ARTICLE 2 UNIFORM PERSONNEL COMMITTEE – OPERATING AND ELECTION PROCEDURES

Section 1. Operating Procedures

B. Deliberations and voting by all personnel committee members shall be conducted only when a majority of all voting members of the Committee is present. Candidates for reappointment, promotion, or tenure shall not deliberate and/or vote on their own cases. If a committee fails to act within the time-frame or deadline established by the Campus Academic Personnel Calendar, the Committee’s right to consider the case(s) is waived to the next level. Non-tenured faculty members who resign, are not reappointed or are denied tenure shall not serve on personnel committees or participate in personnel processes. All discussion and documentation considered in the personnel process shall be held in strict confidence. Confidentiality does not prevent a personnel committee from clarifying its recommendation at the request of the candidate.

ARTICLE 7 TENURE

Section 3. Probationary Service and Eligibility

B. Probationary service required prior to tenure consideration shall normally be six (6) years of full-time service for persons at the rank of assistant professor or above at one or more institutions of higher education, including at least three (3) years of experience at the University of Illinois at Springfield. A faculty member with more full-time service at the rank of instructor or above at accredited institutions of higher education, may elect to apply up to three (3) years of credit for such service at other institutions toward the total of six (6) years. Service at UIS on a temporary or visiting appointment, or while on leaves of absence, shall not normally be counted as part of the probationary period. The probationary period shall be agreed upon by the faculty member and the administration in the initial appointment letter. Any modifications in the probationary period can be done through Section C.