

Faculty Affairs Committee Minutes: **Tuesday, 1-12-16**
11:00 a.m. – 12:15 p.m., Whitewater 120

Present: Daron Olson (UFC Rep.), Tonya Breymer, Laverne Nishihara (Chair), Hitesh Kathuria, Lori Dilworth (Recorder for this meeting)

The meeting began at 11:02 a.m.

Housekeeping

Lori Dilworth has agreed to swap note taking responsibilities with Edwina Helton due to Edwina's weather-related absence on 1-12-16. As a result Edwina will fill Lori's notetaking responsibility during the FAC meeting scheduled on February 23rd. This change has been reflected at the end of the minutes.

Minutes of 12-8-15 meeting

Laverne added a space between two words (revision and document). No other corrections were spotted. These minutes were approved by the committee.

Brief updates, reminders

- Acknowledgments of Fall 2015 FAC service

Thank you emails will be sent by Laverne for 2015 service for FAC committee members.

- PT Revisions and School suggestions

NSM will meet on Thursday, 11-14-16.

Tonya indicated that the meeting scheduled in December for Nursing was cancelled and she needs to schedule a meeting with nursing faculty. Tonya will email all nursing faculty now and get on the agenda for the next Nursing meeting.

Laverne circulated dates and times to consider open meetings about P&T revisions.

Tonya suggested scheduling the open meeting dates in early February in case poor weather conditions cause a need to reschedule these open meetings. The committee agreed to host open meetings to all faculty about the P&T revisions on the following dates and times:

February 9 th	9:30 – 10:45	Hitesh and Laverne will attend
February 10 th	11:00 – 12:15	Laverne and Lori will attend
February 11 th	3:30 – 4:45	Lori, Daron, and Tonya will attend

Laverne will reserve conference rooms to hold these open meetings.

- Faculty Presence responses and report due February 1 (charge from Regional Faculty Caucus and Executive Committee of UFC)

Laverne needs responses prior to the January 26th FAC meeting.

- Requested format of records from School and unit meetings

For both the P&T revision document as well as the Faculty Presence document, please type faculty responses, corrections, additions, or questions into the document itself. Boldface the type so it is easy to spot and add a note with the school/unit's name and the date of the addition. If a faculty member responds via email, copy and paste that email directly into the document indicating the sender and date.

IU East's Post-Tenure Review Policy initial revisions

Laverne shared with the committee how to find IUE Policies on the IUE website as well as how to find IU University Policies. On the Post-Tenure Review document, we are not allowed to change the Guiding Principles as those exist in the IU wide policy titled Faculty and Librarian Annual Reviews.

Laverne pointed out the potential issue of tracking “unsatisfactory performance” with the elimination of the merit rankings and the ambiguous language used within annual reviews. The committee agreed that we need input from schools and deans on this.

There is an issue on page 2 which now reads “Schools, Library, and equivalent units if applicable...” Laverne asked for committee input on changing “equivalent units.” Hitesh suggested using “programs.” Laverne said she would ask Ed or Mary Blakefield how to refer to the School of Social Work.

FAC might need to suggest that consistent language be used across all review documents (FAR, P&T, post-tenure review, etc.)

There is a need to check with legal counsel to see if there is a document providing a legal distinction between faculty misconduct and faculty incompetence. Laverne has made a note on her copy of the post tenure review document to get some answers prior to our next meeting.

The IUPUI document does not contain a distinction between incompetence and misconduct.

New Charge: Freedom of Expression policy or statement (from University Faculty Council)

This new charge needs to be completed by the final UFC meeting on February 23rd. We need to adapt a statement – include something to deal with hate speech and something addressing causing harm to others. UFC wants us to be prepared for hate speech and therefore to have language addressing hate speech in a Freedom of Expression policy or statement.

FAC will try to form a statement (borrowing heavily from existing statements and giving credit) to address this charge.

Other

Next meeting is scheduled for Tuesday, January 26, 2016

The meeting adjourned at 12:20 p.m.

Respectfully submitted by Lori Dilworth

Minutes for 2015-16

FAC members signed up to take minutes during Spring 2016 as follows:

- ~~January 12 (Lori Dilworth)~~
- January 26 (Justin Carroll)
- February 9 (Sue McFadden)
- February 23 (Edwina Helton)
- March 8 (Tonya Breymier)
- March 22 (Daron Olson)
- April 12 (Hitesh Kathuria)