

## **IULFC Promotion & Tenure Committee**

### **2005-2006 Annual Report**

#### **Promotion and Tenure Committee 2005-2006**

##### **Bloomington**

Jackie Byrd (2004-2006)

Gary Charbonneau (2005-2007)

Anne Haynes (2005-2007)

Frank Quinn (2005-2007)

##### **IUPUI**

Todd Daniels-Howell (2005-2007)

Wendell Johnting (2005-2006)

Rick Ralston (2004-2006), Chair

##### **Regional Campuses**

Cheryl Truesdell IPFW (2005-2007), Chair-Elect

Scott Opasik, IUSB (2004-2006), Secretary

Ginny Sojdehei, Libraries Human Resources Officer, Ex-officio

The Committee had an organizational meeting on Sept. 6, 2005 and then met to consider dossiers for promotion and tenure and for mid-tenure review during P & T Week (Sept. 26-29, 2005) in Bloomington. The Committee requested additional information concerning a case and reconvened on Oct. 7 to finalize discussion. Mid-tenure letters and the Committee's promotion/tenure recommendation letters were sent to recipients, and the dossiers were updated and sent to the Dean by Oct. 12, 2005.

The Committee met later on Oct. 20, 2005 with Interim Dean of the Libraries Pat Steele to discuss criteria for tenure for candidates above the rank of Assistant Librarian. Based on this meeting and discussions of the Committee during P & T Week, Rick Ralston presented a proposal (attached) to redefine tenure criteria for Associate and Full Librarians. This proposal was rejected by the IULFC. It was discussed that this is actually an issue that should be made clear at the point of hire and that the P & T Committee should stress in the P & T manual the issue of tenure and continuing promise. It was stressed that this is a problem of designation of rank at hire and that the P & T committee is put in a difficult position by the administrator who hired the librarian. The P & T Committee was charged to clarify the issue within the P & T Committee Manual and the Faculty Standards Committee will look to include an example in the faculty handbook - possibly using IPFW's rubrics and examples for administrators hiring at particular ranks.

Clarification was also sought from the IULFC on the policies and practices for reimbursement and per diem for P & T committee members not on the Bloomington campus. Pat Steele said that this is something that should be taken to CHL and that it should be suggested that each faculty member's campus should pay for the per diem expenses. She will take this issue to CHL and report back.

## **Number and Distribution of Cases considered**

The committee considered the following cases:

- 2 cases for promotion to Associate Librarian and tenure
- 3 case for tenure
- 1 case for promotion to Librarian
- 10 cases for mid-tenure review

## **Promotion and Tenure Workshops**

The Committee presented a workshop in Bloomington on May 4, 2006, IPFW on May 19, 2006 and IUPUI on May 25, 2006. These workshops followed the pattern of two-hour presentations followed by informal discussions led by Committee members. Presentations covered criteria for promotion and tenure, dossier preparation, vita, role of the supervisor, mid-tenure review and the role of the Committee.

## **Meeting candidates for library positions**

Members of the Promotion & Tenure Committee from the Bloomington campus (Jackie Byrd, Gary Charbonneau, Anne Haynes and Frank Quinn) met with approximately 27 candidates for Bloomington librarian positions during their interview schedule throughout 200-2006 to explain the P&T process for Indiana University Libraries, Bloomington.

## **Issues for Follow-up**

Clarification of uniform criteria for tenure at all ranks in P & T Committee Manual.  
Clarification from Interim Dean of the Libraries Pat Steele on per diem for non-Bloomington committee members based on CHL discussions.

Report prepared by Rick Ralston, Chair  
IULFC Promotion and Tenure Committee 2005-2006

## **Attachment: Proposal Presented to IULFC on November 11, 2005**

### **Issues from the 2005 IULFC Promotion and Tenure Committee Deliberations**

- The Committee would like the following proposal to be reviewed by the Faculty Standards Committee:
  - In order to be tenured at a rank higher than assistant librarian, the record of a candidate's professional career at Indiana University ought to be such that he/she would meet the criteria for promotion to that rank. Meeting the existing criteria for tenure (excelling in performance and a satisfactory record in professional development and service) should only be acceptable in cases where the librarian is an assistant librarian and is being tenured at the rank. Someone who is already an associate librarian should be denied tenure if he/she fails to meet the criteria for promotion to associate librarian, and someone who is already a full librarian should be denied tenure if he/she fails to meet the criteria for promotion to full librarian.
- The reimbursement of expenses for regional and IUPUI campus members of the Committee needs to be clarified. Although the IULFC affirmed at their February, 2005 meeting that per diem should be paid to these members, it was again an issue this year.

Submitted by:

Rick Ralston

Chair, IULFC Promotion and Tenure Committee