

Ad Hoc Committee to Revise P&T Guidelines
2021-2022
Update: as of November 2nd, 2021

Membership

Membership was invited from the IFC Faculty Affairs Committee and IFC Executive Committee; each school's dean and faculty governance head were asked to provide representatives; others volunteered.

Meeting times have varied so some have not been able to attend all meetings.

Columbus: Andrea Valentine
Dentistry: Richard Gregory
Gail Williamson
Education: Jim Scheurich
Engineering: Deb Burns
Marj Hovde
Fairbanks: Paul Halverson
Constantin Yiannoutsos
Sylvia Bigatti
HHS: Robyn Fuchs
NiCole Keith
Keith Avin
Herron: William Potter
Informatics: Andrea Copeland
Kelley: Steve Jones
Liberal Arts: Sue Hyatt
Thom Upton
Jennifer Thorington-Springer
Lilly: Patrick Rooney
McKinney: George Wright
Medicine: Megan Palmer
O'Neill: Tom Stucky
Science: (Deb Herold, partial)
Jane Williams
Social Work: *Tamara Davis*
Joan Carlson
Univ Library: Willie Miller
Administrative:
Rachel Applegate
Margie Ferguson
Gina Gibau
Mary Price

Progress so far:

- Development of Integrative DEI case types for Clinical and Lecturer Faculty
 - First read, November 2nd
 - Second read, vote, December 7
 - *If schools adopt their own guidelines in spring 2022, this would be an available option for candidates in the 2022-2023 cycle*
- Discussion of ‘scholarship’ relevant to clinical and lecturer faculty
 - Consensus to broaden acceptable scholarship beyond “scholarship of teaching and learning” to any scholarship that supports service or teaching. Language adjustments will be developed for P&T Guidelines. *IU policy language forbids clinical or lecturer faculty from being evaluated on “research.”*
 - Explicitly allow “professional-peer-review” as an option (in addition to “academic-peer-review.”)
- Development of a framework within which to evaluate **quality** and **impact**. These are the agreed-upon concepts that we have measured using “peer-review” and “venue selection” (for quality) and “citation counts” for works of traditional scholarship. These same *concepts* would be used for accomplishments outside of works of traditional scholarship (the “local impact” aspect of DEI cases, for example.). The examples are illustrative and non-exhaustive.
- Consensus to proceed with TWO changes to the balanced case:
 - Retain the balanced-binned case with three changes: a) allow “service” to be considered more broadly than the application of professional skills; b) remove requirement for peer-reviewed dissemination in all three areas; c) allow strengths to be focused on two areas (vs. all three). ←this option for people whose work is not highly integrative. Items would still be binned (marked as to area). This would **replace** current balanced-binned-highly satisfactory case.
 - Develop a generic integrative balanced case. Incorporate above changes; this case would be for people whose teaching, research, service are highly intertwined. Items would not need to be binned. This would be an **additional case option**. (There would not be a separate “community-engaged” case type; those faculty would use the “balanced-integrative” case type.
- Guidance for and on external reviewers.
 - 1: re COVID impact. EVC and IFC to endorse a recommendation to internal and external reviewers to interpret candidate accomplishments compared to pre-pandemic criteria in light of significant COVID disruptions, especially for units with numeric expectations. Candidates to include a description of specific disruptions in their statement.
 - 2: maintain current IUPUI rules for external reviewer (six, of which a small number may be non-academic; arms-length)
 - 3: provide advice to schools on materials to be sent to external reviewers:
 - Candidate statement plus CV
 - For research case, links to scholarly items
 - For other cases, a subset (mini-dossier) of materials or links, selected by the candidate themselves.

To come:

- CV simplification: e.g. IU Bloomington puts course listings in the dossier, not in the CV.
- Dossier simplification: move to a checklist vs. different folders; move 'discussion' to the candidate statement and have only confirmatory materials in the dossier?