

Minutes for FAC
October 3, 2005

Attendance: Foos, Pomper, McFadden, Morse, Nishihahra, FitzGerald
Absent: Rankin

Minutes from September 19th approved as submitted.

Agenda item focused on IUE's Lecturer Policy.

Discussion: Laverne presented three concerns from HFA. First, HFA suggested adding language to the policy. That suggestions appears below. Second, HFA requested a definition of "brief narrative." Third, HFA requested clarification on when the probationary period begins for all lecturers. Specifically, when must lecturers stand for Senior Lecturer review.

Much discussion followed with some decisions made.

1. When must lecturers stand for long term contract. FAC reviewed the policy and agrees lecturers must apply for long term appointment by the first month of their sixth year of full-time service. The issue became when did full-time service begin. It was agreed that full-time service for tolling purposes was to be measured from promulgation of the policy on the IU East campus. The policy became effective 2004-2005. Probationary periods for lecturers begin tolling from 2004-2005. Nothing in the policy prohibited IUE or individuals who had held lecturer appointments prior to 2004-2005 from negotiating a shorter probationary period.

The question was asked whether current contracts reflect this interpretation. FAC asked Ed FitzGerald to contact VCAA Richard's office for clarification.

2. What is meant by a brief narrative? FAC agreed that the idea of brief corresponded with the risk/benefit ratio of Senior lecturer particularly when compared to tenure. Further, brief as an ambiguous term allows flexibility for lecturers. FAC feels that flexibility was intended and important. Finally, FAC decided not to define brief at his time, rather, FAC will obtain feedback from those involved in the process to see if "brief narrative" presents problems for any participants.
3. Brief lead to a discussion about annual reviews. The policy states that annual reviews and supervisory reports from the probationary period provide the evidence for establishing excellence in teaching and satisfactory service. Concern was voiced noting that annual reports may not serve this dual purpose. Further, FAC felt that annual reports and promotion review materials, whether P & T or long-term contract, have different audiences,

serve different purposes, and may fail to achieve both objectives simultaneously. Some discussion ensued regarding this apparent mis-fit, however the discussion was terminated due to time. This issue will be picked up at a later date.

4. HFA proposed inserting a sentence into the existing policy. The purpose of the sentence was to provide lecturers maximum opportunity to present their case. After much discussion FAC agreed not to change the policy, rather FAC will develop a comments section for the policy. Below is the language proposed at the meeting. It was agreed that this language was the beginning of a draft not the final draft.

Comments: Candidates holding continuous appointment as lecturer prior to establishment in 2004 of IUE's lecturer policy must apply for Senior Lecturer not later than Fall Semester, 2009 and may apply prior to that date. Candidates must provide all annuals reviews and supervisory reports from 2004-2005 forward and may include annual reviews and supervisory reports to total no more than five contiguous years.