

1 **Part E. Faculty Tenure.**

2 **FAC 4.E.0. Incorporation of College Personnel Materials.**

3 Please note that substantive requirements relating to faculty appointment, renewal, tenure, promotion, and
4 merit may be found in materials developed at the college or department level. College-specific information
5 has been included as an appendix to this material.

6 **FAC 4.E.1. General Considerations.**

7 Tenure decisions for faculty are made at the end of the sixth year of service or five and one-half years of
8 service for those who either began at the start of a spring semester or who had an odd number of seme-
9 ster leaves of absence.

10 **FAC 4.E.2. Tenure Through Renewal of a Probationary Appointment.**

11 (1) A tenure decision shall be made for all probationary faculty who are not on terminal appointment
12 according to the schedule listed below:

13 (a) For faculty holding a full time probationary appointment, the decision shall be made by the
14 end of the Spring Semester of the sixth year of service.

15 (b) For faculty holding a probationary appointment of at least three-quarters time but less than
16 full-time, the decision shall be made by the end of the Spring Semester of the ninth year
17 of service.

18 (c) For faculty holding a probationary appointment of at least half-time but less than
19 three-quarters time, the decision shall be made by the end of the Spring Semester of the thir-
20 tenth year of service.

21 (2) The same review process as listed for renewal of probationary faculty shall be followed for re-
22 commending tenure, with the additional requirement that each reviewing level include a statement
23 addressing the following factors:

24 (a) Teaching: based on the review of the candidate's performance as documented in the creden-
25 tials under review, that the candidate has established a record of teaching effectiveness that
26 enables the reviewer to believe the candidate will make a significant contribution to the future
27 growth and development of the University.

28 (b) Scholarly Activities: based on the review of the candidate's performance as documented in
29 the credentials under review, that the candidate has established a record of appropriate scho-
30 larly activities that enables the reviewer to believe the candidate will make a significant con-
31 tribution to the future growth and development of the University.

32 (c) Service: based on the review of the candidate's performance as documented in the creden-
33 tials under review, that the candidate has established a record of appropriate service that
34 enables the reviewer to believe the candidate will make a significant contribution to the future
35 growth and development of the University.

36 **FAC 4.E.3. Early Tenure.**

37 (1) Faculty members who have been credited by UW Oshkosh with a total of five or more years of full
38 time experience in the rank of instructor, assistant professor, associate professor, or professor at
39 UW Oshkosh and/or at a comparable academic institution prior to their appointment at UW Osh-
40 kosh may request consideration for early tenure as provided below.

41 (a) Faculty must be in the rank of associate professor or professor to request early tenure con-
42 sideration and must evidence exceptional achievement in teaching, scholarly activities, and
43 service.

44 (b) Faculty wishing to apply for an early tenure decision must inform their department chairper-
45 son or equivalent, in writing, at the time they are notified that they will be evaluated for re-
46 newal/non-renewal, or earlier. Faculty whose requests for early tenure are denied may not be
47 considered again for early tenure. A denial of early tenure shall not prejudice action on tenure
48 at the completion of the usual probationary period. The Provost and Vice Chancellor's Office
49 should be consulted to determine if the years of experience criterion is met.

1 **FAC 4.E.4. Tenure upon Appointment.**

2 Faculty with outstanding credentials may be granted tenure at the time of the initial appointment. Such a
3 tenure appointment will require affirmative recommendations by the initial level of review and the Chancel-
4 lor. The form used for initial appointment and tenure as well as all evidence required for making a tenure
5 decision must accompany such a recommendation. The recommendation of the department should be
6 reviewed by the college tenure review committee if there is one, Dean, Provost and Vice Chancellor,
7 Chancellor, and approved by the Board of Regents.