UNIVERSITY OF ILLINOIS AT SPRINGFIELD
CAMPUS SENATE AY 2007/2008
RESOLUTION 37-8

Adjunct as a Modifier of Faculty Rank

WHEREAS, Article 10 in the Faculty Personnel Policies defines adjunct as a rank;

WHEREAS, the Article IX, Section 3 c of the University of Illinois Statutes specifies “adjunct” as a modifier of a rank;

WHEREAS, UIS Resolution 36-21 (Approved in March of 2006) designated that program bylaws may extend voting rights to members of the faculty whose rank is “modified”;

THEREFORE, BE IT RESOLVED THAT: the following changes to Article 2 and Article 10 of the Faculty Personnel Policies be approved:

ARTICLE 2
UNIFORM PERSONNEL COMMITTEE OPERATING AND ELECTION PROCEDURES

Section 3. Election Procedures

Under Article 5 (Reappointment), Article 6 (Promotion), Article 7 (Tenure), and Article 8 (Sabbatical Leave and Awards) personnel decisions which require review by various levels of committees and administration are provided for. The composition of each of the personnel committees and the procedures to be used in the election of faculty members and students to the different committees--Department or Program Personnel Committees (DPC or PPC), College Level Personnel Committees (CLPC), the Campus Promotions Committee (CPC), the Tenure Review Committee (TRC), and the Campus Sabbatical and Awards Committee (CSAC)-- are as follows:
A. Committee Composition

1. Department or Program Committees:

   Each Department or Program or equivalent unit shall establish itself as a Department or Program Personnel Committee (DPC or PPC) subject to the provisions of Article 2, section 1B. Program bylaws shall specify faculty privileges provided to members of the academic staff who have the rank or title of professor, associate professor, assistant professor, instructor, or lecturer whose rank is modified by "research", "clinical", "emeritus", “adjunct” or "visiting".

ARTICLE 10

FACULTY APPOINTMENT PROCEDURES

Section 4. Consideration for Terms of Appointment

A. Degree Prerequisites for Academic Rank

   Although the amount of formal study beyond the Master's degree will, of necessity, vary from discipline to discipline, the following degree requirements are considered to be the normal prerequisites for appointment to academic ranks.

1. Professor. Appointment at the rank of full professor is conditioned upon the possession of an earned doctorate or terminal degree.

2. Associate Professor. Appointment at the rank of associate professor is conditioned upon the possession of an earned doctorate or terminal degree.

3. Assistant Professor. Appointment at the rank of assistant professor is conditioned upon the possession of an earned doctorate or terminal degree.

4. Lecturer. Appointment at the rank of lecturer is conditioned upon completion of all course work for the doctorate except for the dissertation (ABD) or comparable closure exercise for the terminal degree.
5. Instructor. Appointment at the rank of Instructor is normally conditioned upon the candidate’s possession of a Master’s Degree. When a candidate is hired without a Master’s Degree, an explanation must accompany the appointment.

B. Equivalencies and Exemptions in Consideration of Rank

In disciplines in which the Master’s degree is considered terminal, or in which universities classified as doctoral or research institutions and non-academic institutions hire almost all available doctorates, the possession of a Master’s Degree in that discipline will substitute for the requirement of an earned doctorate.

In exceptional circumstances, degree and/or academic requirements may be met by equivalencies. If, at the time of appointment, experience equivalent to the degree and academic requirements is accepted, the tenure-track faculty member will be eligible for promotion to subsequent rank upon the completion of years in service at rank as provided for in Article 6 and for tenure upon completion of probationary service as provided for in Article 7.

C. Presumption of Qualifications

The decision to hire a faculty member indicates possession of the stated requirements or equivalent qualifications unless otherwise stated.

D. Contingency Arrangements of All Degree Requirements but Dissertation (ABDs)

Faculty appointed as lecturers with the expectation that they will complete their doctorate to move into tenure-track positions may be granted a contingency contract stating that their continued appointment is contingent upon completion of the dissertation by a date specified in their appointment letters, not to exceed the end of the first year of their appointment. Upon completion of the dissertation, as shown by a letter from the Dean of the College or other appropriate university official or an official transcript, the faculty member will be deemed to have satisfied the contingency and will receive a salary increase specified in Appendix 15.
E. Faculty Hired Mid-Year

For all purposes under the terms of this Policy, faculty appointed to the Campus mid-academic year will be treated as if the appointment began the next academic year.

F. Research/Clinical Faculty Appointments

These are non-tenure track appointments per Article IX, Section 3c of the UI Statutes.

1. Research Appointments. These appointments include those who are engaged in primarily sponsored research activities.

2. Clinical Appointments. These appointments include those who are engaged in primarily practice-oriented activities.

3. The Clinical/Research Modifier may be applied to the Instructor and Assistant/Associate/Full professor rank. Individuals that hold these appointments should meet the qualifications specified in Article 10, Section 4.

G. Initial Term ("Q") Appointments for New Associate and Full Professors Initial Term appointments may be used when a program/unit is appointing a person from outside of academia who is distinguished in her or his field but wishes to establish a record of accomplishment at UIS in any of the areas (teaching, scholarship, and service) prior to applying for tenure. An Initial Term appointment may also be appropriate for faculty who are or have been tenured at another institution and seek appointment at UIS and where there is mutual agreement between the institution and candidate that a probationary period is appropriate. In these cases the appointment allows for an initial appointment at the rank of associate or full professor with a probationary period as provided for in Article X, Section 1a(1) of the U of I Statutes. These appointments usually shall be for three or four year terms. In the case of three year appointments, tenure review will occur in the second year. In the case of four-year appointments, a review for reappointment will occur in the second year and tenure review will occur in the third year. In exceptional cases, five or six-year appointments may be used. Reappointment will occur
in the second year for five-year appointments and in the second and fourth year for six-year appointments. Tenure review will occur in the fourth year for five-year appointments and the fifth year in six-year appointments. The review schedule for all appointments will include a terminal year. These options for reappointment and time of tenure review are depicted in Chart 2. Consideration of 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.

H. Adjunct Faculty Appointments

These are non-tenure track appointments per Article IX, Section 3c of the UI Statutes.

1. The “Adjunct” modifier may be applied to the Instructor, Lecturer and Assistant/Associate/Full professor rank. Individuals that hold these appointments must have credentials equivalent to those of persons appointed to comparable ranks (titles) of the regular faculty.

2. Recommendations for an Adjunct faculty member’s rank shall be made by programs/departments, out of which the adjunct faculty is appointed, to the Dean of the College. Recommendations should include supporting documentation that the background and experience equivalences specified in Article 10, Section 4 have been met.

3. Recommendations for an Adjunct faculty member’s rank for faculty teaching across multiple colleges must be approved by all programs/departments and Deans involved with adjunct appointment.