

## IFC Faculty Affairs Committee

### EARLY PROMOTION AND TENURE POLICY

#### A. Definition and Applicability:

In the IUPUI Faculty Council policy, the phrase “early promotion and tenure” shall refer to a request for promotion and tenure based on a probationary period of fewer than seven years, with a tenure review occurring earlier than the sixth year of probationary service. This policy applies to all tenure-track faculty, including those who have received one or more years of credit toward tenure based on countable service prior to their tenure-track appointment, as long as the number of years of their probationary period added to that of their prior countable service is less than seven. This definition applies equally to tenure-track faculty who serve in schools that have extended the probationary period beyond seven years. In such schools, the seven-year probationary period remains standard.<sup>1</sup>

#### B. Policy:

- (1) No promise, either expressed or implied, regarding early promotion and tenure shall be made to candidates, including promises at the time of initial appointment.
- (2) Faculty members who determine they have met or exceeded all applicable promotion and tenure requirements at all levels of review fully one or two years before the start of the customary sixth year of probationary service may request early promotion and tenure.
- (3) Candidates for early tenure must discuss the request for early review with their mentors, the department chair, or the appropriate dean to ensure that they understand the process and realize that the review may result in a notice of non-reappointment.
- (4) All tenure-probationary faculty members must undergo a three-year formative review in their third full year of academic service, except those who enter that service with more than two years of credit toward tenure. For that reason, no candidate can make a request for early tenure before the fourth year of their probationary period, or the second year of their service at IUPUI if they entered with more than two years of credit toward tenure.
- (5) Requirements, procedures, and standards for reviewing early promotion and tenure cases shall be identical to those for reviewing ordinary cases and shall occur at the same time. The case must be made on the merits of the candidate’s accomplishments, which must be comparable to the merits of candidates who have served the full probationary period.
- (6) Rules regarding dossier reconsideration and negative tenure decision<sup>2</sup> apply equally to all candidates for tenure, irrespective of the length of their probationary period.

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<sup>1</sup> [IFC Circular 2009-04](#) [PDF]: “School Tenure Probationary Period Extension Policy” (approved March 2, 2010).

<sup>2</sup> *IU Academic Handbook 2.3.1.2.6*, and *IUPUI Dean of the Faculties’ Guidelines For Preparing and Reviewing Promotion and Tenure Dossiers* (for 2010-2011), pp. 28–29.

(7) Purdue faculty should be recommended for early promotion (or already hold the rank of associate professor or professor) to be considered for early tenure, in accord with Purdue University Executive Memorandum No. B-48. For Purdue faculty, recommendations regarding promotion are made to the President and Trustees of Purdue University while recommendations regarding tenure are made to the President and Trustees of Indiana University.

(8) No candidate may apply for early tenure more than once.

(9) If a candidate is reapplying for promotion and tenure as a result of withdrawal of the case prior to final decision, all original external letter writers must be contacted with a request to update their letter with the new dossier information. If provided, the new letter is substituted in the dossier. If not, the original letter must be retained in the dossier. Three additional new letters should be sought at the time of resubmission. In addition, each level of review may request access to the initial dossier's reviews or reports that were made at an equal or lower level.

C. Recommendation:

Candidates for early tenure should be forewarned that they may only expect one "full" review. In accord with the *Academic Handbook* (August 2008, p. 72), this implies that candidates for early tenure may withdraw their request for early tenure at any time prior to a final decision by the President of Indiana University. This right does not preclude the risk of a notice of non-reappointment.

Approved by IFC: April 5, 2011