

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN

Office of the Provost and Vice Chancellor
for Academic Affairs

Swanlund Administration Building
601 East John Street
Champaign, IL 61820



January 15, 2008

*Revised **

P & T Reform Implementation Committee:

Andreas Cangelaris, Chair
Clifton Brown
Dennis Campion
Jonathan Dantzig
Mary Ann Lila *

Nancy Makri *
Fenisoky Pena-Mora
Karl Rosengren
Ruth Watkins (ex-officio)
Richard Wheeler (ex-officio)

Dear Colleagues,

Thank you for agreeing to serve on an ad hoc group to continue last year's activities by the Promotion & Tenure Reform Committee toward the discussion of the Committee's key recommendations with the campus and their subsequent implementation.

It is essential that the recommendations of the Promotion & Tenure Reform Committee are communicated to unit executive officers, leadership in the Faculty Senate, and other critical groups. I ask you to plan and coordinate these discussions in a timely manner, and to consider any additional input obtained from this exchange in your work toward the implementation of the recommended changes.

The Promotion & Tenure Reform Committee made specific recommendations about ways in which Provost's Communications #9, #10, #13, #21 and #23 should be changed to improve the clarity and transparency of our promotion and tenure process, to respond to the new challenges associated with the support and evaluation of the emerging interdisciplinary scholarship and translational research on our campus, and to effectively consider our faculty's contributions through engagement and outreach activities. I ask you to proceed with the implementation of the recommended changes.

I appreciate that this implementation process will take some time and I ask you to consider giving first priority to the implementation of those changes that require minor modifications to the current versions of the Provost's Communications. Also, some of the recommended changes will require further discussions with the deans and unit executive officers. Since these discussions will be instrumental to the smooth and expedient implementation of the changes, it is

important that you keep the leadership of the colleges and units engaged with your group's activities throughout the implementation process.

In addition, I ask you to review Provost's Communication No. 16 on extensions of the probationary period. In particular, I ask you to consider whether tenure rollbacks offer a possible means through which flexibility in the length of the probationary period can be provided to deal with extraordinary cases and potential challenges that may arise in the context of the emerging interdisciplinary and translational activities on our campus.

Again, thank you for your willingness to participate in the important work of this ad hoc committee. I am grateful for your time and work on this critical implementation phase of the recommendations of the P&T Reform group.

Please submit a preliminary report of your group's activities in February 2008, and a final report in May 2008.

Sincerely,

A handwritten signature in black ink, appearing to read "L. Katehi", written in a cursive style.

Linda Katehi
Provost and Vice Chancellor
for Academic Affairs