



**Northern Illinois
University**
Division of Academic Affairs

June 14, 2016

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TO: University Council

FROM: Lisa C. Freeman, Executive Vice President and Provost

RE: University Council Personnel Committee Annual Report 2015-2016

I am pleased to provide the attached report on the activities of the University Council Personnel Committee during the 2015-2016 academic year.

Your Future, Our Focus

Northern Illinois University is an Equal Opportunity/Affirmative Action Institution.

**REPORT OF THE UNIVERSITY COUNCIL PERSONNEL COMMITTEE
TO THE UNIVERSITY COUNCIL
2015-2016**

The University Council Personnel Committee met seven times during the 2015-2016 academic year.

Sabbatical Leaves

Per the regulations of the Board of Trustees (Section II. E. 2 a.) a maximum of 49 sabbatical leaves were available to be awarded university-wide for the 2016-2017 academic year.

The UCPC received and reviewed a total of 53* sabbatical leave requests from faculty members and subsequently recommended to the Board of Trustees that 49 requests be approved, with the remaining four ranked as alternates. *There were initially 54 applications, but one faculty member withdrew due to retirement.

No sabbatical leave requests were received from supportive professional staff for the 2016-2017 academic year.

Tenure and Promotion

The UCPC received and reviewed a total of 47 applications for tenure and/or promotion. Of those, 45 were approved by the UCPC and subsequently forwarded to the Board of Trustees for approval at the May 19, 2016 AASAP meeting.

Tenure and Promotion from Assistant Professor to Associate Professor

20 applications received; 20 approved

Applications for tenure and promotion from assistant professor to associate professor included two applications that were split at the department and college levels and seven applications for early tenure and promotion. The UCPC and Office of the Executive Vice President and Provost recommended to the Board of Trustees that all 20 applications be approved.

Promotion from Assistant Professor to Associate Professor without Tenure

1 application received; 1 approved

The UCPC and Office of the Executive Vice President and Provost recommended to the Board of Trustees that the application be approved.

Tenure and Promotion from Associate Professor to Professor

1 application received; 1 approved, for tenure only

One application for tenure and promotion from Associate Professor to Professor was approved at the department and college levels for tenure, but denied at the department and college levels for promotion. The UCPC and Office of the Executive Vice President and Provost concurred with the department and college and, therefore, recommended to the Board of Trustees that the application be approved for tenure only.

Promotion from Associate Professor to Professor without Tenure

21 applications received; 19 approved

Applications for promotion from associate professor to professor without tenure included three applications for early promotion, one application that was split at the department and college levels (the faculty member did not request reconsideration), and one application that was denied (the faculty member did not request reconsideration). The UCPC and Office of the Executive Vice President and Provost denied both the split and denied applications and, therefore, recommended to the Board of Trustees that a total of 19 applications be approved.

Tenure at Rank of Associate Professor

1 application received; 1 approved

The UCPC and Office of the Executive Vice President and Provost recommended to the Board of Trustees that the application be approved.

Hired as Professor with Tenure

3 requests received; 3 approved

One newly-hired, incoming department chair and two newly-hired, incoming college deans were recommended by their respective departments and colleges for hire at the rank of professor with tenure. The UCPC and Office of the Executive Vice President and Provost concurred and, therefore, recommended to the Board of Trustees that all three incoming faculty members be hired at the rank of professor with tenure.

Other Activities

Other activities of the UCPC during the 2015-2016 academic year included the following:

- The UCPC approved the special hearing panel as required by the Bylaws.
- The UCPC approved the revised College of Liberal Arts and Sciences Personnel Policies and Procedures.
- The UCPC approved the revised University Libraries Personnel Policies and Procedures.
- The UCPC approved the revised College of Health and Human Sciences Personnel Policies and Procedures.