

**Indiana University Librarians
Promotion and Tenure Committee
Annual Report
2007-2008**

Promotion and Tenure Committee 2006-2007

Bloomington:

Diane Dallis (2006-2008), Chair

Lynn Hufford (2007-2009) Secretary

Jian Liu (2007-2009)

Cecile Jagodzinski (2007-2009)

IUPUI:

James Baldwin (2006-2008)

Mary Beth Minick (2007-2009)

Mahnaz Moshfegh (2006-2008)

Regional Campuses:

Lora Baldwin (2006-2008)

Ria Lukes (2007-2009) Chair Elect

Virginia Sojdehei, ex officio, Human Resources Librarian

The IUPUI members of the Committee resigned from the committee after the review of dossiers and mid-tenure reviews were complete in October. Cecile Jagodzinski retired at the end of November and was not replaced.

Promotion and Tenure Committee Organizational Meeting

Ria Lukes was elected Vice-chair/Chair elect and Gordon Lynn Hufford volunteered and was elected to be Secretary.

Dean Steele brought several issues to the Committee for future consideration. These included updating the language in the handbook; how to describe the librarians role within the University; the potential impact of the IUPUI changes and the changing reporting nature of the regional campuses (their dossiers routing are changing to go through the IUPUI Chancellor rather than through the IUB Dean of Faculties office); uniformity between Librarians P&T and that of teaching faculty; the role of Librarians with its emphasis on performance and how this compares to the role of faculty and their growing emphasis on research.

Assignments for case presentations were distributed and negotiated and confirmed.

It was determined that decisions regarding the spring promotion and tenure workshops for which this committee is responsible should be postponed until the impact of the change in IUPUI's participation is clear.

Promotion and Tenure Committee System-wide Review

The Committee met in Bloomington from September 24 – September 26, 2007 to consider dossiers for promotion and tenure and mid-tenure review.

Dossiers and reviews were presented over the course of the week. The Committee voted on three dossiers. As is normal the committee spent a significant amount of time on letters for promotion and tenure decisions. The Committee took care to write specific and clear letters for librarian's mid-tenure review. The Committee intended the letters to be informative and to provide constructive criticism.

The vote was postponed for one dossier until the first week of October. Libraries' Human Resources made contacts and requested the necessary information and the Committee met again at the University Library on the Indianapolis campus the first week of October to review the information, discuss the dossier, and vote.

Number and Distribution of Cases considered:

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

Promotion and Tenure Workshops

The Committee presented one workshop at the IULFC Librarians Day in Indianapolis at the IUPUI campus on May 30, 2008. The workshop "Preparing your dossier" was presented by Lora Baldwin and Diane Dallis. It is noteworthy that several librarians from the Indiana University – Purdue University at Indianapolis Libraries attended the sessions in hope of clarifying IUPUI's procedures for promotion and tenure.

Meeting Candidates for Library positions

Bloomington members of the committee met with the following candidates for tenure track librarian positions on the Bloomington campus.

Lori Duggan
Robert McDonald
Eric Lease Morgan
Stacy Kowalczyk
Sara Randall
Denise Stuempfle

Issues for IULFC Follow-up

- The Committee proposes that some type of educational / informational session be offered to supervisors of candidates for promotion and tenure about their role in the Promotion and Tenure process and the importance of clarity in their dossier letters.
- The Committee recommends that a Subcommittee be appointed the responsibility to review the IULFC Promotion and Tenure Committee handbook to review for changes to reflect the new makeup of the committee as well as revise and improve the sample letters from the committee.

- The Committee recommends that all members should receive the abbreviated versions of the dossiers in addition to the actual dossier for the case that they are presenting to improve with logistics and handling of reviewing the dossiers.

Report prepared by:

Diane Dallis, Chair

IULFC Promotion and Tenure Committee, 2007-2008

July 11, 2008