

SUMMARY OF AREAS OF EXCELLENCE AND EXPECTATIONS FOR VARIOUS FACULTY CATEGORIES

Advancement to	Area of Excellence ¹	Other Areas of Performance	Expectation for External Peer Review of Case	Standard for Excellence (over and above record of quantity, quality, and impact of internal work)
Associate Professor Tenure Track²	Teaching, Research and Creative Activity, or Professional Service	Satisfactory in areas not chosen for excellence as well as University Service as specified by the school Highly satisfactory in all three areas for a balanced case	Letters from independent ⁵ peers, preferably in higher rank, at peer or higher institution	Record of nationally and/or internationally disseminated and peer reviewed scholarship Emerging national reputation
Professor Tenure Track²	Teaching, Research and Creative Activity, or Professional Service	Satisfactory in areas not chosen for excellence as well as University Service as specified by the school Highly satisfactory in all three areas for a balanced case	Letters from independent ⁵ peers, preferably in higher rank, at peer or higher institution	Record of nationally and/or internationally disseminated and peer reviewed scholarship. A sustained national reputation as demonstrated by a well-established and cumulative body of work in rank. Special circumstances where scholarly productivity has been interrupted can be considered.
Associate Librarian³	Performance	Beyond satisfactory in either Professional Development or in Service and satisfactory in other area	Letters from independent ⁵ peers outside unit on IUPUI campus	(No Additional requirements)
Librarian^{4,6}	Performance	Excellence in either Professional Development - Research and/or Creativity or in Service and at least satisfactory in other area	Letters from independent ⁵ peers, preferably in higher rank, at peer or higher institution	Record of superior performance as an associate librarian and attainment of state, regional, or national recognition in the library profession (<i>Indiana University Academic Policies</i> , UFC, 1978). Record of exceptional achievements in performance and a record of distinguished contributions to the university, profession, or community in the secondary area of excellence. Quality is considered more important than mere quantity (<i>Library Faculty Handbook</i> , Promotion and Tenure Criteria for Librarians, 2004).

¹ Balanced case expectations are defined by the [Indiana University Academic Policies](#) as: “balanced strengths that promise excellent overall performance of comparable benefit to the University.” This category applies to both tenure-track and clinical-track faculty.

² For tenure decisions, tenure expectations are for performance commensurate with rank and evidence of continued service with distinction.

³ For tenure decisions, performance must be excellent, and professional development and service must be satisfactory. Tenure is granted to those librarians whose professional characteristics indicate they will continue to serve with distinction.

⁴ Balanced case exceptions for librarians only apply to the secondary criteria (to professional development, research and/or creativity and to service).

⁵ Independent is defined in the section on [External Assessment](#).

⁶ For more detailed information regarding evaluating librarian performance, please review the [“Suggested Standards for Evaluating Librarian Performance.”](#)

2018-19 Chief Academic Officer’s Promotion and/or Tenure Guidelines

Advancement to	Area of Excellence⁴	Other Areas of Performance	Expectation for External Peer Review of Case	Standard for Excellence (over and above record of quantity, quality, and impact of internal work)
Clinical Associate Professor	Teaching or Professional Service	Satisfactory in other area and in University Service Highly satisfactory in both areas for a balanced case	Independent ² peers external to IUPUI or department	Record of publicly disseminated and peer reviewed scholarship in area of excellence
Clinical Professor	Teaching or Professional Service	Satisfactory in other area and in University Service Highly satisfactory in both areas for a balanced case	Independent ² peers external to IUPUI	Record of sustained, nationally and/or internationally disseminated and peer reviewed scholarship in area of excellence. Special circumstances where scholarly productivity has been interrupted can be considered.
Senior Lecturer	Teaching	Satisfactory in University and Professional Service	Independent ² peers external to the IUPUI department or discipline	Record of publicly disseminated and peer reviewed scholarship in teaching
Associate Research Professor, Associate Scientist/Scholar	Research	Service expectations, if any, set by unit	Independent ² peers external to IUPUI	Record of nationally and/or internationally disseminated and peer-reviewed scholarship and/or grants in research; evidence of substantial research contributions to the discipline
Senior Research Professor, Senior Scientist/Scholar	Research	Service expectations, if any, set by unit	Independent ² peers external to IUPUI	Record of sustained, nationally and/or internationally disseminated and peer reviewed scholarship and/or grants in research; evidence of independent work; evidence of substantial research contributions to the discipline

⁴ Balanced case expectations are defined by the *Indiana University Academic Policies* as: “balanced strengths that promise excellent overall performance of comparable benefit to the University.” This category applies to both tenure-track and clinical-track faculty.

² Independent is defined in the section on [External Assessment](#).