

UIC FACULTY AFFAIRS POLICIES, PROCEDURES, AND GUIDELINES

**SECTION: FPPG 100 – Appointment Types and Appointment Processing
NUMBER: 108**

SUBJECT: Initial Term (“Q”) Appointment for New Associate and Full Professor

APPROVED BY: Provost

EFFECTIVE DATE: N/A

AUTHORITY: Provost/Vice Chancellor for Academic Affairs

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OBJECTIVE: “Q” appointments are appropriate to consider when a unit recruiting an individual from outside the University finds that the candidate does not yet possess the record of particular achievement expected of a tenured member on this campus, even though the person is of relatively senior standing in the field.

POLICY: The authority for the “Q” appointment status is found in the University of Illinois ***Statutes***. Article X, Section 1a(1) provides that “an appointment as professor or associate professor shall be for an indefinite term except that first appointments or temporary appointments may be for shorter periods.”

UIC policy allows the hire of a new associate or full professor, non-tenured, on an initial term, or “Q” appointment, for as long as three years. During the final year of the “Q” appointment, the faculty member may be approved for indefinite tenure following a review through the campus promotion and tenure process, or not be reappointed. In unusual circumstances and prior to the final review year, a “Q” appointment may be renewed for up to three additional years with the approval of the Provost. It is not possible to offer a one-year “Q” appointment.

APPLICABILITY: The “Q” status appointment applies to hire at either the associate professor or full professor rank with an initial probationary period before review for indefinite tenure.

PROCEDURE: Consideration of a “Q” probationary appointment may arise at any point in the faculty recruitment process. Should the decision by the search committee and other appropriate administrators to offer a “Q” appointment, the letter of offer to the candidate should clearly outline the terms of the “Q” appointment. Sample letters of offer to faculty, including the offer of a “Q” appointment, can be found on the Faculty Affairs HR website under Reference Documents for Appointments Requiring Prior Approvals, as listed under References below.

REFERENCES

University of Illinois ***Statutes***, Article X, Section 1a (1)
[Faculty Handbook](#)
[Reference Documents for Appointments Requiring Prior Approvals](#)