

1 Deletions are ~~striketrough~~  
2 Additions are ***bolded, underlined and italicized***  
3 Modifications from First Reading are ***bolded, underlined, and italicized in red.***

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6 Second Reading  
7 Campus Senate Meeting  
8 December 2, 2011

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11 **UNIVERSITY OF ILLINOIS AT SPRINGFIELD**  
12 **CAMPUS SENATE AY 2011/2012**  
13 **RESOLUTION 41-21**

14  
15 **Clarification of Reappointment, Tenure and Promotion Application Procedures**  
16

17 **WHEREAS**, the UIS Faculty Personnel Policies dictate the procedures faculty are to employ  
18 when applying for reappointment, tenure, and promotion; and

19 **WHEREAS**, the policies for reappointment and tenure state that applicants who fail to submit  
20 their application to the Department Personnel Committee waive their right to apply, but  
21 provide for no such waiver for failure to submit the application to the Personnel File; and

22 **WHEREAS**, the policies for promotion provide for no waiver of the right to apply in the event  
23 that faculty do not submit their application on time; and

24 **WHEREAS**, Appendix 10 of the Personnel Policies state that applications should be submitted to  
25 the Dean in addition to the Department and the Personnel File; and

26 **WHEREAS**, consistency in the procedures is important for the integrity and consistency of the  
27 process;

28 **THEREFORE, BE IT RESOLVED** that the Campus Senate of the University of Illinois at  
29 Springfield approves the following changes to Article 5, Article 6, and Article 7 of the  
30 *UIS Faculty Personnel Policies*.

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32 **ARTICLE 5**

33 REAPPOINTMENT OF TENURE-TRACK FACULTY  
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35 Section 3. Procedures for Reappointment Review

36 B. A faculty member being reviewed for reappointment must submit ~~a report~~ an application  
37 narrative and portfolio which documents the extent to which her/his professional  
38 activities meet the standards for reappointment since the last reappointment review, if  
39 there was a previous one, and which includes a current resume, and a summary and  
40 analysis of student evaluations of teaching. ~~This report~~ The application narrative and  
41 portfolio shall be submitted to the ~~Department~~ Personnel Committee Chair or equivalent  
42 ~~unit head with a copy to the~~ Personnel File, with a copy of the application narrative  
43 submitted to the Department Personnel Committee Chair or equivalent unit head and  
44 the Dean at the beginning of the semester in which the review is to be conducted and in  
45 accordance with the Campus Academic Personnel Calendar. Failure to submit an  
46 application narrative and portfolio to the ~~Department Personnel Committee~~ Chair and to  
47 the Personnel File and an application narrative to the Department Personnel  
48 Committee Chair by the date specified in the personnel calendar constitutes a waiver of  
49 the right to reapply for reappointment.  
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52 **ARTICLE 6**

53 **PROMOTION**

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56 Section 3. Eligibility and Consideration For Promotion to Professor

57 To be eligible for promotion to the rank of professor a candidate must have an earned doctorate in  
58 an appropriate discipline except as provided in Article 10, Appointment, Section 4.A. A faculty  
59 member will have served at least seven (7) years as an Associate Professor at the University or at  
60 a comparable institution and have completed two (2) years of full-time continuous service at the

61 University in the rank of Associate Professor before being awarded the rank of professor. The  
62 candidate must, as defined in Article 3, demonstrate and document a clear record of excellence in  
63 teaching, scholarship and service. Promotion from Associate Professor to Professor may not  
64 precede the award of tenure. Applications for promotion must be made according to the  
65 Campus Academic Personnel Calendar. Failure to submit an application *narrative and*  
66 *portfolio to the ~~Department Personnel Committee Chair and to the~~ Personnel File and an*  
67 *application narrative to the Department Personnel Committee Chair by the date specified in the*  
68 *personnel calendar constitutes a waiver of the right to apply for promotion during that*  
69 *academic year.*

## 70 71 72 73 ARTICLE 7

### 74 TENURE

#### 75 Section 1. General Considerations

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77 Tenure exists as a protection of academic freedom and assures the faculty member that her/his  
78 academic appointment will continue unless terminated for cause or other reasons specified in this  
79 Policy. The locus of tenure resides at the campus level. It is a status awarded by the Board of  
80 Trustees upon the positive recommendation of the President and Chancellor following a period of  
81 probationary service of no more than six (6) years, and a favorable evaluation of the faculty  
82 member's performance according to the criteria of professional performance specified in this  
83 Policy. A record of service and scholarship prior to coming to UIS may be considered as part of a  
84 holistic evaluation of the candidate's record. Tenure applications must be made according to the  
85 Campus Academic Personnel Calendar. Failure to submit an application *narrative and portfolio*  
86 to the ~~Department Personnel Committee Chair and to the~~ Personnel File and an application  
87 *narrative to the Department Personnel Committee Chair* by the date specified in the personnel  
88 calendar constitutes a waiver of the right to apply for tenure.