

To: IUPUI Faculty Council
From: Ad Hoc Committee to Revise Promotion and Tenure Guidelines
Date: First read: October 4, 2022
Second read/vote: Nov. 15, 2022

A motion from the Ad Hoc Committee to Revise Promotion and Tenure Standards, to the IFC:

Amend the IUPUI P&T Guidelines to ensure that assistant-rank tenure-track professors who apply for **both promotion and tenure** can use the **criteria in effect** when they were hired for **both promotion and tenure**.

- Current language says that the votes on promotion and on tenure ought to be consistent, but also says that promotion criteria are those in effect *at the time of applying*.
- No change to rules on promotion to full or to promotion in the non-tenure-track ranks.
- No change to rule that candidates may choose newer criteria if they wish.
- IU policy explicitly allows “at time of hire” criteria for tenure, and is silent on criteria for promotion.
- Procedures may change over time; this motion addresses only criteria.

LANGUAGE changes:

New wording in blue; explanations highlighted in green; deletions indicated by strike-throughs. Note that the terms “criteria” and “standards” are used interchangeably.

p. 11: “Distinctions Between Promotion and Tenure

These guidelines include advice and procedures used in preparing and evaluating dossiers for both promotion and tenure. The criteria are closely related, but not identical; **IU policy and e-dossier structure require a separate vote on each.** [addition; reflects current reality]. While both are based on performance commensurate with rank, tenure requires documented evidence of the promise of continued achievement with distinction. ~~Promotion or tenure recommendations may be made separately; however, most tenure probationary faculty/librarians are considered for both at the same time (unless they already hold a rank of associate or full professor/librarian), and, generally, a decision to award tenure is not made without simultaneous promotion in rank.~~ **When an assistant-rank tenure track faculty member seeks promotion to associate in conjunction with tenure, the decision is made jointly and consistently. That is, there will not be a difference in voting between “for tenure” and “for promotion.”**

“Tenure

... The criteria by which a candidate is judged for tenure **and for promotion to associate rank** are those in effect at the time of accepting an offer. Units and candidates must preserve those criteria. Candidates are free to choose updated criteria if they wish; **they must choose consistent criteria for both tenure and promotion.**”

P. 12:

~~“As a general rule, In cases of promotion to full and promotion for non tenure track faculty, promotion standards are those in effect at the time of application for promotion. For tenure decisions, and promotion to associate rank in conjunction with tenure, while tenure standards are those in effect at the time of hire. Units must keep copies of the standards in effect upon hire (the acceptance of an offer letter) for each pre-tenure faculty or librarian. Individual faculty or librarians may choose standards developed later if they wish. Decisions about tenure and promotion to associate rank should in most cases will be parallel and consistent. Any negative decision on promotion that is based on changed criteria should be assessed in terms of the candidate’s reasonable ability to have met the new standard.~~

o All promotions to full, and all promotions in the non-tenure-track ranks, are based on standards in effect at the time of application.

- In the case of an associate-rank candidate applying for tenure, if criteria have changed and they prefer the criteria from the time of hiring, they must pursue only the tenure decision and defer the promotion to full case until such a time as they can address current full-rank criteria; all full-rank promotion decisions, without exception, are made on current criteria. A case that combines promotion to full and tenure must use current criteria. [ensures each case will use one consistent set of criteria for promotion and tenure.]
- This language pertains to criteria only. Both processes and documentation requirements may change between time of hire and an individual’s promotion and tenure case. [current practice.]

=====Background=====

At the IU level, specific language says:

- Tenure is not given without the promise of being able to achieve promotion.
- Tenure criteria are stipulated in documents; those documents are provided to candidates upon hire; if documents change, the candidates may use the document in effect when hired.

Nothing in the IU *promotion* policy requires the standards to be those ‘at the time’ of applying for promotion. Nothing forbids them from being the original documents/criteria at the time of hiring.

IUPUI Guidelines CURRENT

p. 11: “Distinctions Between Promotion and Tenure

These guidelines include advice and procedures used in preparing and evaluating dossiers for both promotion and tenure. The criteria are closely related, but not identical. While both are based on performance commensurate with rank, tenure requires documented evidence of the promise of continued achievement with distinction. Promotion or tenure recommendations may be made separately; however, most tenure-probationary faculty/librarians are considered for both at the same time (unless they already hold a rank of associate or full professor/librarian), and, generally, a decision to award tenure is not made without simultaneous promotion in rank.”

“Tenure

... The criteria by which a candidate is judged for tenure are those in effect at the time of accepting an offer. Units and candidates must preserve those criteria. Candidates are free to choose updated criteria if they wish.”

P. 12:

“As a general rule, promotion standards are those in effect at the time of application for promotion while tenure standards are those in effect at the time of hire. Units must keep copies of the standards in effect upon hire (the acceptance of an offer letter) for each pre-tenure faculty or librarian. Individual faculty or librarians may choose standards developed later if they wish. Decisions about tenure and promotion to associate rank should in most cases be parallel and consistent. Any negative decision on promotion that is based on changed criteria should be assessed in terms of the candidate’s reasonable ability to have met the new standard.

o All promotions to full, and all promotions in the non-tenure-track ranks, are based on standards in effect at the time of application.”

IU Policy language:

[Faculty and Librarian Promotions](#)

“Promotion to any rank is a recognition of past achievement and a sign of confidence that the individual is capable of greater responsibilities and accomplishments.”

Under criteria, Research and Creative Activities (not connected to any rank criterion):

“The candidate should possess a definite continuing program of studies, investigations, or creative works.”

Promotion in Rank

When considered for promotion, the individual should be assessed in regard to all three criteria from the preceding section. Favorable action should result when the individual has demonstrated a level of competence or distinction appropriate to the proposed rank in one area of endeavor. Failure to promote may arise from unsatisfactory or ineffective performance in the other areas.

From Assistant Professor to Associate Professor. This advancement is based on continued improvement, whether in quality of teaching, in scholarship, or in the performance of service roles.”

There is no mention of achievement in rank or according to criteria at X time.

[Faculty and Librarian Tenure](#)

“To that end the University provides academic freedom and economic security, which are implicit in the principle of faculty and librarian tenure. The faculty members, on their part, are obligated to maintain high standards of teaching, research, service, and professional conduct. Librarians, on their part, are obligated to maintain high standards of performance in

librarianship, professional development/research/creative activities, service, and professional conduct.”

“Criteria for Tenure

1. After the appropriate probationary period, tenure shall be granted to those faculty members and librarians whose professional characteristics indicate that they will continue to serve with distinction in their appointed roles. The criteria for tenure and the criteria for promotion are similar, but not identical. (See above for Reappointment and Non-Reappointment during the Probationary Appointment Period.)”

...

“Each campus (or other unit) shall provide each probationary faculty member with a copy of the document at the beginning of the probationary service.”

“If the document changes during the faculty member or librarian’s probationary period, the faculty member or librarian may choose to be evaluated for tenure under the written standards in effect at the time of appointment.

“Tenure will generally not be conferred unless the faculty member or librarian achieves, or gives strong promise of achieving, promotion in rank within the University.”