

Forging a New DEI-Focused Track for Librarian Promotion and Tenure

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In 2022, Indiana University-Purdue University Indianapolis (IUPUI)—a large, four-year institution—approved a DEI focused promotion and tenure track. Faculty librarians were charged with creating new P&T standards

Challenges - Campus

- Mandate from campus with no real examples
- Example activities tangential or unrelated to librarians
- Campus-level standards continue to evolve, creating a moving target

Answer

- Closely monitor campus developments (e.g., faculty committee meetings)
- Leverage library administration with direct lines of communication with important groups and individuals
- Seek out key campus administrators for consultations

Warning Back to Start
Not meeting campus mandated minimal standards in traditional areas

Start!

- Ad hoc committee of librarians formed (6)
- Representatives from all campus libraries (4)
- Different P&T experience levels

Challenge
Some DEI activities not historically recognized or rewarded

Answer

- Explicitly reference these activities in the standards (e.g., mentoring, community engagement)
- Establish new metrics demonstrating “direct impact”

Challenge - Open Ended Narrative
Challenging for candidates and reviewers who like more direction

Answer

- Clear communication that this is a new and evolving process
- Clear support from supervisors, mentors, and others

Challenge – Details
Non-exhaustive list of DEI activities vs. rubric with activities

Answer

- General list deemed the best option
- Based on librarian feedback
- Concepts of “excellence” at the campus level still poorly defined

Goals

- Create a P&T pathway that better recognizes and rewards DEI activities and community engagement
- Create new measures of success and impact
- Uncouple scholarly activities from traditional categories
- Create standards that are useful to candidates but also mentors and reviewers

Traditional Areas

- Job Description (“Performance”)
- Professional Development/Research
- Service

DEI Areas

- Candidate Statement
- Integration
- Independence, Innovation, and Initiative
- Scholarly Impact
- Direct Impact
- Future Plans

Finish!! (For now...)

- Process took two years from start to approval by library faculty
- At least three major drafts/revisions
- Problems remain with having to prove fulfillment of requirements
- First cohort of librarians using the new standards for third-year reviews and dossiers now
- Campus-wide changes anticipated with the first round of faculty using the new DEI case

Read the complete IUPUI Library Faculty Standards:



<https://tinyurl.com/iupui-libfac-dei>

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