

## Minutes of the 2-10-09 Faculty Affairs Committee Meeting

Present: Denise Bullock, Laverne Nishihara (chair and recorder), Marilyn Watkins, Emily Winburn

The meeting began at 11:00 a.m.

### Minutes of the 1-20-09 Meeting

An extra, mostly blank page at the end of the minutes should be eliminated. The minutes of 1-20-09 otherwise passed as presented.

### Deans' Review Policy Revisions

The recent proposed revisions specifying who should destroy the original copies of the review instrument and the tabulated results were discussed. Present members agreed that it would be good to call the peer evaluation facilitators "peer reviewers" (plural) throughout the policy. That revision was incorporated into the document.

### Deans' Review Instrument Draft

Members discussed the suggestion to alter #2 ("Encourages and fosters faculty growth in research/creative activity and professional development") so that a dean would not be given a low rating due to not having enough funds to fully support research/creative activity. The members also discussed several alternatives in the wording of the sentence. We decided to leave this item the same. However, we will propose the addition of an instruction suggested by Emily: "Please read the entire review instrument before responding." This way, people reading the whole instrument will see the item about the management of budget and fiscal accounts.

The present members also discussed the suggestion to split #19 into two parts. We agreed that #19 would be divided into two, and the draft updated as follows: "19) Effectively recruits or oversees recruitment and retention of faculty" and "20) Effectively recruits or oversees recruitment and retention of students."

Denise, acting as FAC liaison to NURS, is on the agenda at NURS's 2-17-09 meeting, this morning's meeting having been cancelled to allow NURS faculty to attend the research events. Denise will receive the updated deans' review policy and deans' review instrument draft, and will have them distributed to NURS for emailed responses. She will keep her spot on the NURS agenda. Laverne will contact Mary Ann Morse to update her on the progress of the deans' review instrument; getting FAC approval has become urgent due to a dean's being reviewed with the new instrument this semester.

In response to a recent suggestion about the numerical scale, FAC discussed the current scale and two alternatives to it. Denise stated that the Likert scale has eliminated the "neutral" selection because people norm to that "neutral" selection. Denise and Marilyn commented that the sample (number of people in any one School) is not large enough to warrant a six-point scale. A six-point scale could potentially dilute outcomes with such small samples. The current four-point scale is straightforward, which is an advantage.

### P & T

Present members discussed the draft of the statement about P & T that is nearing approval by University Faculty Council. There was agreement that there is apparently nothing in this draft that would prevent FAC from taking action on the 4/10/07 list of recommendations from IU East's Promotion & Tenure Committee. Marilyn stated that the most substantive item among the recommendations was that some p & t candidates were not making their case in their narratives because they thought their faculty annual reports would make their case for them. Laverne thought it would be good for FAC to work to get some "commonsensical" recommendations passed by Senate by the end of this semester. Denise stated that revisions should be completed in a way that would not disrupt candidates who are currently preparing their dossiers.

### Other

Laverne said that there were many revisions still to be made to the Academic Handbook, and that FAC is making good progress on its charges for 2008-2009.

The meeting ended at 12:00 noon.

Submitted by: Laverne Nishihara