

**Indiana University East
Faculty Affairs Committee
2009-2010 Year-End Report**

Committee Members

Marilyn Watkins (EDUC, '10)
Greg Weber (BUSE, '10—short term)
Denise Bullock (HSS, '11)
Kelly Dempsey (NURS, '11)
Markus Pomper (Chair, NSM, '11)
Hitesh Kathuria (NSM, ex officio as UFC Representative)
TJ Rivard (HSS, resigned Dec. 2009)

Original Charge to the Committee

- Examine IU East Promotion & Tenure policy and procedures and the composition of the Promotion & Tenure Committee as necessary to address the Spring 2009 recommendations from University Faculty Council. Review the policies and procedures as a whole, including the role of deans in assembling the dossiers, while remaining in line with IU policies. Propose revisions as necessary. Consult the “Principles for Promotion and Tenure Procedure” passed by UFC in April 2009, including executive review, composition of the IUE Promotion & Tenure Committee and possibly Lecturer Long-Term Contract Review Committee, and the restriction against double voting. Examine whether changes to the Lecturer and Clinical faculty policies and eligibility for committees are necessary. Bring any proposed revisions to the Schools prior to their presentation in Senate.
- Examine any existing policy and procedure for FAC’s permanent charge of “facilitating the systematic faculty review of the Executive Vice Chancellor for Academic Affairs.” Examine any existing instrument for the review. Recommend revisions as needed. As part of this charge, FAC should engage Schools and administration in discussion of what would be a productive policy, procedure and instrument.
- Investigate the possibility of revising the Bylaws to create greater School representation on the standing committees for which such representation would be valuable, especially AAA, the Curriculum Committee, and FAC. This may take the form of a strong recommendation. There are already School representation requirements for BAC, P & T, and LLTCRC.
- FAC should continue updating the Academic Handbook: examine the “Search, Screen and Hiring Procedures” to ensure faculty legislative and consultative authority. Also examine the “Merit Policy,” and Sections 7 and 9 of “Academic Appointment: Responsibilities and Privileges” titled “Faculty Teaching Load” and “Procedure for Faculty Requested Reassigned Time.” Sections 7 and 9 deal with faculty workload in connection with the eliminated Workload Committee. The 2008-2009 FAC’s initial work on the revisions will be shared with the 2009-2010 FAC.

**Report of the Committee’s Activities
Promotion and Tenure**

The committee considered the IU East Promotion and Tenure policy and bylaws rules. We studied the UFC guidelines in circular U8-2009 and proposed amendments to both bylaws and P&T policy to bring our policies and procedures in line with the requirements of U8-2009. The proposed changes to both bylaws and P&T policy were adopted by Faculty Senate. As requested by UFC, the committee prepared a report that outlined the changes. In addition, the committee considered the proposed executive review of candidates for promotion and tenure. The committee prepared a report for the IU East Faculty Senate and UFC Agenda Committee, outlining its concerns regarding executive review.

The committee did not consider the policies for Clinical Faculty and for Lecturers.

Policy for Review of Vice Chancellor

The Committee designed a policy for review of the Executive Vice Chancellor for Academic Affairs. We used the policy for review of Chancellors as a basis. The proposed policy was disseminated to Schools for discussion, was approved by the Chancellor and was adopted by the Faculty Senate on May 4, 2010.

Review of Existing Policies

The committee proposed a replacement of the Search, Screen and Hiring policy. The proposed policy was adopted by Faculty Senate. We did not consider any other possibly obsolete policies from the 1995 Academic Handbook.

Campus Mission, Vision and Goals

The committee considered the proposed revision to the Campus Mission, Vision and Goals; suggested some changes to the draft documents; and then recommended approval of the revised Mission. Further, the committee considered the ICHE's document on the mission of the regional campuses in Indiana and compared this document with the current mission of IU East. A written report of the discussion was submitted to the Faculty Senate President.

Recommendation of Charges for 2010-2011

1. Create a basic survey instrument that can be used for reviewing the Executive Vice Chancellor for Academic Affairs.
2. Examine the "Merit Policy," and Sections 7 and 9 of "Academic Appointment: Responsibilities and Privileges" titled "Faculty Teaching Load" and "Procedure for Faculty Requested Reassigned Time." Sections 7 and 9 deal with faculty workload in connection with the eliminated Workload Committee and may need to be revised.
3. Examine the Lecturer Long Term Contract Review policy and the policy for promotion of Clinical Rank faculty. Use similar criteria as those outlined in U8-2009 for Promotion and Tenure.
4. Consider the rules of staffing the committees. Determine whether some committees (e.g., Curriculum Committee) should be required to have at least one representative from each school.
5. Consider the Bylaws section regarding the Faculty Board of Review. Examine ways that would make membership rules for the Board easier to meet. At the very least, include a section that allows for suspension of the rules in case the Board cannot be constituted in the described way.

Respectfully submitted

Markus Pomper, Chair, Faculty Affairs Committee

May 26, 2010