UNIVERSITY OF ILLINOIS AT SPRINGFIELD  
CAMPUS SENATE AY 2003/2004  
RESOLUTION 33-22

Clarification of the Tenure and Reappointment Application Procedures

WHEREAS, UIS Faculty Personnel Policy does not specify that candidates must submit a tenure and reappointment application to the department or program personnel committee;

WHEREAS, this would allow candidates to submit a tenure or reappointment application anywhere within the personnel calendar;

THEREFORE, BE IT RESOLVED THAT: the following changes be made to Articles 5 and 7 of the UIS Faculty Personnel Policy:

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. This record must indicate significant progress toward becoming a high quality faculty member.
Section 3. Procedures for Reappointment Review
A. Recommendation for reappointment of a faculty member begins with the Department or Program or equivalent unit in which she/he is principally assigned. In the case of joint appointments, the recommendation begins with each of the units to which the faculty member is appointed.
B. A faculty member being reviewed for reappointment must submit a report which documents the extent to which her/his professional activities meet the standards for reappointment since the last reappointment review, if there was a previous one, and which includes a current resume, and a summary and analysis of student evaluations of teaching. This report shall be submitted to the Department or Program or equivalent unit with a copy to the Personnel File at the beginning of the semester in which the review is to be conducted and in accordance with 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 reappointment.

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. 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.