

Motion 4: The faculty approve moving the portion of Chapter IV, C.1.a (p.10) beginning with “To be considered for tenure by PAT...” and ending with “...indicating their opinion on hiring with tenure” to Chapter IV, C.3.d (p. 24) of the Faculty Handbook.

Motion 5: The faculty approve adding the following language to Chapter IV, C.3.d (p. 24) immediately following the previously approved language:

Length of Candidate and Supervisor or Senior Unit Member Evaluations

The candidate should provide the requested evidence in a self-assessment document not to exceed 15 pages, 12-point, double-spaced and through supplementary appendices (e.g., “Syllabi and Assignments,” “Course Evaluation Data,” “Published Works,” etc.). The supervisor or senior unit member’s letter should not exceed 4 pages, 12-point, double-spaced.

Motions 4 and 5 amend the motion below, passed at the 3 April 2019 Faculty Meeting:

Motion: The faculty approve a process for **hiring with tenure** to be added to the current IWU Faculty Handbook, Chapter IV, C.1, p.10.

C. Tenure and Advancement

1. Tenure

a. Appointment with Tenure

Candidates may be considered for tenure at the time of appointment if:

- They hold tenure or equivalent status at their current institution.
- They fall into one of the following categories as defined in the Faculty Handbook:
 - Opportunity Hires
 - Full-time Academic Administrative Appointments who are customarily hired with tenure as faculty members
 - Candidates for tenure-track positions whose experience and qualifications may warrant an adjustment to the usual practice regarding determining the probationary period in the tenure process
 - Candidates in unusually difficult-to-staff units.

To be considered for tenure by PAT, the candidate must submit the following materials:

- Evidence of teaching effectiveness, including:
 - a brief summary of teaching experience
 - summaries of student course evaluations covering the breadth of the candidate’s recent teaching responsibilities
 - recent course syllabi and representative assignments,or evidence of effective librarianship:
 - a thoughtful self-assessment of one’s development as a librarian, including analysis of areas of concentration,

strengths, and desired growth. This assessment should be supported by summaries of student evaluations of instruction sessions, a discussion of pedagogical techniques and programs used and/or initiatives that contributed to the mission of the library.

- Evidence of scholarly/artistic achievement, including:
 - a curriculum vitae
 - appropriate examples of the candidate's work
 - two external letters attesting to the quality of the candidate's scholarly/artistic achievement in their field or community of practice.
- Evidence of service to their prior institution(s), community, and profession.

For the candidate to be considered for tenure by PAT, the hiring unit must submit the following:

- A letter from the chair or director (or senior member) of the hiring unit that provides evidence of both teaching effectiveness/effective librarianship and scholarly/artistic achievement consistent with the granting of tenure.

and the Provost must submit the following:

- A letter justifying the consideration of granting tenure to the candidate without a probationary period.
- Anonymized responses from individual faculty members in the hiring unit indicating their opinion on hiring the candidate with tenure.

Rationale for Motions 4 & 5:

The hiring with tenure motion was passed quickly in order to create a transparent process for pressing decisions last year. However, closer inspection reveals two minor problems. First, the language concerning the nature of the appointment should go exactly where we voted it to go, Chapter IV, C.1.a (p.10), but everything else should go in Chapter IV, C.3.d (p. 24) with all other evaluation materials. This will make the Handbook consistent and easier to navigate. Secondly, no lengths for letters and self-assessment documents were established.