Choosing a Case Type
Welcome

Willie Miller
Faculty Advancement and Leadership Development Fellow

Rachel Applegate
Assistant Vice Chancellor for Faculty Affairs
Agenda

Framing Your Story

Tenure-Track Faculty
- Single Areas of Excellence
- Balanced Areas of Excellence
- Considerations

Clinical-Track Faculty
- Single Areas of Excellence
- Balanced Areas of Excellence
- Considerations

Lecturer-Track Faculty
- Single Areas of Excellence
- Considerations

Q&A
Framing Your Story
A faculty life includes many roles.
Your Dossier in Parts

1. Candidate Statement
2. Curriculum Vitae (CV)
3. eDossier System Main Sections
   - Teaching (Librarians: Performance)
   - Research and Creative Activity (Librarians: Professional Development)
   - Service
What is most authentic? and What is easiest?

Points to consider:

• What role do you have in your unit? What do they value you for? What will they understand best?
• Do you have a strong research publication and funding record? (Most tenure-track faculty choose this)
• Can you point everything you do towards teaching? (Most clinical faculty outside of IUSM choose this)
• Can you separate out service from your other work? Do you have a strong sense of definition for this?
• Do you have difficulty separating research-from-teaching-from-service?
• Do you struggle with where to put your scholarship in our bins?
Notes

1. Balanced cases are not allowed in the School of Medicine.
2. Most, but not all schools have established guidelines for the Balanced – Integrative DEI case
3. Not all schools have established guidelines for the Balanced – Integrative Thematic Case
4. Research faculty must go up on research.
Tenure-Track Faculty
Single Areas of Excellence Tenure-Track

**Research**
- Teaching and service must be satisfactory
- No dissemination required in teaching or service

**Teaching**
- Research must be satisfactory and includes dissemination
- Service must be satisfactory; dissemination not required

**Service**
- Research satisfactory and includes dissemination
- Teaching must be satisfactory; dissemination not required
## Balanced Areas of Excellence Tenure-Track

<table>
<thead>
<tr>
<th>Balanced - Binned</th>
<th>Balanced - Integrative DEI</th>
<th>Balanced - Integrative Thematic</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Highly satisfactory across all areas</td>
<td>• Overall excellence using a DEI-focused philosophy</td>
<td>• Overall excellence using a theme-focused</td>
</tr>
<tr>
<td>• Dissemination in research and teaching</td>
<td>• Research (disseminated), teaching, and service at least</td>
<td>philosophy</td>
</tr>
<tr>
<td>• Service must document high satisfactory work</td>
<td>• Evidence of local/direct impact</td>
<td>• Research (disseminated), teaching, and</td>
</tr>
<tr>
<td>(can be peer-reviewed dissemination, but doesn’t have</td>
<td></td>
<td>service at least satisfactory</td>
</tr>
<tr>
<td>to be)</td>
<td></td>
<td>• Evidence of local/direct impact</td>
</tr>
</tbody>
</table>

**Librarians:** Performance must be excellent
<table>
<thead>
<tr>
<th>Type of case</th>
<th>Dissemination Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellence in</td>
<td></td>
</tr>
<tr>
<td>Teaching</td>
<td>X</td>
</tr>
<tr>
<td>Research</td>
<td>X</td>
</tr>
<tr>
<td>Service</td>
<td></td>
</tr>
<tr>
<td>Balanced case-binned</td>
<td>X</td>
</tr>
<tr>
<td>Balanced-Integrative</td>
<td>peer-reviewed scholarship required, need not be binned</td>
</tr>
</tbody>
</table>

Binning: for grants, presentations, and publications, each one is designated with one “area” in teaching, research, or service.
Top Level Expectation: Single Area Cases

1. To associate: “record of nationally and/or internationally disseminated and peer reviewed scholarship. Emerging national reputation.”
2. To full: “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.”
Top Level Expectation: Balanced Cases

The candidate demonstrates excellence across an array of activities: “A candidate may present evidence of balanced strengths that promise excellent overall performance of comparable benefit to the university.” (ACA-38 Faculty and Librarian Promotions; “comparable” to a single-area of excellence case.)

1. To associate: Candidate will have led or been an essential part of endeavors with distinct and local outcomes. National or international dissemination is also expected as a reflection of the quality of work.

2. To full: The candidate will have sustained accomplishments and have achieved a national or international reputation through their work.
Clinical-Track Faculty
Single Areas of Excellence Clinical-Track

**Teaching**
- Dissemination related to teaching
- Service must be satisfactory; dissemination not required

**Service**
- Dissemination related to service
- Teaching must be satisfactory; dissemination not required
### Balanced Areas of Excellence Clinical-Track

<table>
<thead>
<tr>
<th>Balanced – Binned</th>
<th>Balanced - Integrative DEI</th>
<th>Balanced - Integrative Thematic</th>
</tr>
</thead>
</table>
| • Must be “highly satisfactory” in teaching and service | • Overall excellence using a DEI-focused philosophy  
• Teaching and service at least satisfactory  
• Evidence of local/direct impact | • Overall excellence using a theme-focused philosophy  
• Teaching, and service at least satisfactory  
• Evidence of local/direct impact |
## Dissemination Requirements Clinical-Track

