Proposal: Participation by Non-Tenure Track Faculty in Campus P&T Committee

Rationale:
Currently, there are no non-tenure-track faculty as members of the campus Promotion and Tenure Committee. There are seven schools which have NTT members of either department level or school level committees.

It is time for IUPUI to consider having NTT participation at the campus P&T level. This would reflect the substantive roles of NTT contributing to the mission of IUPUI, and would enhance the peer-review aspect of the promotion and tenure process; $1/3$rd of all cases are NTT.

“Participation” would in general mean:
- Right to view all cases
- Right to comment on all cases
- Tenure-track faculty and tenure-track librarians would vote on all cases (all types of faculty); non-tenure-track participants would vote only on non-tenure-track cases.
- Currently, participants at the associate rank do not vote on promotion to full in any classification (research, tenure track, or clinical)

There have already been changes in the rights and roles of non-tenure-track faculty at IU and IUPUI:
- The IFC constitution was amended to allow schools to select NTT faculty as their representatives to the Indianapolis Faculty Council.
- NTT representatives were added to the IFC Executive Committee.
- The University Faculty Council is considering more changes for voting rights of NTT faculty.
- A new rank was created for the lecturer classification, resulting in 3 ranks. All faculty classifications now have 3 ranks.

NTT have for many years been active in school and campus service, including membership on and leadership of IFC committees.

Please see end, Current Campus P&T Committee membership and procedures:

For the IFC:
Question A:
Does the IFC endorse the overall idea of NTT participation in the campus promotion and tenure committee?
A vote “yes” is a vote to proceed with a test run in the 2019-2020 session, with a further formal vote needed to implement actual representation and voting.

Question B:

1 Whether they would vote only on particular types of cases is undetermined at present.
2 “Classification” is used for type of faculty of which there are five main classifications, in two groups: TT consist of tenure-track faculty and tenure-track librarians; NTT consist of lecturers, clinical, and research scientists. “Rank” is used for level within the classification (assistant or lecturer, associate or senior lecturer, and full or teaching professor).
Is the following an acceptable method of testing the participation of NTT faculty?

In order to proceed in an informed way towards participation of non-tenure-track faculty in the campus promotion and tenure committee, the Ad Hoc Committee proposes as an initial trial during the 2019-2020 (current) P&T campus meetings:

Invite up to 6 non-tenure-track faculty members to attend the 2019-2020 committee meetings as observers:

- Access all dossiers
- Listen to all discussion (all cases)
- Expected to be present for all NTT cases; welcome to be present for all cases.

But not:

- Vote
- Act as a ‘reader’ for any dossier

Those six NTT observers will be selected/approved by the IFC Executive Committee and be:

- From a variety of units
- Experienced in departmental or school P&T committees
- Clinical, research, or lecturer

(“Six” is proposed as an initial goal, reflective of the quantities of NTT cases currently and potentially in the future, and the number of schools that have experienced NTT available. Observers need to be available for many Friday afternoons in January and February, and particularly for days when NTT cases are discussed.)

After this trial, regular members of the campus P&T committee, the observers, and the Ad Hoc Committee on P&T will discuss and formulate a full proposal for IFC approval and in time for implementing for the 2020-2021 cycle.

Current Campus P&T Committee membership and procedures

At the campus level currently, members consist of:

- One representative elected from each school; two representatives from the School of Medicine
- Six at-large representatives elected by the IFC [had been 3, will be 6 due to action by IFC spring 2019].
- All members are tenured, tenure-track faculty or librarians; most are at the full rank (there were 6 associate-rank members in 2018-2019.] There is at least one librarian member (from the University Library) but others may be elected at-large.

Case assignment, readers and voting:

- Each case is assigned to two readers who prepare a written report. For cases which have no negative votes, the report is usually the only discussion that occurs.
  - No one prepares a report for someone from their own school.
  - Only experienced P&T committee members are readers for controversial (“all read”) cases.
Cases are NOT assigned according to areas of excellence or expertise: ALL cases have a reader who is not from the same discipline. For example: all librarian cases have readers who are not librarians; all Medicine cases have readers who are not from the School of Medicine.

- Only full-rank professors vote for full-rank candidates from any faculty classification: full tenure-track, full research professor, full clinical. Currently, associate-rank members vote on promotions to senior lecturer.
- If participants have voted on a case at a previous level, they do not vote.

Other attendees:
- The following attend but do not discuss or vote: EVC Kathy Johnson, SAVCAA Margie Ferguson, AVCFA Rachel Applegate, Karen Lee. EVC Kathy Johnson produces her own review and vote; Margie Ferguson and Rachel Applegate do not vote and do not discuss, but do advise on procedure.
- One of the elected members is elected chair of the committee. He or she does vote

[In six of the seven schools that have NTT as members, they participate fully but do not vote on tenure-track cases. In the School of Medicine, there is a separate NTT committee at the school level.]

Case statistics, 2018-2019:

142 cases (115 in 2017-2018)
Tenure-track: 103
Non-tenure-track: 49
  34 clinical (6 to full) ←due to IUSM changes, anticipate an increase
  8 senior lecturer ←due to teaching professor, anticipate an increase
  7 research (1 to full)

All clinical cases with ‘service’ as area of excellence (28) were School of Medicine.
Six clinical cases were on ‘teaching’ and 2 of those were School of Medicine
All lecturer cases were from non-IUSM schools

NTT cases are 36% of the whole
  Clinical: 70% of NTT
  Lecturer: 16% of NTT
  Research: 14% of NTT

Of NTT cases, areas of excellence:
  Teaching: N = 14 (28% of NTT cases)
  Service: N = 28 (57%)
  Research: N = 7 (14%)

Currently, all tenure-track faculty and librarians, no matter their own area of excellence (research, teaching, service, or performance (librarian)) vote on all cases.