

## Academic Impact Fund Guidelines

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### Academic Affairs Illinois State University

The Academic Impact Fund (AIF) is the account in the Provost's office that provides funding for tenure track positions, unused sick leave payouts for tenure track faculty, and supplemental funding for instructional capacity.

#### Requests for Authorization to Fill Tenure Track Positions

- Based on student demand and programmatic needs, Deans request authorization to hire all tenure track faculty (use the PERS 936 form to request a tenure track line).
- Deans will submit tenure track requests as part of the Academic Affairs Consolidated Annual Report.
- Deans may also request mid-year authorizations throughout the year as needs arise.
- Any changes to the position (discipline, salary requested) must be requested as a revised PERS 936.
- All positions will be allocated based on student demand, programmatic, and/or workforce needs.
- The Provost's office is responsible for authorizing all tenure track searches.

#### Resignations/Retirements

- When any tenure track line becomes vacant because of a faculty member's resignation or retirement, the position and the permanent funding for the position is transferred to the AIF.
- AIF funds unused sick leave and vacation payouts for all tenure track faculty.

#### Administrative Professional Assignments

- When a tenure track faculty member permanently accepts an AP position, the tenure track line and the funding is transferred to the AIF.
- When a tenure track faculty member accepts an *acting* AP position, the position and all permanent funding must remain intact for the return of the tenure track faculty member.
- AIF funds the tenure track positions for permanent AP's and chairs/directors returning to faculty assignment.

#### Non-Reappointments/Tenure Denials

- When a tenure track line becomes vacant because of a non-reappointment, tenure denial, or death, the line and the funding remains for up to two years in the College.
- At any time during the two years, the College may request permission to fill the tenure track position.
- The primary funding source for these authorized positions will be permanent funding in the tenure track line. Deans may, however, request additional funding from AIF to support competitive entry-level hires.
- Once the position is re-filled with a tenure track hire, any overfunding in the line will become part of the AIF.

#### Counteroffers

Deans may request permanent funding for counteroffers for faculty of excellence after they have received competitive, written offer letters. Each counteroffer will be considered on a case by case basis.

#### Distinguished Professors

AIF funds the increase in base pay for faculty named Distinguished Professors.

#### Instructional Capacity

Instructional capacity dollars will be allocated to Colleges based on the productivity measures of credit hours produced and cost of production, as well as on planned program growth and student demand.