

Criteria for Faculty Tenure

BL-ACA-E6

About This Policy

Effective Dates:

05-07-1974

Last Updated:

05-06-1994

Responsible University Office:

Office of the Vice Provost for Faculty & Academic Affairs

Scope

All tenure-track academic appointments on the Bloomington campus.

Policy Statement

After the probationary period, tenure shall be granted to the faculty member provided he or she satisfies the criteria for tenure in teaching, research and creative activities, and service.

Differences of mission between schools and departments are such that the relative weight attached to teaching, research, and service frequently vary considerably. A candidate for tenure (or promotion) should normally excel in at least one of the three categories (teaching, research/creative activity, service) and be at least satisfactory (research/creative activity; service) or effective (teaching) in the others. In exceptional cases, a candidate may present evidence of balanced strengths that promise excellent overall performance or comparable benefit to the university. In all cases, the candidate's total record should be assessed by comprehensive and rigorous peer review. The granting of tenure is not only a recognition of past achievement but a sign of confidence that the individual is capable of greater responsibilities and accomplishments. In addition, the sections of the Indiana University Academic Handbook on criteria for promotion labeled "Teaching" and "Research and Creative Activities," apply also to the faculty member being considered for tenure. Consideration should also be given to the professional contribution made outside the faculty member's own department or school, as well as to contributions made to the total intellectual climate of the University.

If teaching is the primary criterion for tenure, it should be comparable to that of the most effective teachers at this institution. The faculty member must have demonstrated a superior ability and interest in stimulating in students a genuine desire for study and creative work.

If research or other creative work is the primary criterion, the faculty member should be well on the way toward achieving a national reputation for excellence in research or creative work in his or her field. In addition, a comprehensive plan of future research of high quality should be evident.

If service to the University, profession, state, or community is the primary criterion, distinguished contributions must be evident. In such cases effective service should be given the same consideration in determining tenure as proficiency in teaching or research. The evaluation of the service should be in terms of the effectiveness with which the service is performed, its relation to the general welfare of the University, and its effect on the development of the individual. In addition to consideration of teaching, research and service activities, tenure recommendations should be based on a prognosis of the candidate's future achievements, as determined by his or her dependability, growth, originality, potential and versatility.

History

Approved: BFC 5/7/74

Amended: 12/4/79; Trustees 5/6/94

Related Information

[ACA-37 Faculty and Librarian Tenure](#)
[ACA-38 Faculty and Librarian Promotions](#)
[BL-ACA-E2 Faculty Tenure](#)
[BL-ACA-E4 Tenure for Librarians](#)