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Balanced Case

From the Campus P&T Guidelines

p. 6, context: Year 1 and 2, Candidate responsibilities:

“Scholarly dissemination of your work is required to document excellence in any of the three areas of faculty work; to document highly satisfactory in each area of a balanced case; and also for assessment of satisfactory in research.”

p. 13, context: Committee responsibilities:

[the term] “highly satisfactory is used in a balanced case review.”

p. 25, context, Peer Review and External Evaluation section

“Peer evaluation of teaching or professional service is expected for all candidates with teaching or professional service as an area of performance and it is required for those whose advancement is based on excellence in teaching or professional service or on a balanced case.”

p. 29, defining Area of Excellence

“Balanced case: In some circumstances, faculty may present a record of highly satisfactory performance across all areas sufficient to demonstrate comparable long-term benefits to the University. If so, tenure-track faculty have the option of presenting a balanced case dossier across all three areas of endeavor (teaching, research, service) while clinical-track faculty have the option of presenting a balanced case across two areas of endeavor (teaching, service).”

p. 29, defining Area of Excellence

“It is understood that peer-reviewed scholarship is required for achieving a highly-satisfactory rating in each area of performance in a balanced case. However, the promotion and/or tenure standards in many departments/units encourage the choosing of one area of excellence. Faculty should be aware of the requirements of their department/unit.”

p. 36, footnote to grid, “Summary of Areas of Excellence and Expectations for Various Faculty Categories.” (repeated as footnote on page 37 as well.)

“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”

p. 36, grid, “Summary of Areas of Excellence and Expectations for Various Faculty Categories.”
Column, Other Areas of Performance

[promotion to associate, also promotion to full]. “Highly satisfactory in all three areas for a balanced case.”



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Note: The column **Standard for Excellence** includes these words:

[promotion to associate, tenure-track] “Record of nationally and/or internationally disseminated and peer reviewed scholarship. Emerging national reputation.”

[promotion to full, tenure-track] “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.

Minor points:

(The chair provides an evaluation of dissemination outlets in *all* areas, for a balanced case.)

(The candidate statement is 7 pages, vs. the option of 5 + 2)

(Candidate chooses one area “unless presenting a balanced case.”)

(“Letters of solicitation for candidates choosing to present a balanced case must include an explanation of Indiana University’s policy on the balanced case.”)

From IU Bloomington P&T Guidelines

“Evaluative Categories. In evaluating Research/Creative Activity, and Service/Engagement, four categories are used to rate the candidate’s performance: Excellent, Very Good, Satisfactory and Unsatisfactory. In evaluating Teaching, the categories are: Excellent, Very Good, Effective and Ineffective.

Area(s) of Performance/Basis for Tenure/Promotion. Candidates for tenure and promotion must be Excellent in one performance area and at least Satisfactory/Effective in the other two. In exceptional circumstances, candidates may be put forward on the basis of balanced strengths that promise excellent overall performance of comparable benefit to the university – their performance in all three areas must be Very Good (“balanced case”). Except for the “balanced case,” candidates must choose one and only one performance area on which to base their case for tenure or promotion (although that choice does not preclude the possibility that performance in one or both other areas will be judged Excellent). Review committees and administrators (at all levels) should remember that the dossier materials (including external letters) were gathered and presented in order to justify tenure or promotion on the basis of Excellence in the one performance area chosen by the candidate.”



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For questions related to faculty affairs, please contact the
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