GOV 6.3. Limited Appointments and Other Appointments.

UWS 15.01 Limited appointments.

(1) A limited appointment under s. 36.17, Stats., is a special appointment to a designated administrative position. A person in this type of appointment serves at the pleasure of the authorized official who made the appointment. A member of the academic staff granted a limited appointment shall not lose existing rights to an academic staff appointment by accepting the limited appointment, and a member of the faculty granted a limited appointment shall not lose existing rights to a faculty appointment by accepting the limited appointment. Termination of a limited appointment is not a dismissal under ch. UWS 4 or 11 and is not otherwise appealable. Wherever possible 3 months' notice of termination should be given if the appointee does not hold simultaneously another university appointment.

(2) Limited appointments apply to the following positions: president, senior vice president, provost, vice president, associate vice president, assistant vice president, chancellor, vice chancellor, associate chancellor, assistant to the chancellor, vice chancellor, associate vice chancellor, assistant vice chancellor, center system dean, secretary of the board, associate secretary of the board, assistant secretary of the board, trust officer and assistant trust officer, and such other administrative positions as the board, the president, or the chancellor determines at the time of the appointment.

History: Cr. Register, October, 1975, No. 238, eff. 11-1-75; am. (1), Register, June, 1977, No. 258, eff. 7-1-77.

UWS 2.02 Limited Appointments (Revised 5/1/06)

Regent Resolution #9091 (adopted November 11, 2005) directed that from and after November 11, 2005, notwithstanding any institutional policies to the contrary, limited appointments shall be permitted only for those positions enumerated in s. 36.17 (2), Wis. Stats., unless an institution demonstrates circumstances justifying the creation of additional limited appointments. UWS 3.02 Limited Appointments (Revised 5/1/06)

Regent Resolution #9091 (adopted November 11, 2005) directs limited appointees entering UW System employment from other institutions and either (s) holding a tenured faculty position elsewhere or (b) having been recruited to a position with a requirement or expectation of tenurability, and who have been recommended for tenure by the appropriate UW department may be granted a concurrent tenure appointment as part of the employment contract process.

Regent Resolution #9091 (adopted November 11, 2005) further directs limited appointees entering UW System from other institutions who do not hold tenure elsewhere and were not recruited with a tenurability requirement shall not be granted concurrent appointments; however, at the discretion of the appointing authority, such employees may be granted not more than six months notice of termination as permitted under s. UWS 15.01, Wisconsin Administrative Code, at the same salary, and with possible reassignment to other duties during this period.

Should a limited appointee with a faculty or academic staff concurrent appointment be terminated from the limited position, the appointee has no minimum notice rights. However, the appointee has the right to assume the concurrent appointment without a separation in service.

Regent Resolution #9091 (adopted November 11, 2005) directs that the status or length of the term of a concurrent appointment held by a limited appointee may not be altered while the individual is serving in the limited appointment. For clarification purposes, the intent of the regent resolution is to <u>not</u> improve the status of or <u>increase</u> the term of the concurrent appointment.

UWS 4.02 (5) Board of Regent Policies (Revised 5/12/06)

Regent Resolution #9058 (adopted September 9, 2005) directed that all UW institutions shall be required to seek approval from the UW System President for all settlements involving the termination of a limited appointment. Such settlements shall be reported to the Board of Regents.

Regent Resolution #9058 (adopted September 9, 2005) directed when a ranked faculty member leaves an administrative limited appointment to return to his/her faculty position, the faculty member will be compensated at a salary rate consistent with other faculty members of the same rank in the department while considering years of service, previous salary as a faculty member, length of time served as an administrator and other factors normally considered when setting faculty salaries. UWS 4.04 (5) Faculty Member in an Administrative Position and Return to Faculty position.

Regent Resolution #9058 (adopted September 9, 2005) further directs that limited appointees returning to the faculty with transition time for teaching preparation must develop the equivalent of a sabbatical proposal clearly outlining the work to be accomplished during the transition time. At the conclusion of the transition period, the faculty member must prepare a report of work accomplished during the transition period. The transition period should be no longer than one academic semester unless the person has served in a limited position for five or more years, whereby two academic semesters may be allowed. UW System approval of the transition plan is not required. However, the transition plan and subsequent report of work accomplished should be maintained in the institution's files and be available if there should be an audit of compliance with this policy.

CHANCELLORS (UW SYSTEM)

The Chancellor is the chief executive officer and is appointed by the Board of Regents. An appointment as Chancellor is a limited appointment which may include either an academic staff or faculty appointment.

LIMITED APPOINTMENTS (University of Wisconsin Oshkosh)

1.01 Definition.

A limited appointment is a special appointment to a designated administrative position. A person in this type of appointment serves at the pleasure of the Chancellor based on recommendations of the limited appointee's supervisor(s).

1.02 Coverage.

Limited appointments apply to the following positions at University of Wisconsin Oshkosh: Chancellor, Provost and Vice Chancellor, Assistant to the Chancellor, Vice Chancellor, Associate Vice Chancellor, Assistant Vice Chancellor, Assistant Chancellor, Dean, Associate Dean, Assistant Dean, all other positions that require a faculty appointment, and those academic staff titles stipulated in the 1993 Memorandum of Agreement with the Office of State Employment Relations (OSER) found in UWS UPG #7, Attachment 2, section II.A.I.

1.03 Concurrent Appointments.

All limited appointees, as defined in UWS 15, UWS UPG #2 and #7, shall not lose existing rights to either a concurrent academic staff appointment or a faculty appointment. A current member of the academic staff who accepts a limited appointment at University of Wisconsin Oshkosh does not lose existing rights under a, probationary, or fixed-term academic staff appointment.

For individuals employed by University of Wisconsin Oshkosh on limited appointments who must be granted a concurrent appointment according to Regent Resolution #9091, the appointment is one of the following:

A. Faculty - A concurrent appointment as a faculty member will need to be confirmed by members of a department, the chairperson, the dean, the Provost and Vice Chancellor, and Chancellor. Concurrent appointments as faculty are generally considered for Vice Chancellors, deans, associate deans and assistant deans.

B. Academic Staff - A concurrent appointment as an academic staff member will need to be confirmed by supervisors, the Provost and Vice Chancellor, and Chancellor. For individuals employed by the University of Wisconsin Oshkosh on limited appointments who cannot be granted a concurrent appointment according to Regent Resolution #9191, the appointment may

be granted not more than six months notice of termination as permitted under s. UWS 15.01. Wisconsin Administrative Code, at the same salary, and with possible reassignment to other duties during this period.