

Faculty Affairs Committee  
Minutes  
September 8, 2009  
11:00-12:00  
DAR

Present:

Markus Pomper, Chair  
Marilyn Watkins,  
TJ Rivard,  
Denise Bullock,  
Hitesh Kathuria

Absent:

Kelly Dempsey

The committee discussed a proposal to replace the Search, Screen and Hiring Procedures Policy (April 1, 1997). The text of the proposal is below. The committee agreed to propose rescinding the existing Search and Screen policy and replacing it with the new policy.

---

Wording of new policy:

Search, Screen and Hiring Procedure for Faculty

Faculty hires at Indiana University East shall be chosen through a process referred to as “Search and Screen.” New full-time faculty searches shall include a public advertisement of the job description (“Search”) and an evaluation of applicants’ qualifications through a committee of faculty (“Screen”). This policy asserts the faculty’s legislative authority in determining the academic mission of the campus and its consultative role in faculty compensation.

Legislative Authority

The Faculty Senate at Indiana University East delegates to the faculty in each School the authority to:

1. Determine the necessity to add new faculty positions or to fill vacant faculty positions in the respective Schools.
2. Subject to the Academic Ranks policy and University Policy determine the required and desired academic qualifications for any newly advertized faculty positions. This includes the determination of area of specialization, required previous teaching experience, research accomplishments and desired rank and approval of the wording of these requirements in external communication.
3. Evaluate the credentials of each applicant and remove candidates that are deemed unqualified or undesirable from the pool of applicants under consideration.

4. Determine and recommend a ranked list of finalists that are deemed best for needs of the school.

#### Consultative Authority

The Faculty Senate at Indiana University East delegates to the faculty in each School the right to be consulted on matters of faculty compensation for new hires.

---

Other items for discussion: The committee will start gathering data on policies for VCAA reviews:

Markus will find the policy for review of Chancellors, as discussed by the UFC;

Markus will contact other IU campuses and solicit their VCAA review policies;

Marilyn will obtain the records of previous VCAA reviews at IU East.