

November 10, 2022

*Sent Via Email*

**Specialized Faculty Employment and Promotion Guidelines Revision Task Force**

Mark Peecher, Gies College of Business, *Chair*

Anustup Basu, College of Liberal Arts and Sciences

Stephanie Craft, College of Media

Wade Fagen-Ulmschneider, Grainger College of Engineering

Timothy Fan, College of Veterinary Medicine

Shawn Gilmore, College of Liberal Arts and Sciences

Denice Hood, College of Education

Pia Hunter, College of Law

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Monika Stodolska, College of Applied Health Sciences

Amy Wagoner Johnson, Grainger College of Engineering

Amy Woods, College of Applied Health Sciences

Dear Colleagues,

Specialized faculty members make substantial contributions to the mission of the University of Illinois in teaching, research, service, and public engagement. Promotional paths for specialized faculty provide opportunities for the development of their long-term careers at Illinois and ensure their contributions to the exceptional quality of teaching, research, and engagement are recognized. Therefore, the employment and promotion guidelines for specialized faculty members provided in Provost's Communications #25 and #26 are of major significance. These guidelines should reflect the strategic priorities and current practices of the University, as well as academia more broadly.

The overarching goal of the Specialized Faculty Employment and Promotion Guidelines Revision Task Force is, therefore, to update Provost Communication #25 and #26. Specifically, I ask you to provide recommendations designed to:

- 1) Align Provost Communication #25 and #26 to ensure consistency in policies, procedures, and terminologies related to specialized faculty, both across these two Communications and with other Communications as well including, but not limited to, Provost Communication #3, #6, #8, #12, #15, #17, #20, and #21.
- 2) Update the promotional process as described in Provost Communication #26. The task force should consider the timeline and how to address applicable policies and procedures from the recently revised Provost Communication #9 (e.g., teaching evaluation, diversity and equity, engaged scholarship, team and interdisciplinary research, etc.). This may include identifying and recommending policies and procedures from Provost Communication #9 that will necessitate adaptations when applied to Provost Communication #26, given specific situations and the various employment conditions for specialized faculty members across campus.

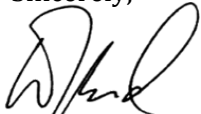
- 3) Modify Provost Communication #25 and #26 to incorporate revisions to applicable policies and procedures (e.g., multi-year contracts, governance matters, grievance procedures, etc.).
- 4) Generate additional changes that can help improve the usability and accessibility of Provost Communication #25 and #26.

You should work closely with each of the colleges on our campus to ensure that Provost Communication #25 and #26 continue to provide the needed flexibility and level of autonomy to colleges to define the job responsibilities and expectations for different specialized faculty titles as well as to employ their own disciplinary standards for promotion. During your work, I ask that you consult widely with the appropriate stakeholders across campus, including specialized faculty, tenure system faculty, campus leaders, and members of the Faculty Senate.

Professor Mark Peecher, Executive Associate Dean of faculty and Research in the Gies College of Business, has agreed to serve as chair of this task force and Sara Mansfield will provide administrative support. I anticipate that the committee will meet throughout the 2022-2023 academic year and request that the task force provide a report of activities at the end of the academic year.

I look forward to your recommendations, and I thank you for your willingness to participate in this important effort.

Sincerely,



William Bernhard  
Interim Vice Chancellor for Academic Affairs and Provost