

Faculty Affairs Committee Recommendation Regarding Clinical Faculty Promotion Criteria and Expectations

Currently, at IUPUI Guidelines for Promotion and Tenure do not allow clinical faculty to present a balanced case for promotion.

The Faculty Affairs recommends to the Faculty Council that IUPUI Clinical Faculty be allowed to present a balanced case for promotion to clinical associate or full professor. In particular, the recommendation is to adopt the language for criteria and expectations in the IUB P&T Guidelines (see below) for inclusion into the IUPUI P&T Guidelines.

Rationale:

Amending the IUPUI Guidelines for Promotion and Tenure addresses current inequities within Indiana University, that is between and among campuses. Since programs have expanded across two or more campuses within the University and since more programs are developed and implemented system-wide the proposed this change provides equity among colleagues in the clinical rank in units and programs at IUB and IUPUI.

- Clinical faculty on the IUB campus are allowed to present a balanced case, while IUPUI faculty may only be considered on a basis of excellence in either teaching or service and are prohibited from presenting a balanced case
- Tenured and Tenure-Track faculty on the IUPUI campus can present a balanced case, but clinical faculty are prohibited from presenting a balanced case.

IUPUI 2017-18 P&T GUIDELINES

https://academicaffairs.iupui.edu/media/2d50fea9-c481-4fcd-abde-7119d017c733/z2t-_g/AAContent/02-PromotionTenure/PromotionAndTenure/PTGuidelinesCLEANfuture.pdf

- **Clinical faculty are required to be excellent in either teaching or service and satisfactory in the other area.** They have no formal research requirements for promotion

although scholarship is required in their area of excellence (p. 30). See also p. 37 for description of standard of excellence.

IU BLOOMINGTON P&T GUIDELINES (MARCH 19, 2015)

http://vpfaa.indiana.edu/docs/promotion_tenure_reappointment/pt-revised-review-guidelines.pdf

CRITERIA AND EXPECTATIONS (p.3)

Evaluative Categories. In evaluating Research/Creative Activity, and Service/Engagement, four categories are used to rate the candidate's performance: Excellent, Very Good, Satisfactory and Unsatisfactory. In evaluating Teaching, the categories are: Excellent, Very Good, Effective and Ineffective.

Area(s) of Performance/Basis for Tenure/Promotion. Candidates for tenure and promotion must be Excellent in one performance area and at least Satisfactory/Effective in the other two. **In exceptional circumstances, candidates may be put forward on the basis of balanced strengths that promise excellent overall performance of comparable benefit to the university** – their performance in all three areas must be Very Good ("balanced case"). Except for the "balanced case," candidates must choose one and only one performance area on which to base their case for tenure or promotion (although that choice does not preclude the possibility that performance in one or both other areas will be judged Excellent). Review committees and administrators (at all levels) should remember that the dossier materials (including external letters) were gathered and presented in order to justify tenure or promotion

Also,

https://www.indiana.edu/~vpfaa/academicguide/index.php/E_Tenure/Reappointment/Promotion/Salary

Tenure, Promotion, and Performance Areas

Candidates for promotion and tenure are required to rate as Excellent in one performance area and at least Satisfactory/Effective in the other two. Candidates are required to choose a single performance area on which to predicate their application for tenure or promotion (although this decision does not rule out the possibility that performance in one or both of the other areas will also be assessed Excellent). Throughout the process, review committees and administrators should keep in mind that the dossier materials (including external letters) were compiled and submitted to make the case for tenure or promotion on the basis of Excellence in the one performance area chosen by the candidate.

In exceptional instances, a candidate may present evidence of balanced strengths that promise excellent overall performance of comparable benefit to the University. Candidates preferring to be judged on the “balanced case” must be rated as Very Good in all three performance areas. As in instances where a candidate has selected a single performance area for tenure or promotion purposes, review committees and administrators should remain aware that dossier materials (including external letters) are collected and submitted to demonstrate the superior achievements of the candidate across performance areas.