

## **Faculty Affairs Committee Minutes**

**Tuesday, 11-14-17**

11:00 a.m. – 12:15 p.m.

Whitewater 120

**Present:** Laverne Nishihara (Chair; HSS, '19), Shelly Burns (NURS, '19), Daron Olson (HSS, '18), Litao (Lee) Zhong (BUSE, '18), Parul Khurana (Recorder, NSM, '19)

**Absent:** Ange Cooksey (HSS, ex officio as UFC Rep.), Denise Dallmer (EDUC, '19)

The meeting began at 11:00 AM

### **Brief Review**

Minutes of 10/24/17 meeting

- Minutes approved

### **Discussion:**

#### **Clinical Rank Appointments NOTES (10-31-17)**

- Compared to other campuses, our clinical policy will be the longest. It was agreed that the more specificity and clarity, the better.
- FAC members reconfirmed that we will create longer Clinical Rank Policies because we and others advocate greater specificity and clarity.
- On other campuses, clinical faculty go through the P & T campus committee. IU School of Medicine has special Lecturer and Clinical Faculty committee. There has been a debate about having such a special committee at IU East.
  - Rank of the members of the committee is in question. There has been an effort to have faculty holding at least the rank to which candidates would be promoted on the P & T Committee and the Lecturer Committee. Even for the P & T committee, our campus doesn't have enough full Professors for a real election.
  - We have 8 clinical assistant professors and no clinical associate or full professors at IU East. There is a need of 6 faculty for a committee. There are no clinical associate professors, meaning there is no one holding the rank to which candidates would be promoted.
  - Because of logistical problems, IU East should go with other campuses, and send the cases to the campus P & T Committee. Once we have enough clinical faculty at the associate rank, we can think about proposing a special Clinical Faculty Committee.
  - We could propose that when a clinical faculty is coming up, the P & T committee get a clinical faculty as a member or guest. (FAC decided against this at this time.) The School could have a clinical faculty on the School's P & T Committee.

- It is advisable to have clinical faculty on a School P&T committee when a clinical faculty is going up for long-term contract and/or promotion (Page 3 of document 03ClinicalRankAppointments171031NOTES).
- FAC decided to go ahead and keep the campus P & T Committee as the committee that the clinical faculty cases go to. We are not recommending any change to the structure.

### **Clinical Professor Appointments draft (11-10-17)**

- In green are quotes from the Lecturer Policy.
- FAC members agreed to delete the third sentence in the note stating that clinical positions do not lead to tenure-track positions on Page 4, i.e. delete *[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.]*
- Review repetition of the first paragraphs under Rights and Responsibilities on Page 6, and under the Introduction, in future. (They are in the Introduction in order to have something there rather than nothing.)
- Quotes in blue are from IU East Clinical Rank Policy.
- It was previously agreed to remove the word “practice” since most IU East clinical faculty do not engage in clinical practice as part of their positions at IU East.
- Discussion about following question on Page 15 – *[Question: Shall we consider whether a ranking of “satisfactory” in teaching and “satisfactory” in service will be sufficient for a long-term contract without promotion, while a ranking of “excellent” in teaching and at least “satisfactory” in service will be required for promotion?]*
  - FAC agreed to not consider the above question. It would mean that clinical assistant professors need to do less than lecturers.
- Discussion about the following statement on Page 10 – *[The candidate must achieve excellence in teaching and at least satisfactory in service for long-term contract and/or promotion.]*
  - Should there be additional requirements for excellence in teaching for a clinical assistant professor as compared to the criteria for a senior lecturer or senior clinical lecturer?
  - Clinical assistant professors should have more criteria for service compared with lecturers and clinical lecturers. (In the Lecturer Policy, it is stated that Schools come up with criteria for lecturers’ service.) FAC previously agreed that clinical assistant professors should have the same criteria for service as tenure-track assistant professors, and that Schools should also have specific service criteria for School clinical assistant professors.

FAC will continue working on the clinical policies.  
The meeting adjourned at 12:10 p.m.

### **Next meeting**

November 28, 11:00-12:15 p.m., Whitewater 120