

TO: The Senate
FROM: Faculty Affairs Committee
DATE: October 24, 1995
SUBJ: Amendment to SD 88-25 (Campus-Wide Criteria for Promotion and Tenure)

DISPOSITION: To the Presiding Officer for Implementation effective with Fall Semester, 1996

WHEREAS, It is the faculty's responsibility to establish and clearly articulate standards for promotion and tenure; and

WHEREAS, The relationship between tenure and promotion to the rank of associate professor has not been clearly articulated; and

WHEREAS, The tenure decision is the faculty's most important decision in respect to the careers of its members;

BE IT RESOLVED, That the Fort Wayne Senate approve the following amendments to Senate Document SD 88-25:

A. Criteria for Tenure in the Professorial Ranks

Tenure at any rank is based upon a record of satisfactory teaching, research, and service (see promotion and tenure guidelines in Senate Document SD 94-3).

~~Tenure is often linked to promotion to associate professor.~~ **The award of tenure at the end of the probationary period as an assistant professor is linked to promotion.** This connection is appropriate and even natural. In many careers the duration of the probationary period and the time needed to build a record in teaching, research, and service meriting promotion to associate professor are equal, and the university can address the separate decisions simultaneously. Both Indiana and Purdue Universities, however, recognize the possibility that in exceptional circumstances these decisions may not be made at the same time and that, although the criteria are the same, the weight assigned to each criterion differs from tenure to promotion. The university grants tenure and promotion to associate professor in the same year when a candidate meets the criteria established for both. Whenever these decisions are made in different years, however, a recommendation to award tenure is based upon evidence of:

1. a record of satisfactory achievement in teaching, research, and service
2. ~~(for the award of tenure in a rank below that of associate professor)~~ **(for the award of tenure at the rank of assistant professor) the likelihood of promotion to a higher rank in the near future, and**
3. the **unusual** importance of the individual's contribution to the university.

Cases for tenure in these exceptional circumstances must address each of these points.