

**Questions and Answers Regarding Probationary Faculty during
the nEXT Generation Process in Cooperative Extension**

April 12, 2017

[Recording of the Wisline](#)

Q: Is the process of tenure for probationary faculty closing on December 31, 2017?

A: The process of tenure will continue for those probationary faculty who are in faculty-track positions in the new model. The projected timeline is to have the new model in place by the end of the calendar year – so for now we are projecting the new model will be implemented by January 1st, 2018.

Q: What point in the tenure application does a person need to be at to meet the fall submission deadlines?

A: The portfolios need to be based on 4 years of work at UW Extension; thereafter fore, a probationary faculty member would need to have completed their 4th year of service prior to submission.

Q: Does my document have to be submitted, be approved by SRP, FTAC, Dean by the December 31st deadline?

A: Yes, the December 31 deadline is the projected deadline. UC has requested there be two opportunities for faculty to complete the tenure process through review by SPR and FTAC and submission to the Dean by December 31.

Q: Does tenure need to be granted by June 30, 2018, or just submission of the portfolio?

A: Tenure is effective at the beginning of the fiscal year (July 1st) for everyone who is granted tenure during the fiscal year. That will include those who go through tenure in the fall, winter, or in spring. Portfolio submission needs to take place much earlier so it can go through the process of SRP, FTAC, Dean review and Chancellor approval, and then The Board of Regents needs to sign off on it as well.

Q: The statement in the Dean's email seems contradictory when you talk about dependency on the hiring process. Faculty want a concrete answer as to when they can apply by.

"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)."

A: This frustration is understandable, and this statement is contradictory. However, the intention here is to give a realistic sense of what to expect. If there is any ambiguity in status of a current probationary faculty member's tenure eligibility concurrent with the hiring process for the nEXT Generation model, the faculty member will be allowed to apply for tenure. In other words, if hiring is not complete and notices of non-renewal have not been given, but a current probationary faculty member is eligible to submit a tenure portfolio, he/she will not be prevented from submitting.

Q: Rumor is one, two, three year reviews have been cancelled. What advice is being given?

A: It is expected that reviews will continue as planned.

Q: There are a few faculty members who are Instructors who were planning on applying for a promotion (from Instructor to Assistant Professor without tenure) in 2018. If they need to reapply for their positions or apply for a different position, will the work they have completed prior to the position change count towards a promotion? Or, if meritorious, could they apply for this promotion early?

A: All work as a probationary faculty member will count toward promotion from Instructor to Assistant Professor. We will not allow promotions to be awarded early, but that time would factor into subsequent promotions.

Q: In recent years, promotion has been the only opportunity we get for a salary increase. With limited promotion opportunities for probationary faculty this year, how do you see this being handled to retain early career Extension professionals that are just shy of rank change? Will individuals at the instructor level that planned to submit for rank change to Assistant Professor this fall be able to secure this rank change?

A: Yes, if you are eligible for a rank change this fall we will accept the application for review and a decision.

Q: Will the salary ranges in the new positions give an opportunity for a salary increase for those of us that were not given the opportunity to submit for a rank change?

A: Your accomplishments and duration of time in your current position would be credited if you are hired into a faculty position in the new model or if you are hired into an academic staff position in the new model for promotion decisions.

Q: What happens to the time someone has accumulated toward tenure if they apply for a new tenure track faculty position. Does the time clock reset or does the accumulated time carry forward? That is, would someone's accumulated 2 or 3 years be carried forward or reset to 0. Moving from one probationary faculty position to another probationary faculty position – does an individual's time line start over?

A: It depends on the new position, past position and each individual situation. Time clocks would not start over, but there may be situations where it may be beneficial to give partial credit, based on individual circumstances. Probationary faculty that transfer from one institution to another negotiate time to tenure with a new appointment; and, depending on their new role and previous role, they may want credit for all or only some of their tenure clock timeline from the institution.

Q: When will notices be given to those probationary faculty who are not hired into faculty positions in the new model and have not been granted tenure?

A: We anticipate that notices will be given once the hiring process is complete for the new model, so at the end of the calendar year. Notice Periods Apply: UWEX Faculty Policies 3.10: *"This written notice shall be given to the faculty member in advance of the expiration of his/her appointment, as follows:*

1. *At least three months before the end of the appointment during the first twelve months of faculty service;*

2. *At least six months before the end of the appointment during the next twelve months of faculty service;*
3. *At least twelve months before the expiration of an appointment after more than 24 months of faculty service.”*

3.11 Absence of proper notification. If proper notice is not given in accordance with Chapter UWEX 3.10, the aggrieved faculty member shall be entitled to a one-year terminal appointment.

Q: Will new model include part-time positions?

A: We will work with individuals on case-by-case basis.

Q: When hiring for the new academic staff positions, will an internal hiring process occur first? Will those staff in Interim positions be able to apply for the internal search?

A: Yes, we will conduct an internal search to fill the new academic staff positions before we open these positions up to external candidates. Those who are in interim positions will not be able to apply to positions opened up for an internal search only, but will be encouraged to apply for those positions opened to all internal/external candidates.

Q: There has been mention that the criteria for tenure (A. Evidence of successful scholarship; B. Evidence of continuing professional development; C. Evidence of leadership in program development; D. Evidence of effective working relationships with colleagues and clientele; E. Contributions to the profession, department, and university; and F. Probability of positive future contributions to the profession, department, and university.) will not change but the standards for meeting those criteria will be increased? Who will be involved in deciding the standards, who will they be communicated, how will they be applied to someone who has three years of current work in a faculty position be evaluated?

A: Decisions about standards will be communicated through governance and the academic departments. The level of governance involvement in the articulation of the standards will depend to what extent the higher standards reflect a change in criteria.

Q: How many faculty positions will be included in the new model or if not known at this point, when will we know?

A: The number of faculty positions as not yet been determined. Proposed faculty positions are still being planned as part of the *nEXT Generation* design.

Q: Will faculty be required to take a faculty position or will they be allowed to choose a faculty or academic staff position, potentially opening up faculty positions for probationary faculty and academic staff wishing to assume the responsibilities of a faculty position? Will tenured faculty need to apply for their positions, or other faculty positions in the new model?

A: We are still working through the hiring process, but our goal is to have the option for faculty to take on academic staff positions if the situation is a good fit.

Q: What will the hiring process look like for the new model? Tenured faculty have been promised they would have a position. When do probationary faculty and academic staff get to apply for jobs? Is there a distinction in the time when probationary faculty and academic staff can apply or will it be at the same time? How does UPG 7 fit into this process?

A: We are working on the details of the hiring process. More solid answers will be given once specifics of the *nEXT Gen* model become more concrete.

Q: Going from a faculty position to an academic staff this is seen as a demotion when applying for jobs in other states – not a question but a comment. Reactions?

A: All positions in our organization are critical for us to function at a high level. We have academic staff, university staff, and faculty who are doing great work! This is an individual choice.

Q: If probationary faculty members are not successful with tenure promotion this fall, does that eliminate their opportunity for internal reassignment to a non-faculty position? Does it affect 4th, 5th or 6th year probationary faculty differently?

A: We will have more information on this question after we fully consult with our HR department and hiring policies.

Q: If faculty members apply for positions in different areas, will relocation expenses be covered?

A: Cooperative Extension's policies include support for relocation expenses. Reimbursement for relocation expenses will be based on specific situations.

Q: What happens to the retirement funds we have invested if a probationary faculty member is not hired into the *nEXT Generation model* and given notice of non-renewal?

A: All benefits would follow the standard process for separation, which can vary a great deal based on individual situations. Please see additional benefits information on our [website](#).