

Promotion and Tenure Working Group

In spring 2021, the Provost's Office released a draft version of Provost Communication #9, which is intended to go into effect with cases going to campus in the Fall of 2022. The draft and supporting documentation are located at <https://comm9revisions.illinois.edu/>.

Given the substantive nature of the revisions, and the importance of promotion and tenure decisions, the Library must review and revise our promotion and tenure criteria and documentation. Doing so will ensure they are aligned with the new campus expectations and that those revisions are effectively communicated to stakeholders, such as candidates and those participating in the evaluations. The revision process should be transparent, timely, inclusive, and aligned with our faculty governance processes.

The Promotion and Tenure Working Group is therefore charged by the Library Executive Committee with undertaking the following activities:

- Reviewing campus documentation including but not limited to:
 - New Communication Nine
 - Reports of the supporting task forces on Revision of Promotion and Tenure, Assessment of Teaching Effectiveness, Supporting and Recognizing Public Engagement
 - [Campus Definition of Teaching Excellence](#) and supporting documents from the Task Force
- Examining a sample of promotion and tenure guidelines and process documents from peer institutions where Librarians have faculty status
- Preparing recommended revisions to our [Statement on Promotion and Tenure](#) and [Dossier Guidelines, including Substitute Section III](#).
- Drafting a Definition of Excellence in Librarianship that is applicable to tenure track Library faculty and consistent with the campus Definition of Teaching Excellence.
- Providing supplementary resources that will help the Library assess the quality of faculty contributions and to develop effective promotion and tenure packets.
- Assembling a single, authoritative document that describes our promotion and tenure criteria and evaluative processes.
- Consulting with the Faculty Review Committee, Promotion and Tenure Advisory Committee, Executive Committee and Faculty as a whole to take and incorporate feedback, leading to a vote on the proposed changes by the Faculty at the February 2022 Faculty Meeting.

Timeline:

- September to November:
 - Proposed revisions drafted by Task Force
 - Consultation with FRC, PTAC, EC and other groups as appropriate (e.g. untenured librarians)
- December 8: Overview of proposed changes provided at Faculty Meeting

- January: Presentation of complete set of draft changes to Faculty. Office hours and open forums held to facilitate discussion.
- Early February: Feedback incorporated into final draft
- February 23, 2021: Faculty Meeting discussion and vote on revised statement of promotion and tenure and proposed Definition of Excellence in Librarianship.