WHEREAS, the Promotions Committee requested guidance in considering workload issues concerning candidates whose assignment includes activities other than teaching; and

WHEREAS, the Faculty Personnel Policies do not address these issues;

THEREFORE, BE IT RESOLVED that: Article 3 (Professional Evaluation and Advancement) of the Faculty Personnel Policies be modified in the following ways:

1) Section 1 – the following should be added. “Faculty whose work assignment includes research or service (in addition to teaching) should not normally use these activities to meet more than one of the criteria. If activities are applied to more than one criterion, the weight of these activities is diminished.”
ARTICLE 3

PROFESSIONAL EVALUATION AND ADVANCEMENT

Section 1. General Statement

Faculty seeking reappointment, promotion, tenure, or salary adjustment will be evaluated according to the performance of professional responsibilities within criteria described in this Policy as they are appropriate to the faculty member’s discipline, specific role, and work assignment. It is the responsibility of the faculty member to establish excellence in teaching, scholarship and service that reflects the distribution of their work load. The functions and responsibilities within each of the primary criteria described in Section 2 below are not mutually exclusive, but may overlap. Faculty whose work assignment includes research or service (in addition to teaching) should not normally use these activities to meet more than one of the criteria. If activities are applied to more than one criterion, the weight of these activities is diminished.

Within the context of the following evaluative performance criteria, evaluators will be looking for a pattern of professional growth and development which may be demonstrated in a variety of ways. The ongoing development of faculty is a concern at any institution of higher learning, but is particularly important to an institution like the University of Illinois at Springfield, where specific missions and mandates require broad definitions of professional development and scholarship.

Standards of performance as specified in the reappointment, tenure, promotion, and annual performance review articles of this Policy shall be required of faculty members. In addition to other information contained in the Personnel File and/or Portfolio, the annual performance review shall be used by the Campus to make decisions about reappointment, promotion, tenure, merit rating and campus level awards. Teaching is the primary and central criterion for all instructional faculty.
Section 2. Criteria

A. Teaching, Advising, and Enhancing Teaching and Learning

Because “teaching remains the central function and excellence in teaching continues as the overriding goal” at the University of Illinois at Springfield (Vision Statement), those activities related to the academic development of students have the highest priority in the evaluation of faculty.

Teaching and advising will be assessed through a variety of means. Quantitative assessments such as student evaluations of teaching must be evaluated in the context of qualitative measures such as documents comments by students and colleagues, reports on student advising, course syllabi, and other relevant materials. Contributions to the enhancement of teaching and learning will be assessed by the former means as well as other relevant documentation. See Appendix 12, UIS Portfolio Guidelines for more details.