

**Indiana University Librarians  
IULFC Promotion and Tenure Committee  
Annual Report  
2009-2010**

**Promotion and Tenure Committee Members 2009-2010**

Bloomington:

Becky Cape (2009-2011)

Angela Courtney (2008-2010), Chair

Carl Horne (2008-2010)

Moira Smith (2008-2010)

Mary Strow (2009-2011, retired and will need to be replaced)

Regional Campuses:

Sue McFadden (2009-2011) Chair-Elect

Steve McShane (2008-2010), Secretary

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

**Promotion and Tenure Committee Organizational Meeting (August 11, 2008)**

Sue Mcfadden was elected Vice-chair/Chair elect and Steve McShane was elected Secretary. Chair responsibilities rotate between Bloomington and the other campuses.

The Committee decided that in light on the number of librarians who were scheduled for mid-tenure review but decided to forego participation we should devote some time during P & T week to discuss this apparent trend.

Executive Associate Dean Carolyn Walters covered several issues with the Committee. She agreed that we should discuss ways to encourage mid-tenure review participation. She also reminded us 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.

After Executive Associate Dean Carolyn Walters left, we 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 14 – September 16, 2009 to consider dossiers for promotion, tenure and mid-tenure review.

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 one letter for mid-tenure review.

**Number and Distribution of Cases Considered:**

3 cases for tenure and promotion to Associate Librarian (2 Bloomington, 1 Fort Wayne)  
2 cases for tenure and promotion to Associate Librarian (1 Bloomington, 1 South Bend)  
1 mid-tenure review (early) (Bloomington)

**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 18, 2010 instead of presenting a workshop. Sue McFadden led the discussion. There were approximately 8 people in attendance.

The Bloomington members of the committee also attended a session hosted by the BLFC-Faculty Standards Committee in which we answered questions and addressed concerns for pre-tenure librarians.

It was our understanding that there had been little interest in a full Promotion and Tenure workshop, but at the BLFC-Faculty Standards meeting we learned that there was interest in the workshop for librarians and supervisors. Due to the late date, we were unable to arrange one for this year, but the committee will host a workshop in addition to the Librarians Day roundtable next year.

**Meeting Candidates for Library Positions**

Bloomington members of the IULFC P&T Committee met with candidates being interviewed for tenure track positions of the Bloomington campus. The committee members were responsible for explaining promotion and tenure requirements as well as making a recommendation regarding rank for each candidate. The following candidates met with the Bloomington members of the Committee:

Dorothy Porter

**Minutes posted**

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

Report prepared by:

Angela Courtney, Chair

IULFC Promotion and Tenure Committee, 2009-2010

October 13, 2010