

QUIZ KEY

within the next two years. Assistant Professor Z has decided that he wants to move on, but because of the date (May 2009), he will require time to seek another position. He wants to remain in the Department until May 2010, but does not want a notice of non-reappointment issued to him. Instead he will submit a letter of resignation with an effective date of May 15, 2010. The additional year appointment is agreeable to the Head. Under which scenario below can the Head allow Assistant Professor Z to remain in the department until May 2010?

- a. The Head accepts the letter of resignation and allows a reappointment for the academic year 2009-2010.
- b. The Head cannot accept the letter of resignation of May 2010 and must issue a notice of non-reappointment to Assistant Professor Z for the 2009-2010 academic year.

Points: 10

Answer: The correct answer is (b). The department cannot accept a resignation letter with an effective date of May 2010. If the faculty member remains for the 2009-10 academic year, a notice of non-reappointment must be issued. The only resignation date acceptable under these circumstances wo/issuing a notice is August 15, 2009.

5. Candidate X has accepted an offer as Assistant Professor of Minors beginning academic year 2009-2010 (08/16/2009). However, she will not complete all requirements for her terminal degree until December 1, 2009 (several months after the start of the academic year). Is she eligible to assume the assistant professor rank with a tenure-track status of year one (1) effective August 16, 2009?

a. Yes

b. No

Points: 5

Answer: No is the correct answer. The rank should be Lecturer with a non-tenured status until the terminal degree requirements have been completed. In this particular example, if the degree requirements are completed as noted above, the change in title could occur as of January 1, 2010. However, the tenure-track status beginning January 1, 2010 would be up to the faculty member. That is, they could count or not count this initial year in the tenure-track. Faculty Affairs would recommend that the year not count and that year (1) of the tenure-track probationary period begin the following academic year.

6. Professor A is beginning his academic year appointment on January 1, 2010. The terms of his academic year appointment (9 months) are 100% time with an annual salary of \$100,000. Because his appointment begins in the middle of academic year and because the University policy requires 9-month appointments be paid over 12-months, the Head should advise the new faculty member that his salary for the initial partial term will be adjusted to reflect a monthly rate that will be less than 1/12 of his \$100,000 annual salary. What would be the amount of the adjusted monthly salary for this initial partial term appointment?

a. \$11,111

b. \$8,333

c. \$6,667

Points: 15

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Answer: The correct answer is (c). The formula used to calculate the adjusted monthly salary is as follows: $\$100K / 9 \text{ months of service} = \$11,111 * 4.5$ (months providing service) = $\$50,000 / 7.5$ (months spreading pay) = $\$6,666.67$.

7. Professor B was approved for a sabbatical leave at 2/3rds pay for the 2008-2009 academic year. Upon completion of her sabbatical leave, Professor B informs her Department Head that she will not be returning to UIC but resigning as she has accepted a position at another institution. The Head should do which of the following:
- Accept Professor B's resignation without any restrictions.
 - Inform Professor B that the terms of her sabbatical required her to return to the University and remain in its service for at least one year following the completion of her sabbatical leave.
 - Inform Professor B that if she does not return to service as specified in the Statutes for sabbatical leave, either she or her new employer must pay back to the University the cost of the salary paid to her during the leave.
 - Inform Professor B of both b and c above and that the terms under which she accepted and was granted a sabbatical leave require her to agree to one of these two options.

Answer: The correct answer is (d).

Points: 20

8. The Head of the Department at UIC is making an offer to an external candidate as Associate Professor with indefinite tenure. The candidate is currently in year 6 of his tenure-track probationary period at his current institution and is going through the P&T review. What review is required at the Campus level in order for the Head to make this offer?
- Prior review by the Provost, the Dean of the Graduate College, and the Chair or co-Chair of the Campus P&T Committee.
 - None
 - Prior review by the Provost and Dean of the Graduate College.
 - Prior review by the Provost.

Answer: The correct answer is (a).

Points: 10

Although review of tenure and promotion is being done currently at the candidate's current institution, review at the campus level needs to occur at the UIC campus level based on the indefinite tenure offer.

9. Lecturer X in English has been asked by the Department Head to teach an additional English course during the spring semester while Associate Professor Y is on personal leave. Since Lecturer X is already employed at 100% time in the department, this additional service represents employment in excess of full-time. Is prior approval by Faculty Affairs required in order to initiate payment?
- Yes
 - No

Points: 10

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Answer: Yes is the correct answer. In fact, not only is prior approval required for the payment, but prior approval by Faculty Affairs is required prior to the service being provided.

An additional 10 points will be given if you can describe the process that is required for service and payment in excess of full-time: The employing department should complete the Employment in Excess of Full-Time form and have the faculty member providing the service sign the form. The department head should sign as well and submit the form to FAHR prior to the intended service dates. FAHR will route the form to the Vice Provost for Faculty Affairs for review and approval.

Add'l Points: 10

10. Professor X has been awarded a Fulbright Scholarship for academic year 2010-2011. The award represents approximately one-half her salary for the AY and will be processed through the University Payroll system. Which item below accurately describes how the Department should set up the terms of her AY2010-2011 appointment?

- a. Give the award as a lump sum payment to Professor X.
- b. Reduce by one-half Professor X's salary and reduce her percent time to 50%.
- c. Put Professor X on an Educational Leave at 50% time.

Answer: The correct answer is (c)

Points: 5