

IUPUI

**OFFICE OF THE
EXECUTIVE VICE CHANCELLOR
AND DEAN OF THE FACULTIES**

INDIANA UNIVERSITY-PURDUE UNIVERSITY
INDIANAPOLIS
Academic Affairs

School Tenure Probationary Period Extension Policy

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Background

- Changing national dynamics place unusual pressures on faculty in some disciplines
- IUPUI will continue to offer AAUP recommended 7 year probationary periods to tenure-eligible faculty and to consider individual appeals for extensions for exceptional circumstances



Background

- IUPUI will also allow schools to make the case for extended probationary periods for all new tenure track appointees after the school has followed the steps in this policy

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Policy

The IUPUI Executive Vice Chancellor for Academic Affairs/ Dean of the Faculties will entertain approving extension of the tenure probationary period to up to nine years for all new tenure track faculty in a School if certain conditions are met. This policy applies only to faculty hired after the approval date of the school's request. The 9 year probationary period would have to be clearly expressed in the initial appointment letter and acknowledged by the appointee by signature.

Extension of the school's tenure probationary period does not alter the existing school performance expectations for tenure in place at the time of appointment. Schools retain the right to update their faculty performance expectations in the future in keeping with campus and University guidelines.



Process

- This administrative policy was crafted after request by the SOM for such a policy based on national trends in the field
- The draft was shared with IFC-EC
- The Faculty Affairs Committee edited the draft and forwarded it to the IFC-EC
- IFC-EC supported the policy and moved to have it read at IFC for information
- Today's reading is for feedback



Conditions a School Must Meet

- Demonstrate good cause in writing to DOF
- Get faculty steering committee support
- Get dean and school executive committee support
- School governance leaders conduct referendum with IFC-EC and DOF consultation
- 2/3 majority of all eligible tenured/tenure track faculty is required



Conditions a School Must Meet

- Individual faculty still eligible to submit dossier in sixth year or earlier if ready
- Individual faculty still eligible to seek extensions for life issues per existing policy
- Present plan for monitoring of tenure track faculty (formative reviews at 3 years and 6 years)
- Submit plan for DOF approval and IFC-EC endorsement



School Must Track

- Number, gender and race of tenure track faculty in each year's cohort.
- Number, gender and race of tenure track faculty going up for promotion and tenure earlier than the new extended number of years in the tenure probationary period.
- Number, gender and race of tenure track faculty receiving promotion and tenure earlier than the new extended number of years in the tenure probationary period.
- The reasons for early tenure/promotion.
- Trend of success rates for initial promotion and tenure cases, by gender and race.
- Trends of retention rates, by gender and race, for all initial tenure track appointments up to the time of tenure being granted.
- Reasons for tenure track faculty turnover.
- Number of and reasons for any individual requests for extension of the tenure probationary period beyond that of the school's new extended probationary period.



Evaluation of School Progress

- DOF will annually review the School's report and will determine continuation of the approval at five year intervals

Faculty Options to Rescind

- Faculty in the School may vote at any time to rescind or reverse the vote to request tenure probationary period extension for the School. This action requires approval of two thirds of all eligible tenure/tenure track faculty. Such a vote should be conducted by the president of the School's faculty in consultation with the DOF and IFC president.

