



*Illinois' first public university*

**Vice President  
Provost of the University**

401 Hovey Hall  
Campus Box 4000  
Normal, IL 61790-4000  
Phone: (309) 438-7018  
Fax: (309) 438-5602

Highlights of Changes to University ASPT Document: Effective for Evaluation Period Beginning January 1, 2012  
Page References to Document Approved May 2011 and Effective January 1, 2012

1. Recusal of CFSC members from deliberations of School colleagues (IV.A.1, p. 11-12)—requires College to make a decision
2. Approval of CFSC guidelines by majority vote of departments/schools. Each department/school has one vote, based on majority vote of eligible faculty. Previously approval was by majority vote of DFSC/SFSCs. (IV.E.1, p. 17)
3. No consideration of anonymous communications other than student reactions to teaching (V.C.2.d, p. 20-21)
4. Departments/Schools need guidelines for appointment of search committees (VI.A, p. 23)
5. Letters of intent aka “offer letters” described (VI.I, p. 24)
6. Overall annual evaluation must be “satisfactory” or “unsatisfactory” (VII.E, p. 25-26)
7. Annual performance evaluation letter and timeline explicitly described (VII.F, p. 26)
8. External peer evaluations for Promotion or Tenure (VIII.D, p. p. 26-27; IX.D.3, p. 33-34; and XIV.B.3, p. 56):
  - a. Department/School guidelines must specify whether and under what conditions written evaluations will be considered without a waiver of confidentiality by external evaluator
  - b. Are not available to candidates without evaluators’ written permission, per IL Law—effective immediately
9. Stop-the-clock: No longer limited to one extension, pregnancy/childbirth explicitly included (IX.B.3, p. 31)
10. Calendar for notification of non-reappointment revised: February 1 of second academic year of service (XI.A.2, p. 38; and Appendix 1.A.b, p. 57)
11. Clarification and specification of appeals processes and procedures (XIII, pp. 45-53)
  - a. “Informal resolution” encouraged (XIII.A, p. 45)
  - b. “Formal Meeting” with DFSC/CFSC described (XIII.B, p. 45)
  - c. “Appeal” defined as a written statement (XIII.C, p. 45)
  - d. Procedures for Formal Meetings and Appeals before CFSC, including role of Faculty Advocate (XIII.D, p. 45-46)
  - e. Appeals to FRC of DFSC or CFSC P&T recommendation (XIII.E.1, p. 47)
  - f. Appeals of Director/Dean reports but not minority reports (XIII.E.3 and 4, p. 47)
  - g. Appeals of Post-Tenure Reviews (XIII.I, pp. 51-53)