**Actions/steps/ideas to improve guidance/mentoring   
for (jointly appointed) probationary faculty**

* Faculty Senate (October 1st reading; November vote): Proposal to change FPP to specify support for joint appointments (<https://kb.wisc.edu/images/group222/shared/2019-04-01FacultySenate/2823FPPJointAppointments.pdf> and in UC Box folder)
* Faculty Senate (fall/TBD): create FPP language clarifying that tenure homes cannot be split for any faculty members (current language, including new language above, does not allow for split tenure homes, but does not expressly so state either)
* UC/Senate/OHR (TBD): creation of a “warrant” for probationary faculty to identify mentors (and reviewers) (and perhaps other tracking?)
* OSOF/VPFS memo (from MBD and sks to chairs, at least those with cluster hires, to be issued mid-summer): issue a brief memo to chairs alerting them to above efforts. This could be to all chairs – or just the subset that are making cluster hires. The memo would say something about why the FPP changes are being proposed, that they will indeed come up in the fall, and that they are part of a broader effort that will also include development of best practices and guidelines and perhaps some other things
* UC/Provost/DivCom/OSOF memo (senders TBD, to be issued at beginning of fall semester?): guidance for deans and chairs on best practices, including best practices, guidelines on appointment letters, mentor committees, review processes, what info to provide to divisional committees and outside evaluators in order to appropriately assess interdisciplinary work.
* Guidance on appointment letters (OHR, VPFS, OFOS, others; ongoing): revision and updating of appointment letter templates and best practices
* Department check-ins (VPFS/OFOS; ongoing): regular meetings with all department to check-in about mentoring of probationary faculty in general (visit dates recorded in HRS; all departments covered in 3-year cycle)
* CFRR guidance: clarify in CFRR guidelines who talks to whom and who speaks for whom and when, along with other clarifications