<table>
<thead>
<tr>
<th>Rank</th>
<th>Area of Excellence</th>
<th>Satisfactory Performance</th>
<th>Excellence Standard</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Clinical Associate Professor</strong></td>
<td>Service</td>
<td>Teaching</td>
<td>Record of publicly disseminated and peer reviewed scholarship in area of excellence</td>
</tr>
<tr>
<td><strong>Clinical Professor</strong></td>
<td>Service</td>
<td>Teaching</td>
<td>Record of sustained, nationally and/or internationally disseminated and peer reviewed scholarship in area of excellence</td>
</tr>
</tbody>
</table>

For the **campus, reputation is not a consideration**.
Considerations

1. If accomplishments and activities are highly integrated with an overall theme, choose the Balanced-Integrative Thematic case type.
2. Candidates whose excellence is demonstrated exclusively in teaching or service should use the single-area-of-excellence case.
Lecturer-Track Faculty
Single Areas of Excellence Lecturer-Track

**Teaching**
- Dissemination related to teaching
- Service must be satisfactory; dissemination not required

**Integrative DEI**
- Articulates DEI philosophy
- Interrelated activities teaching and service which support and advance the teaching mission with respect to DEI
- Evidence of local/direct impact
Top Level Expectation

1. For all:
   - Excellence in teaching based on a distinct teaching philosophy and resulting in extraordinarily successful teaching and learning outcomes
   - Leadership in support of teaching and learning
2. For teaching professor:
   - The above, on a sustained level of excellence, plus academic or professionally peer reviewed dissemination of scholarship that supports teaching and learning.
Choosing a case type
Choose a teaching case if and only if

- You have strong performance in teaching
- You can relate most of what you do to teaching
- You have been consistent in analyzing student evaluations, securing peer evaluation of teaching, and collecting student learning outcomes data.
- You have peer-reviewed dissemination that can be related to teaching
- Your service and research (if tenure-track) are at least satisfactory
Choose a service case if and only if

- Your chair and dean understand what you mean by ‘service.’
- Service work must be related to the use of professional skill.
  - ’Service’ can now include administrative work.
- You have peer-reviewed dissemination that can be categorized as ‘service’
- Your teaching and research (if tenure-track) are at least satisfactory
Choose a balanced-binned case if and only if

• You have some peer-reviewed dissemination that can be characterized as teaching and research (if tenure-track)
• You feel that your responsibilities and accomplishments are relatively evenly distributed between service and teaching (if clinical-track)
• Your chair and dean agree about what counts as ‘service.’
Choose a balanced-integrative (DEI or Thematic) if *and only if*

- You have dissemination (does not need to be labelled)
- You have an integrating theme
- You can articulate a philosophy of diversity, equity, and inclusion or theme, including if appropriate any specifically targeted aspect
- You can point to direct impact tying to unit (program, dept, school, campus, or university) mission and goals
Q&A
Related Upcoming Workshops

- **Integrative Diversity, Equity, and Inclusion Case**
  - 7 Dec. 2022, 1:00 PM

- **Excellence in Research for Tenure-Track Faculty - Session 1**
  - 7 Feb. 2023, 9:00 AM

- **Excellence in Research for Tenure-Track Faculty**
  - 9 Mar. 2023, 1:00 PM

- **Dossier Preparation: Binned and Integrative Cases**
  - 24 Jan. 2023, 9:00 AM

- **Excellence in Teaching for Tenure-Track Faculty**
  - 15 Feb. 2023, 1:00 PM
Resources

1. Dossier examples: [https://academicaffairs.iupui.edu/Faculty-Affairs/promotiontenure/dossier/PT-Integrative-DEI_Example-Candidate-Statement-RA.pdf](https://academicaffairs.iupui.edu/Faculty-Affairs/promotiontenure/dossier/PT-Integrative-DEI_Example-Candidate-Statement-RA.pdf)

2. P&T Guidelines: [https://academicaffairs.iupui.edu/Faculty-Affairs/promotiontenure/dossier/PT-Integrative-DEI_Example-Candidate-Statement-RA.pdf](https://academicaffairs.iupui.edu/Faculty-Affairs/promotiontenure/dossier/PT-Integrative-DEI_Example-Candidate-Statement-RA.pdf)

3. DEI Impact Example: [https://academicaffairs.iupui.edu/Faculty-Affairs/promotiontenure/dossier/PT-Integrative-DEI_Example-Candidate-Statement-RA.pdf](https://academicaffairs.iupui.edu/Faculty-Affairs/promotiontenure/dossier/PT-Integrative-DEI_Example-Candidate-Statement-RA.pdf)

4. DEI Statement (Fictional): [https://academicaffairs.iupui.edu/Faculty-Affairs/promotiontenure/dossier/PT-Integrative-DEI_Example-Candidate-Statement-RA.pdf](https://academicaffairs.iupui.edu/Faculty-Affairs/promotiontenure/dossier/PT-Integrative-DEI_Example-Candidate-Statement-RA.pdf)
Rachel Applegate  
Assistant Vice Chancellor for Faculty Affairs  
[rapplega@iupui.edu](mailto:rapplega@iupui.edu)

Margie Ferguson  
Senior Associate Vice Chancellor for Academic Affairs  
[mferguso@iupui.edu](mailto:mferguso@iupui.edu)

Willie Miller  
Faculty Advancement and Leadership Development Fellow  
[wmmiller@iupui.edu](mailto:wmmiller@iupui.edu)