

Faculty Affairs Committee Minutes: **Tuesday, 3-8-16**  
11:00 a.m. – 12:35 p.m., Whitewater 120

Members present: Hitesh Kathuria; Edwina Helton; Daron Olson; Justin Carroll; Tonya Breymier (recorder); Sue McFadden; Laverne Nishihara (chair)

[FAC members are taking minutes during Spring 2016 as follows:

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

Minutes for meeting of 2-23-16 would be distributed and approved via email.

PT Revisions:

- FAC plans to bring P&T policy to Faculty Senate in April as a voting item.
- Committee members did not hear any feedback from faculty since Faculty Senate discussion during the March meeting.
- Laverne reviewed the URL for faculty policies via the IU website at <http://policies.iu.edu/policies/categories/index.shtml>
- Laverne reviewed minor errors in P&T policy with committee; corrections were made.

Domestic Partnership resolution draft:

- Committee reviewed and discussed IUSB resolution, response from IUE faculty member, rationales, and summary (4 documents emailed to committee).
- Resolution-
  - Not having domestic partnership benefits could affect recruitment of faculty and staff.
  - Laverne forwarded IUE faculty member rationales to IUSB for potential discussion and revision of resolution.
  - Suggested that Regional Faculty Caucus discuss the resolution and have an agreement about the resolution.
  - Recognized definitions of family have changed over the years; resolution from IUSB includes all domestic partners whether same sex or not.
  - FAC agreed to pursue and support resolution after IUSB has a finalized resolution.
  - Resume discussion at March 22 meeting with supporting documents.

- FAC proposed to notify IUE faculty that they can attend the March 22<sup>nd</sup> FAC meeting to discuss the domestic partnership resolution further. If faculty request additional open meetings FAC can schedule those meetings as needed.
- Reviewed the IU Constitution relative to faculty consultation concerning budgets, faculty compensation and benefits. This aligns with the one of the points in the resolution.

Update: Post-Tenure Review (attached to email):

- There appears to be no IU faculty misconduct policy.
- UAC will be consulted regarding a faculty misconduct policy.
- Revision will resume when question regarding the faculty misconduct policy has been answered.
- Potential recommendations:
  - FAC can draft an introduction stating this review addresses charges of incompetence or neglect of duty, not personal misconduct.
  - Include a two year period for enhancement/improvement (which is in the current policy).
  - Differentiate between research misconduct and sexual misconduct (addressed in other policies), and non-criminal misconduct. Clearly state areas of misconduct that are excluded from this policy.
- Current policy has not been revised since 2001 and is antiquated.
- Clarified for FAC that this particular policy has to be followed prior to discharge. When considering a case, one of the first steps of the Faculty Board of Review is to determine if correct procedures were followed.
- After review of post-tenure review committee responsibilities, FAC determined that a clearer definition of personal misconduct and what the PTR should cover needs to be clarified prior to further revisions. Will need to seek and consult via legal advice. Will proceed with legal consultation next academic year unless UAC finds an IU personal misconduct policy.

Nominations for 2016-17 FAC:

- Schools that will be unrepresented will be BUSE, EDUC, and NSM.
- Hitesh stated one of his faculty members might be interested.
- Laverne clarified that the Nominating Committee will be soliciting nominations and voting in Faculty Senate prior to the semester ending.
- FAC discussed potential nominees to send to Nominating Committee.

Other:

- Expecting a proposed Bylaws revision from Curriculum Committee (section describing the Curriculum Committee).
- UFC seems willing to schedule their final meeting in April versus February.