Roles and Responsibilities in the Tenure Process
Academic Department SRP Committee

- Standards, Rank, and Promotion Committee reviews candidate’s materials

- SRP Committee makes a decision about candidate
SRP Makes a Decision

Recommend for tenure – yes or no

- No – the process stops. Candidate cannot advance*

- Yes – recommended for tenure. Candidate goes forward with Department’s stamp of approval

Very significant decision

- Defines the quality standard – public statement

- recommends individual for a career-long appointment, or decides individual must vacate their position
SRP Sets the Standards

- Interpret “creative intellectual work”
  - Original? Builds on existing knowledge?

- Evaluate the quality of the peer review and affirmation
  - Independent? Rigorous? Meet widely accepted standards?

- What are the acceptable forms of “intellectual history” that work can be added to?
  - accessible? durable? well-regarded?

- Was the impact on the intended audience sufficient?
SRP

- Defines the “quality standard” for your department
- Determines who will receive long term employment with the University as faculty members
Faculty Tenure Advisory Committee

• The dean shall seek the **advice** of the Faculty Tenure Advisory Committee for each tenure recommendation forwarded from a department.

• The FTAC's sole function is to **advise** the appropriate dean regarding tenure decisions.

• The Committee's **advice** shall be based on a review of the material forwarded by the dean for each candidate and take the form of a positive or negative recommendation to the dean.
FTAC will receive a faculty member's application only after the department has recommended to the dean that the faculty member be awarded tenure.

The primary purpose for FTAC is to ensure that tenured faculty demonstrate an individual record of and continuing potential for a consistent, high level of scholarship in accordance with applicable institutional criteria and guidelines.
FTAC

Provide review & accountability for standards and judgments of the department SRP committees
The Dean’s Role

- The Dean seeks the advice of the Faculty Tenure Advisory Committee (FTAC).

- The Dean makes a recommendation (regardless of the FTAC recommendation) and forwards materials to the Provost.

- The Dean has the authority to grant extensions of time for probationary faculty prior to an application for tenure consideration.
• The Provost reviews the candidate’s materials and prepares a recommendation for the Chancellor’s action – this review must include substantial evidence of teaching excellence.

• The Chancellor makes a decision. If positive, forwards to UW System administration for action at the June Board of Regents meeting. If negative, there is no appeal.
  – Or to the UW System Senior Vice President for Academic Affairs if the required date to achieve tenure necessitates an “out-of-cycle” action – promotion becoming effective upon that action.
Board of Regents

- Awards tenured appointment to faculty member

- “the board may grant a tenure appointment only upon the affirmative recommendation of the appropriate chancellor and the appropriate academic department or its functional equivalent”*
  - Wisc Statutes, Chapter 36.13(2)a
Summary

- SRP Committee decides on candidate for tenure
- FTAC recommendation to Dean
- Dean recommendation, forward to Provost
- Provost reviews, adds recommendation, forwards to Chancellor
- Chancellor makes decision, recommends to Board of Regents
- Board of Regents awards tenure