

**Indiana University Librarians  
IULFC Promotion and Tenure Committee  
Annual Report  
2010-2011**

**Promotion and Tenure Committee Members 2010-2011**

*Bloomington*

Becky Cape (2009-2011)  
Lynda Fuller Clendenning (2010-2012), Secretary  
Wen-ling Liu (2010-2012), Secretary-Elect  
Lou Malcomb (2010-2012)  
Celestina Savonius-Wroth (2010-2012), Chair-Elect

*Regional Campuses*

*Diane Bever, IUK (2010-2012)*  
*Sue McFadden, Richmond (2009-2011), Chair*

This was the third year the IUPUI librarians did not participate in the IULFC Promotion and Tenure Committee.

**Promotion and Tenure Committee Organizational Meeting (August 30, 2010)**

Celestina Savonius-Wroth was elected Vice-chair/Chair elect and Lynda Fuller Clendenning was elected Secretary. Wen-ling Liu was elected as Secretary-Elect for the 2011-2012 academic year. Chair responsibilities rotate between Bloomington and the other campuses.

Executive Associate Dean Carolyn Walters meet with the group. The committee was reminded of the need for privacy and confidentiality and the importance of the business before the Committee. In addition, she reminded us that we should be aware that these promotion and tenure cases are often scrutinized closely after they leave our committee.

The committee reviewed the Promotion and Tenure Manual. Assignments for cases were distributed and confirmed. A draft schedule for P & T week was proposed and accepted.

**Promotion and Tenure Committee Review**

The Committee met in Bloomington from September 13 – September 16, 2010 to consider dossiers for promotion, tenure and mid-tenure review.

Dean Brenda Johnson and Executive Associate Dean Carolyn Walters covered several issues with the Committee. Dean Johnson informed the committee of the need to break-out the process for librarians going up for full-rank. And a separate committee of Full Rank Librarians across the university will review this group of dossiers.

Dossiers and mid-tenure reviews were presented over the course of the week. The committee voted on five dossiers. As is normal the committee spent a significant amount of time on

letters for promotion and tenure decisions. The Committee also spent considerable time writing four letters for mid-tenure review.

There were a couple of committee functioning issues related to numbers, abstentions and possibility of tie voting. An additional complication of the issue was an committee member's last minute inability to serve. In recognition of the changing direction for P & T across the university, the committee is not suggesting changes. A review of abstention should be considered by the next committees. Review of cases should be delayed until an abstaining member is not present.

**Number and Distribution of Cases Considered:**

5 cases for tenure and promotion to Associate Librarian (3 Bloomington, 2 South Bend)  
4 mid-tenure reviews (3-Bloomington, 1-Southeast)

**Promotion and Tenure Workshop**

The Committee opted to present a roundtable discussion at the IULFC Librarians Day in Indianapolis at the IUPUI campus on June 10, 2011 instead of presenting a workshop. Sue McFadden led the discussion. There were approximately 15 people in attendance. Discussion concerned the Promotion and Tenure process and how the changes across Indiana University will affect the future.

**Minutes posted**

Minutes of the Promotion & Tenure Committee meetings will be posted at on the Intranet.

Report prepared by:

Sue McFadden, Chair

IULFC Promotion and Tenure Committee, 2010-2011

July 21, 2011