

## **Faculty Affairs Committee Minutes**

**Tuesday, 10-24-17**

11:00 a.m. – 12:15 p.m.

Whitewater 120

**Present:** Shelly Burns (NURS, '19), M. Ange Cooksey (HSS, ex officio as UFC Rep.), Denise Dallmer (Recorder, EDUC, '19), Laverne Nishihara (Chair; HSS, '19), Daron Olson (HSS, '18), Litao (Lee) Zhong (BUSE, '18)

**Absent:** Parul Khurana (NSM, '19)

The meeting began at 11:00 a.m.

### **Brief Review**

1. Minutes of 10/10/17 meeting
  - Minutes approved

### **Discussion: Clinical Ranks Policy from other IU Campuses**

- Clinical Rank Appointments policies from other IU campus:
- IU Southeast
- IU South Bend – aligned with IU School of Medicine, in which Clinical and Lecturer faculty go before a separate review committee
- IU Northwest – there were some mistakes in the policy:
  - a. To receive promotion from assistant to associate, research is a category along with teaching and service (this is not accurate since Clinical faculty do not have research as a focus according to the all-IU Clinical and Lecturer policy)
  - b. Problem with using singular “area” rather than plural
  - c. Laverne will email NW about the above

### **Discussion: Clinical Rank Appointments NOTES document:**

- There has been a consensus in favor of more specificity and detail for faculty policies
- Service discussion – what types of service should be counted?
- EDUC’s Lecturer and Clinical policy specifies service connected with teaching. Would serving on FAC “count” for Clinical faculty in EDUC?
- In current IU and IU East policies, Clinical assistant professors are reviewed by P&T committee – not separate Clinical review committee. Question: Should there be a Clinical faculty member on review committee?
- Clinical faculty are not tenure-track, and never receive tenure. They receive long-term contracts.

- At IU East, Clinical faculty can go up for long-term contract without promotion. In such cases, dossiers do not go through the campus P & T Committee, but go straight to the EVCAA.
- All IU policy says that Clinical faculty go through P & T Committee review but IU School of Medicine has a separate committee for Clinical and Lecturer faculty
- Since we have no memory of any Clinical professor being promoted to associate rank (and no Associate Clinical Professor is listed on the IU East faculty roster), the question was raised about the need to have a parallel process for promotions
- Discussion of “recommended criteria” for initial appointments – We could use the words “and/or” to indicate that not 100% the criteria are needed for initial appointments
- We can use the term “may” instead of required
- Based on 10/10/17 meeting: Schools/units should determine the recommended criteria for appointment at the Associate or Professor ranks

### **Discussion: Clinical Professor Appointments draft (with P & T policy “shell”)**

- Keep language written in green font on top of page 4:  
*Note: Lecturer [Clinical positions do not lead to tenure track positions. Appointees who have extensive responsibilities for research or creative endeavors outside of teaching should be encouraged to apply for tenure track positions. Also, creation of a new Lecturer [Clinical] position is not intended to be a means of retaining a tenure probationary faculty appointee who has not demonstrated the performance levels required for tenure.*
- Discussion followed about this policy: (letter g)  
*For Clinical faculty applying for long term contract without promotion, this level of review is omitted, and the dossier proceeds to the Chief Academic Officer.]*

Questions posed: What is the difference in criteria when someone applies for long-term contract without promotion? Should there be a difference? Is the person afraid to go through the process of review by P & T Committee? Or do Clinical faculty who do not have a doctorate not apply for promotion to associate? We require lecturers to get promotion but we do not require this of clinical faculty (for Lecturers, this is known as an “up or out” policy).

Laverne will continue to make corrections based on our discussion in the FAC meeting.

The meeting adjourned at 12:15 p.m.

### **Next meeting**

November 14, 11:00-12:15 p.m., Whitewater 120