

The University of Wisconsin Oshkosh

Policy on Changing Faculty Evaluation Criteria



Original Issuance Date: MMMM DD, YYYY
Last Revision Date: MMMM DD, YYYY
Next Review Date: MMMM DD, YYYY

1. PURPOSE

The purpose of this policy is to allow faculty hired under the UW Colleges' Tenure and Promotion Criteria (FOX and FDL) to be evaluated using the Tenure and Promotion, Merit, Post-Tenure-Review, and Professorial Productivity Salary Increase criteria used on the Oshkosh (OSH) campus and to thus be compared to faculty in the "All Masters Granting Universities (large programs)" category in the College and University Professional Association (CUPA) adjustment process for salary equity.

2. RESPONSIBLE OFFICER

Provost and Vice Chancellor for Academic Affairs

3. SCOPE

This policy applies to all FOX and FDL campus faculty hired prior to the merger in 2018.

4. BACKGROUND

FOX and FDL faculty have historically carried higher teaching loads than their OSH counterparts, and their tenure and promotion criteria reflect this expectation. Notably, those criteria allow for the expectation for professional growth to be met without the peer-reviewed outcomes required of OSH faculty (and typically expected of faculty at Masters-granting institutions). (FOX and FDL faculty hired after the merger already use OSH tenure and renewal criteria.)

5. DEFINITIONS

The College and University Profession Association (CUPA) maintains data on faculty salaries based on discipline, rank, and the classification of the institution (<https://www.cupahr.org/>).

6. POLICY STATEMENT

A FOX or FDL faculty member hired prior to the 2018 merger will be compared to faculty at "All Masters Granting Universities (large programs)" in the CUPA adjustment process for faculty salary equity beginning when the faculty member commits in writing to both their department chair and their dean to use OSH campus criteria for all evaluations going forward (Tenure,

Promotion, Merit, Post-Tenure-Review, and Professional Productivity Salary Increases). All other FOX and FDL faculty will be compared to “All Associate Colleges (High Transfer – Traditional/Non-traditional – excluding for-profit private institutions)” in the CUPA adjustment for the purpose of salary equity.

The dean will maintain records of a faculty member’s Change of Evaluation Criteria and will inform Tenure and Promotions Committee chairs and the Salary Equity Technical Committee chair when such information is requested.

7. REFERENCES

The Salary Equity Technical Process Document for Faculty ([link to this document](#)) describes the salary equity process.

UW Colleges Tenure, Renewal and Promotion criteria ([We will link eventually – but I have quoted them here for our discussion.](#))

Tenure and Promotion to Associate Professor at UW Colleges

“Criteria for Tenure and Promotion to Associate Professor Revised by the Faculty Council (FPSC) 2017-09-22

The Faculty Member:

1. Has compiled a record of teaching effectiveness and has skillfully fulfilled teaching responsibilities for preparation and presentation of information in the discipline. Consideration will include, but not be limited to, lecture and laboratory preparation and presentation; resourcefulness, imagination, and competence in teaching; evidence of course improvement where the need was indicated by self- or external evaluation; and evidence that students have been provided with a sound background in the discipline.

2. Has demonstrated evidence of professional development through any of the following: research, including research on teaching methods; professional contributions to the discipline through scholarly publication; presentations of papers at state, regional, or national meetings of professional associations; art exhibits and performances involving outside peer review; active participation in professional meetings or associations beyond attendance; or other professional contributions recognized by one's professional peers external to the UW Colleges.

3. Has demonstrated significant achievement in one or both of the following: a. University service through contributions at the campus, department, UW Colleges-wide or all-university level. b. Public service to the community in areas related to his/her academic expertise or professional competence. This could include courses and other professional community service activities provided through Continuing Education Extension.

4. Has received an appropriate degree or the academic preparation as indicated in the letter of appointment. The requirement for an appropriate degree may be waived in cases of

outstanding professional accomplishment widely recognized in the discipline or in cases where, at the time of hiring, it was not specified as a requirement for promotion.”

Promotion to Full Professor at UW Colleges

“For promotion to the rank of Professor, the faculty member must demonstrate that the following criteria have been met:

- a. Sustained effectiveness in teaching, as described in the criteria for tenure.*
- b. Continued professional growth since promotion to Associate Professor with evidence of a strong record of publication or research or other professional contributions recognized by one's professional peers external to the UW Colleges.*
- c. Outstanding achievement in one or both of the following: 1. effective leadership within the campus and department or at a Collegeswide or system level. 2. extensive public service within the community in areas related to their academic expertise or professional competence. This could include courses and other professional community service activities provided through Continuing Education Extension.*
- d. An appropriate degree from a graduate program. Normally the appropriate degree will be the terminal degree in the discipline. For all promotions, the requirement for an appropriate degree may be waived in cases of outstanding accomplishment widely recognized in the discipline or in cases where, at the time of hiring, it was not specified as a requirement for promotion.”*

8. REVIEW and AMENDMENTS

The Responsible Officer (or designee) will conduct a review of this policy at least five years. The Faculty Senate will have the opportunity to participate in the review, discuss proposed changes to this policy, recommend changes, and vote to endorse the proposed changes or the continuance of the policy with no changes. Changes will take effect upon signature of the Chancellor. If no changes are recommended, the review clock will reset.

9. REVISION HISTORY

Initial Adoption	Faculty Senate Approval	Chancellor Approval

APPROVED BY:

Chancellor Andrew Leavitt

Date