UNIVERSITY OF ILLINOIS AT SPRINGFIELD
CAMPUS SENATE AY 2006/2007
RESOLUTION 36-14

Additions to Articles 5, 6, and 7 (Faculty Personnel Policies)

WHEREAS, during the last few years there have been questions and requests for clarification from the Tenure Review Committee and University Promotions Committee concerning the consideration of candidate's records of service and scholarship prior to coming to UIS in personnel decisions; and

WHEREAS, the Faculty Personnel Policies does not provide any language for the consideration of records of service and scholarship prior to coming to UIS in personnel decisions (e.g., reappointment, tenure and promotion);

THEREFORE BE IT RESOLVED that the Campus Senate of the University of Illinois at Springfield approves the following additions to Article 5, Section 2; Article 6, Section 1 and Article 7, Section 1 of the Faculty Personnel Policies.

ARTICLE 5
REAPPOINTMENT

Section 1. Scope

All non-tenured faculty members will be reviewed for reappointment biannually during their probationary period. Departments or Programs are encouraged, but not required, to provide feedback on a candidate’s performance on an informal basis prior to the personnel review provided for in this Article.
Section 2. Standards

Persons considered for reappointment must document and demonstrate a record of effective performance and accomplishment, according to the criteria for teaching, scholarship and service provided for in Article 3 of this Policy. A record of service and scholarship prior to coming to UIS may be considered as part of a holistic evaluation of the candidate's record. This record must indicate significant progress toward becoming a high quality faculty member.

ARTICLE 6
PROMOTION

Section 1. General Statement

Faculty seeking promotion will be evaluated according to their performance of professional responsibilities at the Campus utilizing the criteria of professional performance as provided in this Policy. A record of service and scholarship prior to coming to UIS may be considered as part of a holistic evaluation of the candidate's record. Promotion applications will be made according to the Campus Academic Personnel Calendar.

ARTICLE 7
TENURE

Section 1. General Considerations

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

Section 2. Performance Standards

To be recommended for tenure, a faculty member shall document and demonstrate excellence in teaching at the University of Illinois at Springfield. She/he must also document and demonstrate a cumulative record of high quality in the combination of categories of scholarship and service as defined in Article 3; provided that his/her performance is, at a minimum, satisfactory in both categories.

Faculty may follow different patterns of professional growth and development in achieving high quality in the combined categories of scholarship and service. Some will divide their non-teaching activities relatively equally, demonstrating high quality in the balance in the context of an institution where teaching is primary. Others will choose to focus their energies in one of the categories, reaching high quality of performance in one, and satisfactory performance in the other.