

## **Hypothetical Promotion & Tenure Case: Joint Appointee in Interdisciplinary Studies**

The promotion and tenure case of Assistant Professor Janus has just hit a snag at the dean's level. Prof. Janus has a joint appointment in the Department of Unidisciplinarity (51%) and the Program in Multi-disciplinarity (49%) at Very Large State University. The committee that advises the dean on tenure and promotion matters has written the following in its report:

Prof. Janus has taught admirably and has performed an extraordinary amount of service, mostly in courses and committees for the Program in Multi-disciplinarity that are not associated with the Department of Unidisciplinarity's primary missions. There is an acceptable amount of published work and conference presentations, and indication of successful mentoring of graduate students, primarily those interested in interdisciplinary studies. The Department of Unidisciplinarity is not convinced, however, that the research meets the department's high standards, citing the work's placement in venues not considered top tier by the discipline.

Professor Janus's record as a colleague is mixed, according to the Department of Unidisciplinarity. As one faculty member put it, "Janus has declined to serve on one major departmental committee and has missed at least three faculty meetings. Colleagues question Janus's commitment to our department." Dr. Janus's teaching consists primarily of courses that, as one colleague observes, "just don't quite fit our department's strongest emphases." The department vote was: 18 for, 23 against, 3 abstentions.

In a report to the department, the program in Multi-Interdisciplinary Studies makes an impassioned case for Dr. Janus's excellent all-around record. The dean's committee accepts the assessment of the Department of Unidisciplinarity, however, in which Prof. Janus has a 51% appointment, and recommends against tenure and promotion.

### Questions for Discussion:

1. What, if anything, could have been done to improve Professor Janus's tenure and promotion case?
2. What recommendation should the Dean make to the Provost?
3. What should be done in planning for future interdisciplinary hires?