

Memo

To: Tenured & Tenure-Track Social Work and Labor Studies Faculty Members of the Indiana University School of Social Work

From: Barry Cournoyer, Jim Daley, Carol Hostetter, Lisa McGuire, & Bob Vernon (the 2009-2010 IUSSW P&T Committee)

CC: Dr. Michael Patchner, Dean; Dr. Ginny Majewski, Associate Dean; Dr. Robert Vernon, Chair-Faculty Senate

Date: July 22, 2013

Re: Suggested Performance Criteria for Promotion & Tenure at IUSSW

In November 2009, Dean Patchner asked the IUSSW Promotion and Tenure Committee to respond to a request from Dean of the IUPUI Faculties, Dr. Uday Sukhatme, that each school revise their “Criteria for Excellence” in P&T related documents and submit them to his office on or before **March 15, 2010**. As part of that process, Associate Dean of the IUPUI Faculties, Dr. Mary Fisher, reviewed our current IUSSW P&T documents and made several observations (see attached “excellence feedback” document).

Over the course of the last few months, the IUSSW P&T Committee reviewed those portions of the IUSSW Promotion and Tenure Guidelines (i.e., the “Redbook”) that pertain to “excellence” vis-à-vis the criteria for promotion and/or tenure to the ranks of associate and full professor and considered them in light of Associate Dean Fisher’s comments. We concluded that some changes are indeed warranted. We also recognized, however, that the IUSSW “Redbook” was developed well in advance of most other IUPUI schools and is highly regarded by several other departments on the IUPUI campus. It remains an outstanding document that has served our school well for a long time. Those of our faculty colleagues who contributed to its creation and its continued improvement over the years deserve our gratitude and much credit.

As part of our review process, we re-examined the *2009-2010 IUPUI Dean of the Faculties’ Guidelines for Preparing and Reviewing Promotion and Tenure Dossiers*. In doing so, we realized that over the course of the last 5-10 years, IUPUI has provided greater clarity concerning expectations for promotion and tenure. At this point, almost all tenured and tenured track IUSSW faculty members (both social work and labor studies) are directly affected by the IUPUI criteria, and all are indirectly affected by them. The IUSSW P&T Committee therefore concluded that as IUPUI improves the quality and clarity of its campus-wide promotion and tenure guidelines and criteria, the relative need

for IUSSW to promulgate extensive school-specific materials decreases. Indeed, it may even be possible that IUSSW could, at some point, dramatically reduce the size and scope of the Redbook precisely because IUPUI is now providing so much information. Before IUPUI did so, the P&T Committee and the faculty of IUSSW had to develop and approve its own guidelines—based on a premise that faculty members seeking tenure or promotion are entitled to information about the criteria the committee uses to evaluate their candidacy. Given the missions of social work and labor studies, IUSSW will probably always need to provide perspective and some interpretation of IUPUI criteria. Nonetheless, the IUSSW P&T Committee concluded that the IUPUI campus guidelines and criteria can serve IUSSW as a foundation for evaluating faculty performance for the purposes of promotion and tenure.

In addressing Dean Sukhatme's request that schools revise their "criteria for excellence," the IUSSW P&T Committee adopted, with modest revisions, portions of the *2009-2010 IUPUI Dean of the Faculties' Guidelines for Preparing and Reviewing Promotion and Tenure Dossiers* for inclusion in the IUSSW "Redbook." In making these revisions, we attempted to integrate IUSSW expectations with IUPUI expectations. Understandably and perhaps predictably, we also made some adjustments to the guidelines for "satisfactory" performance as well. Indeed, we incorporated the IUPUI approach of outlining "unsatisfactory" as well as "highly satisfactory" criteria.

Obviously, any change to the current IUSSW "Redbook" necessarily requires formal approval by the tenure and tenure track members of the IUSSW Faculty Senate. Therefore, we are distributing the relevant sections from the current IUSSW P&T Guidelines (attached) and a document entitled "Proposed Change to the IUSSW Guidelines for Promotion and Tenure: The Performance Criteria" (attached) in advance of the next Faculty Senate meeting (scheduled for **February 26, 2010**) for your review and consideration. We are simultaneously requesting that this proposed change be included as an action item on that meeting's agenda.

We encourage all tenure and tenure track social work and labor studies faculty members to review these documents and seriously consider the potential implications of these changes for you and your colleagues. The members of the 2009-2010 IUSSW Promotion and Tenure Committee look forward to your advice and consent.