

An Analysis of the Language in the Academic Handbook
And Data on Years of Service by Lecturers at IU

Analysis of Academic Handbook Language by VP John Applegate:

The relevant language is: "Lecturers are not eligible for tenure; however, in order to protect their academic freedom, individuals appointed as lecturers shall be given long-term contracts after a probationary period of not more than seven years. The exact mechanism for this shall be determined by the dean and the faculty governance body within each school using lecturer appointments and be approved by the chancellor, but the mechanism should be a long-term contract of not less than five years or be some equivalent, such as a rolling three year contract. The criteria for granting long-term contracts after a probationary period shall be analogous to the criteria for granting tenure, except that lecturers shall earn the right to a long-term contract on the basis of their excellence only in those responsibilities that may be assigned to them. Each school will establish procedures and specific criteria for review of individuals concerning the renewal of long-term contracts or their equivalent."

As I read it, because lecturers SHALL begin given long-term contracts after a probationary period of not more than 7 years, the option of an indefinite succession of short-term contracts is foreclosed. In other words, an up-or-out system was adopted.

The whole idea of a probationary period implies to me evaluation, and evaluation implies some kind of substantive review. And indeed the handbook says expressly that the long-term contract is to "earned" and on the basis of "excellence" in their stated responsibilities. Moreover, the "criteria for granting long-term contracts" are to be "analogous to the criteria for granting tenure." For me, all of this language forecloses the possibility of an unearned award of a long-term contract and promotion to senior lecturer at the end of the probationary period.

The handbook also requires each school to establish procedures and specific criteria, consistent with the policy. It sounds like this has not happened in some schools. It seems to me that such schools need to develop criteria promptly, and give current lecturers sufficient time (a year, maybe two) to develop the evidence to support a case for excellence in their assigned responsibilities.

DATA from IUIE

Total Number of Lecturers: 401

Total Number of Senior Lecturers: 252

Maximum observed years in the rank of Lecturer: 34

Years in Lecturer rank through 2010-2011 AY	Count
1	37
2	23
3	69
4	62
5	42
6	44
7	33
8	21
9	19
10 or more	51

The count of lecturers with 7 or more years of service is 124. Clearly, the requirement of an up-or-out decision on promotion to senior lecturer by the seventh year is being widely ignored.