

**From:** Martin, Karl

**Sent:** Wednesday, April 05, 2017 8:39 PM

**Subject:** Information for Cooperative Extension Probationary Faculty

Dear Cooperative Extension Faculty,

During this crucial phase of the *nEXT Generation* redesign, there are understandably a number of questions regarding the implications of *nEXT Generation* for probationary faculty. After much discussion and review of current institutional faculty governance and UW System policies, we have made the following decisions regarding probationary faculty.

- The tenure process for probationary faculty will proceed as usual from July 1, 2017 – June 30, 2018, for those who are eligible. Eligible probationary faculty include those who have completed their 4th year of service (per Articles of Faculty Governance Appendix IIC Part I - <http://www.uwex.edu/secretary/documents/Appendix-IIC.pdf>). Eligible probationary faculty may submit a tenure portfolio per normal processes and timelines for Fall 2017; however, depending upon the completion of the hiring process for the *nEXT Generation* model, the late Fall 2017 – Spring 2018 submission dates might only apply to those probationary faculty hired into faculty positions in the *nEXT Generation* model and who are eligible to go up for tenure by timelines established in current policy (as referenced above).
- Per current practice, the dean will recommend to approve, hold, or deny tenure as appropriate July 1, 2017 – June 30, 2018, based on the recommendations from the Faculty Tenure Advisory Committee and the dean's subsequent review. Recommendations of the dean are forwarded to the provost, who makes recommendations to the chancellor.
- Current probationary faculty may apply for either tenure-track faculty or academic staff positions when these are determined for the new model later this year. Probationary faculty who accept a new position would be issued a new contract for that position. Those receiving tenure from July 1, 2017 – June 30, 2018 will be considered tenured faculty in the *nEXT Generation* model.
- At end of the *nEXT Generation* hiring process, only those probationary faculty members who are not hired into the *nEXT Generation* model will be non-renewed and given appropriate notice of non-renewal. The UWEX Faculty Policies and Procedures 3.10 provide information on non-renewal of probationary faculty - <http://www.uwex.edu/human-resources/policies/UW-Extension-Faculty-Chapter3.pdf>.

We expect that there are many remaining questions relating to these and other issues impacting faculty as the *nEXT Generation* transition process unfolds. The following resources are available for those seeking clarification regarding the implications of the *nEXT Generation* redesign for probationary faculty.

- If you have questions about your current tenure timeline, contact Lisa Brennan ([lisa.brennan@ces.uwex.edu](mailto:lisa.brennan@ces.uwex.edu); 608-263-2775) in the Dean's office.

- The faculty-governance-sponsored, face-to-face, tenure orientation workshop scheduled for April 12 had been postponed. A Wisline will be offered on April 12 to provide information on the implications of the *nEXT Generation* redesign for probationary faculty. An email from University Committee Chair Barb Barker will be sent this week providing more detail regarding the April 12 Wisline.
- You may also contact Andrea Cool ([andrea.cool@uwex.edu](mailto:andrea.cool@uwex.edu); 608-262-4387), Secretary of the Faculty and Staff, and/or your academic department chair for more information or clarification and to raise questions or concerns.
  - Greg Blonde, Chair – Department of Ag and Life Sciences ([greg.blonde@ces.uwex.edu](mailto:greg.blonde@ces.uwex.edu); 715-258-6230)
  - Jeff Hoffman, Chair – Department of Community Resource Development ([jeff.hoffman@ces.uwex.edu](mailto:jeff.hoffman@ces.uwex.edu); 920-386-3790)
  - Charles (Chuck) Prissel, Chair – Department of Youth Development ([charles.prissel@ces.uwex.edu](mailto:charles.prissel@ces.uwex.edu); 715-485-8600)
  - Ruth Schriefer, Chair – Department of Family Development ([ruth.schriefer@ces.uwex.edu](mailto:ruth.schriefer@ces.uwex.edu); 608-930-9850)
  - J. Elmo Rawling, Chair – Department of Environmental Sciences ([elmo.rawling@wgnhs.uwex.edu](mailto:elmo.rawling@wgnhs.uwex.edu); 608-263-6839)

Regards,  
Karl

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