

## **Academic Impact Fund Guidelines**

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### **Academic Affairs**

#### **Illinois State University**

The Academic Impact Fund (AIF) is the account in the Provost's office that provides funding for tenure track positions, unused sick leave payouts for tenure track faculty, and supplemental funding for instructional capacity.

#### **Requests for Authorization to Fill Tenure Track Positions**

- Based on student demand and programmatic needs, Deans request authorization to hire all tenure track faculty (use the PERS 936 form to request a tenure track line).
- Deans will submit tenure track requests as part of the Academic Affairs Consolidated Annual Report.
- Any changes to the position (discipline, salary requested) must be requested on a revised PERS 936.
- All decisions to authorized positions will be based on student demand, programmatic, and/or workforce needs.
- The Provost's office is responsible for authorizing all tenure track searches.

#### **Resignations/Retirements**

- When any tenure track line becomes vacant because of a faculty member's resignation or retirement, the position and the permanent funding for the position is transferred/returned to the AIF.
- AIF is the funding source for unused sick leave and vacation payouts for all tenure track faculty.

#### **Administrative Professional Assignments**

- When a tenure track faculty member permanently accepts an AP position, the tenure track line and the permanent funding is transferred/returned to the AIF.
- When a tenure track faculty member accepts an acting/interim position, the position and all permanent funding remain available to the unit for the return of the tenure track faculty member.
- All unencumbered funds will be temporarily transferred to the AIF until the official return of the faculty member.
- AIF is the funding source for tenure track positions when permanent AP's and/or chairs/directors decide to return to faculty.

#### **Non-Reappointments/Tenure Denials**

- When a tenure track line becomes vacant because of a non-reappointment, tenure denial, or death, the line and remains for up to two years in the College. Salary replacement costs are provided to the unit for up to two years out of the AIF.
- At any time during the two years, the College may request permission to fill the tenure track position.
- The primary funding source for these authorized positions will be original permanent funding amount that was in the tenure track line. Deans may request additional funding from AIF to support competitive entry-level hires.
- Once the position is re-filled with a tenure track hire, any excess funds that were in the original line that are not needed will be permanently transferred/returned to the AIF.

#### **Counteroffers**

Deans may request permanent funding for counteroffers for exceptional faculty who receive a competitive, written offer letter from another academic institution. Each counteroffer will be considered on a case by case basis.

#### **Distinguished Professors**

AIF is the funding source for the increase in base pay for faculty named Distinguished Professors.

#### **Instructional Capacity**

Instructional capacity dollars will be allocated to Colleges to provide replacement costs for tenure track faculty retirements and/or resignations. Allocations will be based on the student headcount maintenance, credit hour production, and student demand that results in need for immediate instructional costs while awaiting authorization of replacement tenure track faculty.