

12/16 Faculty Steering Committee Meeting Minutes

Promotion and Tenure – Chairs Susan Gunst and James Jones

Susan Gunst – The Promotion and Tenure Committee evaluates qualifications for promotion and tenure, advises probationary faculty on progress, and assists OFAPDD in educating faculty about promotion and tenure. It has 27 voting members with a wide variety of fields and departments represented. It is working to improve committee diversity. It reviews dossiers for 3- and 5-yr reviews for probationary faculty and provides recommendations. Its discussions are thorough. The committee meets twice per year in fall (promotion and tenure) and spring meeting for probationary reviews. It also participates in orientations for new members and consider new policies. Each member gets 3-5 dossiers to review for each meeting, including teaching, research, and service, and a vote is taken for each candidate. After the meeting, a letter summarizes the committee's recommendations. This fall, for tenure 16 dossiers were submitted and 16 approved, consisting of 5 women, 11 men, 5 Asian, 1 black, 1 Hispanic. For promotion, 31 were submitted and 30 approved, 16 for full professor and 14 for associate professor. For research track, 6 were submitted and 6 approved. At its spring meeting, 32 dossiers were submitted for 3-year review and 19 for 5-year review. 4 in total were found to be making inadequate progress. For promotion and tenure, the results in each area of excellence were 3/3 in teaching 10/11 in research, 18/18 in service for tenure. Consistent percentages of women – about a third. Non-white candidates are about 45%. Challenges – poorly prepared dossiers, so encourage departments to prepare good dossiers. COVID challenges – can note that COVID canceled conference presentation.

Jones – Lecturer and clinical track. Jones has been chair 4 years, on committee for 15. Promotion helps recognize faculty contributions. Time commitments are significant. Reviewed a total of 120 dossiers, when combined with Promotion and Tenure. The committee meets once per year. There are 4 steps in the process– department, school, campus, and then university. It is a confidential review. People can vote only once, at one level. Required are at least 6 letters of reference, which need to be at arm's length. In general, for promotion from assistant to associate candidates need an emerging regional or national reputation, while for associate to full they need a sustained national reputation. Criteria for this committee are service and/or teaching, and 80 dossiers were reviewed. 43 of 43 reviewed were approved. Almost all were under service. Good to report that an increasing number of volunteer faculty are seeking promotion.

Dean's Report: Mary Dankoski for Office of Faculty Affairs, Professional Development, and Diversity

It is surprising that we are still in a COVID surge a year after last report. The faculty are the greatest resource of the school. We are accelerating diversity, equity, and inclusion efforts and supporting faculty through COVID. We are always focused on promotion and tenure, recruiting and retention. In terms of diversity, equity, and inclusion, many task forces kicked off in summer 2020, with many students and faculty as members. We have a new focus on health equity with the work of Dr. Tucker-Edmonds. DEI is being incorporated into promotion and tenure guidelines, the Honor Code has been revised, IFC passed balanced integrated case for promotion and tenure, including a holistic contribution to DEI priorities across three areas. There is a proposal to incorporate DEI in faculty annual review and P and T, which is ready to be vetted and will come up for FSC next year. Supporting faculty through COVID – lots of work to manage vaccine mandate, coordinating with campus, university, and IU Health. There was a hiring freeze through the first half of 2021. An emergency equity fund for research was established and focused on gender equity. The total amount was \$400k, with grants up to \$2,500. Nearly

\$400k was distributed, with the largest group being personnel support for research. There were a total of 171 awards, and IUPUI got 37. We are working to decrease administrative burdens, partly through clinical long-term appointment review. This is not about promotion but just three-year appointments, which has become a burden due to the huge increase in clinical-track faculty. We will just use the annual review to make this decision. Attendance at school faculty meetings is up on Zoom, compared to numbers pre-COVID.

Regional Campus Rep: Michael Lannoo

There are a north group, south group, east group, west group. Mike is elected rep. There has been so much faculty turnover at the centers that he knew almost no one. At many centers, university faculty teach at center. Mike visited West Lafayette, had lunch. Faculty at West Lafayette and Muncie are mainly Purdue and Ball State faculty. Many faculty don't have primary appointment with IU. It provided a chance to meet people and listen. People are concerned about perceived erosion in academic standards at medical school versus vet school. Some faculty were concerned about a policy that no more than 5% of students can fail an exam, with the result that passing scores for some exams was set as low as 50%. Non-IU faculty more likely to be focused on their primary appointment than on medical student teaching. Not many people at centers getting promoted or tenured based on medical school performance.