

IUPUI

School Tenure Probationary Period Extension Policy

IUPUI recognizes its responsibility to provide tenure-eligible faculty members a fair and reasonable probationary period. It also recognizes the pressures that changing work environments place upon some disciplines and professions. IUPUI will continue to offer tenure-eligible faculty the seven-year probationary period recommended by the American Association of University Professors (AAUP) and to consider appeals for extensions of the tenure clock from individuals who find themselves in exceptional circumstances. IUPUI will also allow schools that make the case for extended probationary periods for all faculty members to offer longer probationary periods to new appointees after the school has successfully made its case to the Dean of Faculties by following the steps in this policy.

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.

Conditions for a school to meet if it wants to offer automatic extended probationary periods of up to nine years to new faculty whose primary tenure will reside in that school:

- a) Develop a report that demonstrates good cause for an extension and also reviews the current situation nationally to determine if extended probationary period for tenure is a trend for similar schools.
- b) Obtain the clear support of the school's faculty governing body for extending the tenure probationary period for the school (e.g. School's Faculty Steering Committee).
- c) Obtain the clear support of the administrative authority for that school (e.g. dean and school executive committee).
- d) School faculty governance leaders, in consultation with the Dean of the Faculties (DOF) and IUPUI Faculty Council Executive Committee (IFC-EC) will design and conduct the referendum vote of the school's faculty as outlined in e).
- e) Hold a referendum (or the substantial equivalent) on the issue of extending the tenure probationary period in which all tenure/tenure track faculty vote. Such a referendum may occur only once per academic year. A two-thirds majority of positive votes of all eligible tenured/tenure track faculty is required to move the proposal forward to the DOF for decision. (Either an electronic or paper vote is acceptable.)
- f) Petition the DOF for the proposal to be accepted.
- g) Provide a statement that, consistent with current university policy, individual faculty will be free to submit their dossiers for promotion and tenure at the sixth year point or early when appropriate.
- h) Provide a statement that, consistent with current university policy, individual faculty will be free to seek their own extension ("stop-the-clock") requests for life issues as governed by existing policy.
- i) Present a plan for systematic appropriate mentoring of tenure track faculty [e.g., formative reviews at 3 years, and at 6 years if the faculty member has not petitioned for promotion and tenure by that time].
- j) Submit the plan to the DOF for approval and to IFC-EC for endorsement.
- k) Once the school's petition is tentatively approved, alter the school's P & T documents that guide tenure probationary faculty to accommodate the new time lines prior to implementation.

Conditions for a School to meet if automatic extended probationary periods of up to nine years for new faculty are approved by the DOF:

- a) School administration must track and report, to the DOF and IFC-EC, annually and cumulatively for the number of years requested in the proposal all of the following:
 - a. Number, gender and race of tenure track faculty in each year's cohort.
 - b. 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.
 - c. 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.
 - d. The reasons for early tenure/promotion.
 - e. Trend of success rates for initial promotion and tenure cases, by gender and race.
 - f. Trends of retention rates, by gender and race, for all initial tenure track appointments up to the time of tenure being granted.
 - g. Reasons for tenure track faculty turnover.
 - h. 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 the extension of the tenure probationary period for a school and awarding of permanent change status:

The DOF will annually review the School's report referenced above and will determine the continuation of the approval at five year intervals.

Faculty options to Rescind the Request

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.

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