

**UNIVERSITY OF ILLINOIS**  
**URBANA-CHAMPAIGN SENATE**  
Senate Executive Committee  
(Final; Action)

SC.14.08 Resolution to Endorse the Guiding Principles of the *Draft Employment Guidelines for Specialized Faculty Holding Faculty Non-Tenure System Positions*

The Senate Executive Committee unanimously endorses the following principles expressed in the *Draft Employment Guidelines for Specialized Faculty Holding Faculty Non-Tenure System Positions*.

**GUIDING PRINCIPLES**

This section provides guiding principles for campus units regarding the hiring and employment of specialized faculty. Information regarding specific required policies and practices are identified in later sections of this Communication. Every department and college should examine its employment practices to ensure that policies and procedures are in place that reflect the following guiding principles:

- Specialized faculty members are important members of our campus community who make significant contributions to the teaching, research, and service missions of their individual units and to the campus.
- The academic community flourishes when the best specialized faculty members are recruited, evaluated, and retained using fair employment practices and procedures.
- Departments should identify the responsibilities and privileges that are appropriate to extend to specialized faculty within their units, given that specialized faculty do not receive the full panoply of statutory rights and privileges afforded to tenure system faculty.
- Departments and specialized faculty benefit from having bylaws that clearly identify the roles, responsibilities, and privileges of specialized faculty.
- To optimize performance and to meet objectives, hiring units must inform specialized faculty what the job duties and performance expectations are for their positions.
- Specialized faculty shall have access to department, school, college and campus grievance procedures.
- Identifying promotional paths creates opportunities for specialized faculty to invest in long-term careers at Illinois, thereby providing needed stability for these employees and ensuring the high level of excellence required in these positions.

**RECOMMENDATION**

The Senate Executive Committee proposes that the Senate of the Urbana-Champaign Campus endorse the guiding principles listed above.

**Senate Executive Committee**

Roy Campbell, Chair	Harry Hilton
Kim Graber, Vice-Chair	Prasanta Kalita
Abbas Aminmansour	Calvin Lear
Michel Bellini	Melissa Madsen
Damani Bolden	William Maher
Pat Gill	Gay Miller
Shao Guo	Joyce Tolliver
John Hart	Matthew Wheeler