

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 Handbook</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 Handbook* as: “balanced strengths that promise excellent overall performance of comparable benefit [to excellence in one area and satisfactory in the others] to the University.” This category applies to only tenure-track faculty and is to be used in exceptional cases.

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.”](#)

| Advancement to | Area of Excellence¹ | 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 | 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 | 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 |

¹ Balanced case expectations are defined by the [Indiana University Academic Handbook](#) as: “balanced strengths that promise excellent overall performance of comparable benefit [to excellence in one area and satisfactory in the others] to the University.” This category applies to only tenure-track faculty and is to be used in exceptional cases.

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