

Promotions, Tenure and Contracts Committee
2006-07 Annual Report to the School of Education Policy Council

Committee Members: Jack Cummings, Nancy Chism, Ginette Delandshere, Dennis Knapczyk, Frank Lester Jr., James Pershing, Patricia Rogan, Donald Warren, Susan Whiston

The committee completed eight reviews during this academic year. We met for two hours on a weekly schedule from October 2 – November 20, leaving time for examining dossiers between meetings. Two members, as primary and secondary readers, presented each case. The discussions were open, candid, and evidence-based. We aimed to reach consensus recommendations but cast written, confidential ballots to conclude each review. Of the eight cases, two involved tenure, three considered promotion to full professor, and three dealt with clinical faculty, all from IUB. Given the nature of the committee's work, it would be inappropriate to summarize our deliberations in greater detail.

Two general issues became evident as the committee considered individual cases. Both were discussed at length with Dean Gonzalez and Executive Associate Deans Kloosterman and Murtadha at a debriefing session on March 29. One issue reflected the committee's concern about uneven reliance on the rules of evidence in various sections of some dossiers. This seems to be a matter for department chairs and faculty to address.

By contrast, the other issue may be of interest to Policy Council. It arose specifically in the reviews of clinical faculty. Part of the problem stems from a lack of clear, or perhaps shifting, guidelines from the Bloomington campus. IUPUI has been formulating relevant criteria and directions in recent years. Policy Council may want to frame questions and items related to clinical appointments for its agenda in 2007-08. Although the problem has campus roots, the committee found variations in the professional foci of Education faculty with clinical appointments and in some instances notable similarities between clinical and tenure-line faculty. We do not view these differences and similarities negatively or positively. We merely suggest that in addition to a campus problem, the School of Education, through Policy Council, may have topics related to clinical faculty that warrant analysis and possibly action.

The committee completed its work because of the able, detailed assistance of Jane Kaho and the mediation provided by Peter Kloosterman with regard to questions we posed for department chairs. Both were essential to the progress of our deliberations.

Donald Warren, committee chair