

Faculty Affairs Committee  
February 24, 2010  
9:30am – 10:40 am

Minutes

Present: Denise Bullock, Markus Pomper, Marilyn Watkins, Hitesh Kathuria, Greg Weber

Absent: Kelly Dempsey.

### **Promotion and Tenure Policy**

The committee considered the following proposals and suggestions for the Promotion and Tenure policy and the Bylaws-section:

Mort Seddighin has proposed that all members of the P&T committee be required to hold an earned doctorate; other terminal degrees, such as a MFA should not be acceptable.

Marilyn pointed out that a terminal degree is the appropriate requirement for a person to serve on the P&T committee. Denise stated that representation across disciplines is needed on an all-campus P&T committee. The members of FAC agreed that the proposal is offensive and does not likely improve the functioning of the P&T committee. The committee decided not to consider Mort Seddighin's suggestions.

Mort Seddighin, Joan Lafuze proposed that the P&T committee be required of only full-rank professors. Greg Braxton-Brown proposed that the committee have a higher representation of full professors than the minimum of two. Mort Seddighin also stated that resolution U8-2009 prescribes that the P&T committee must consist of full professors only.

The Faculty Affairs Committee agrees that U8-2009 is not a policy. The statement "To the extent possible" makes it clear that exceptions may be made. The committee observed that IU East currently has only 9 full-rank professors; two of them are currently deans and two more serve on the Faculty Board of Review. This would mean that no meaningful election could be held to create a P&T committee consisting of six full professors. It was agreed that an election without a choice is not in the interest of the credibility of the P&T process and should be avoided.

The Faculty Affairs Committee discussed the interplay of Faculty Board of Review and the P&T committee. The possibility of electing additional alternates to the FBR and removing the restriction of mutual exclusive membership in FBR and P&T committee was considered. These alternates would become active if the FBR should consider a promotion and/or tenure case came before the board and an member of the FBR who is also a P&T member would need to recuse him/herself. It was determined that the membership rules and election processes for such a setup would be too difficult.

The Faculty Affairs Committee accepted minor changes to one heading in the Bylaws section and agreed to send both the bylaws and the P&T proposal to Faculty Senate for approval.

### **Review Policy for Executive Vice Chancellor for Academic Affairs**

In reviewing the EVCAA review policy, numerous faculty had concerns about the nomination process for the EVCAA review committee.

The Faculty Affairs Committee decided to propose the following changes:

The faculty affairs committee prepares a list of all eligible faculty members. The eligibility criteria are:

Having served for at least 5 years in a faculty position at Indiana University East;

Having earned tenure;

Being willing to serve on the review committee if selected.

Additionally, the list should include at least two members from each school. Schools who do not have at least two faculty members who meet the eligibility criteria above may propose one or two faculty members with long term-contract who have served at least five years in a faculty position at IU East.

Willingness to serve requires otherwise eligible faculty members to prepare a list of committees on which the faculty has served in the last 5 years.

The Faculty Affairs Committee selects three members among the eligible faculty members and the Chancellor selects three members from the same list. Faculty Affairs Committee and Chancellor may meet in order to finalize the list of chosen faculty members.

Markus will draft a policy that reflects this discussion.

The committee adjourned at 10:40 am.