

From: Faculty Affairs Committee
To: School of Informatics Faculty
Date: 2/1/08

Proposal: Addressing the need for faculty mentoring with the deployment of new Promotion and Tenure standards

The Faculty Affairs Committee has been charged with working on a new set of "Suggested Standards for Faculty Promotion and Tenure." While this is important work, and the first drafts of our efforts are being presented today, we feel it is also important to address additional efforts that are needed to support our faculty who are undergoing the promotion and tenure process. Besides, we realized while preparing these drafts that we were not clear on how these 'Standards' will be applied at various levels of the P&T process.

While several senior faculty members and administrators are doing great work with the junior faculty in this area, we want to add our committee's voice to the ideas and suggestions raised by the Faculty Development Subcommittee in the School's Strategic Plan regarding the need for junior faculty mentoring, and continue to publicly discuss such specific needs as:

1. Assignment of mentors in a consistent manner
2. Guidance in preparing for 3rd year reviews
3. Assistance with dossier preparation
4. Consistent advice on P&T from both the IUPUI faculty and IUB faculty

We are aware that many of these efforts are already underway (and we thank everyone who is working on this important issue), but we feel that it is useful to bring these issues up as part of any discussion of any new suggested standards. Both the new language and new internal mentoring processes go hand in hand with supporting our junior faculty.

One specific recommendation is to have a panel of IUB faculty convened to discuss P&T cases at the unit level with IUPUI junior faculty, so greater transparency is provided in the process and helps junior faculty to better understand how the process works at the unit level.

Finally, the Faculty Affairs Committee welcomes any suggestions or insights or ideas regarding Promotion and Tenure standards and mentorship in our School.