore new ways to promote academic excellence, and to identify areas for improvements and provide solutions for problem areas" (Regent Policy Document 20-9). The following year UW-Madison established its own review process for tenured faculty to determine whether a faculty member is fulfilling her/his obligations to the university and to the state of Wisconsin (Faculty Legislation, II-106).

The purpose of the Ad Hoc Committee on Post-Tenure Review is to assess UW-Madison's review policies and their implementation.

Specifically, we ask the committee to:

1. examine review policies of tenured faculty at peer institutions (for example, CIC institutions) to identify criteria, processes and procedures, and accountability standards that might be useful to UW-Madison;
2. compare how the 11 colleges\* across the UW-Madison campus conduct reviews of tenured faculty, the kind of information collected, what is typically done with completed reviews, and what the standards of accountability are for departments and faculty members;
3. recommend ways to ensure that the post-tenure review process is consistent across campus and improve its procedures, including providing faculty with a clear picture of the importance of the review process for promotion, merit, awards, and accountability to the teaching, research, and service mission of the department, college, and university, while preserving academic freedom and norms.

\*CALs, L&S, SoHE, Education, Pharmacy, Vet Med, SMPH, Nursing, Business, Law, Engineering

UWS 3.05, Periodic Review, 1975

[http://docs.legis.wisconsin.gov/code/admin\\_code/uws/3/05](http://docs.legis.wisconsin.gov/code/admin_code/uws/3/05)

Regent Policy Document, 20-9, UW System Guidelines, 1992

<https://www.wisconsin.edu/regents/policies/guidelines-for-tenured-faculty-review-and-development/>

UW-Madison faculty legislation, II-106, 1993

[https://www.ohr.wisc.edu/polproced/UPPP/0801\\_A.pdf](https://www.ohr.wisc.edu/polproced/UPPP/0801_A.pdf)

Potential members:

1. Gary Diffie, kinesiology, School of Education
2. Patti Brennan, Nursing and Engineering
3. Michael Collins, SoHE
4. Denise Ney, CALS
5. Howard Schweber, L&S
6. Edgar Spalding or Mary Halloran, L&S
7. De-Ann Pillers, SMPH

Ex-officio members as assigned by the Provost