

**Report of the
Promotion, Tenure & Contracts Committee**

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The 2004-2005 Promotion, Tenure & Contracts committee considered seven cases. The breakdown of the cases is elaborated below.

CONSIDERATION

Tenure	2	
Promotion to Full Professor		4
Long-term Clinical		2

CAMPUS

IUB	5
IUPUI	3

BASIS OF CASE (as per Candidate presentation)

Teaching	1
Research	2
Service	2
Balanced	3

The Trustees acted with considerable speed this year. We add our voice to Dean Gonzalez in congratulating Vasti Torres on the awarding of tenure, to Nancy Chism, Mary Hamilton-Howard, Diana Lambdin, and Pat Rogan on their promotion to full professor and to Bob Appelman and Leana McClain on being awarded long-term contracts as clinical faculty members.

RECOMMENDATIONS

Last year, the P. & T. committee expressed several concerns and made recommendations. Some of the same concerns were present in relation to this year's dossiers. Among these are:

- 1) **Lack of consistency in determining Primary Committee make up.** In some cases the primary committee was made up of all tenured faculty members across Bloomington and IUPUI campuses who worked in the candidate's area while in other cases representation was limited to one or two faculty members from a campus.

- 2) **Reporting of Primary Committee Votes.** Primary committees should report votes in terms of individual ratings for research, teaching, and service as well as an overall vote on awarding promotion or tenure. In addition, voting members should be reminded that these individual ratings should match the overall rating. This year, some primary committees only reported overall votes and some reported overall votes that seemed to be contradicted by individual ratings of research, teaching, and service.
- 3) **Dossier Size.** Some candidate statements continue to exceed 30 pages and some research, teaching, and service sections lacked clear overviews from the candidate highlighting “evidence” for quality and patterns of development. Some candidates seem to be receiving the mistaken message that what is desired are lengthy statements, unexplained listings of service activities and collections of a dozen or more teaching evaluations without indication of what the candidate has done to improve his or her teaching. This year’s IUPUI dossiers were clear exceptions to these problems and could be used as models. If successful candidates from previous years agree, we recommend making models of exemplary dossiers available to next year’s candidates.
- 4) **Labeling Publications:** P. & T. guidelines clearly indicate that publications may not be double or triple listed—even if a conceptual case can be made for a publication being research, teaching, and service. Again this year, the committee saw candidates double listing articles—even after requests were sent through department chairs to choose a single category per article. While we understand the conceptual difficulties and perhaps even contradictions in forcing these choices, the P. & T. committee is bound by the campus rules. In cases of multiple-listed publications, this year’s committee chose the first area listed in making its judgments.
- 5) **Chair letters:** The Promotion and Tenure committee places a good deal of weight upon chair letters as a guide for interpreting what candidate accomplishments mean within the candidate’s field. Even-handed explanatory letters concluding with the chair’s own judgment are desirable and of the greatest use. In two cases this year, the P. & T. committee found chair letters to be problematic—especially in cases likely to be appealed. In one case the chair letter failed to mention several of the candidate’s major accomplishments and a second chair’s letter appeared to inflate both the number of candidate publications and the overall level of teaching evaluations. In each case, the committee felt the chair letters muddied the waters and were not useful in making fair decisions. Last year’s P. & T. report also requested that chairs,

An ad-hoc committee comprised of Bloomington and IUPUI faculty has met to make recommendations to both campuses related to the promotion and tenure process. Four of the five ad-hoc committee members are also members of the P. & T. committee. Recommendations of this ad-hoc committee address the Primary Committee concerns expressed above and we endorse these