

## **Faculty Affairs Committee Minutes**

**Tuesday, 02-13-18**

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 (Recorder, BUSE, '18), Parul Khurana (NSM, '19)

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

The meeting began at 11:00 AM

### **Minutes of 1/23/18 meeting**

- Minutes approved

## **FAC Membership (nominations, election)**

Stephanie Whitehead will be the ex officio member as UFC Rep. next year. Lee and Daron will step down after this term. Lee will look for a suitable nominee in BUSE for replacement, and Laverne will talk to potential faculty members in HSS. Parul will be on sabbatical in Fall 2018, during which FAC will send a member to NSM when communication is needed.

## **Updates: revision to IU East Faculty Board of Review (FBR) Policy**

No comments from BUSE, NSM and EDUC. NURS had a question about whether someone complaining of sexual misconduct should go to HR/Title IX. Laverne explained that FBR only handles faculty appeals to the outcomes of a case of sexual misconduct.

FAC reviewed comments from HSS.

On page 6, change “should” to “shall” in keeping with IU policy. FAC approved.

On page 7, reiterate the IU policy. An FAC member suggested sharing this revision with the FBR chair, Denise Bullock. FAC approved the revision.

FAC will vote on the revisions next Tuesday, February 20<sup>th</sup> via email, before sending the revisions to the Senate Agenda Committee.

## **Discussion: Clinical Ranks Policy**

FAC representatives will meet with EVCAA Michelle Malott on Tuesday, February 20<sup>th</sup> at 3:30 p.m. for further discussion of the Clinical Professor Policy.

FAC reviewed and discussed feedback from Karen Clark and Jerry Wilde from a meeting on February 6<sup>th</sup> attended by Laverne and Shelly.

There was discussion of whether Assistant Clinical Professors should get promotion when they get long-term contracts.

Karen explained that the Clinical Lecturer title cannot lure candidates. The Assistant Clinical Professor title is more attractive and practical in recruiting.

Under the current policy, there is no difference between an Assistant Clinical Prof. who goes up for long-term contract without promotion, and those who go up for long-term contract with promotion. FAC suggested adding language like “candidates without the highest degree cannot get promotion” to Associate Clinical Professor.

A question from FAC: if a person already had the long-term contract then gets the highest degree later, is promotion automatic? Laverne suggested writing conditions in the faculty member’s contract.

Laverne asked whether we should add more conditions/criteria for promotion. Suggestions were that School policy will determine criteria/exemplars for promotion. Documents in the dossier must include the School criteria for long-term contracts and/or promotion.

Then there was discussion of whether candidates can claim Excellence in Service. In IUPUI policy, they evaluate “Professional Service,” which can be declared the area of excellence for Clinical faculty. Daron suggested using “Service” rather than “Professional Service.”

Both Karen and Jerry could think of cases where Clinical faculty can go up for Excellence in Service and Satisfactory in Teaching. Schools need to provide exemplars for Excellence in Service.

FAC leaned towards allowing Excellence in Service and Satisfactory in Teaching.

There was discussion of the sequence of review for Clinical professors.

FAC wanted to include campus P&T committee in the sequence of review for Assistant Clinical Professors going up for long-term contract without promotion. However, according the IU policy, those going up only for long-term contracts don’t have to go through the campus P&T Committee. The question remains: is requiring review by the campus P &T committee permitted for long-term contracts without promotion?

We didn’t resolve this question. We will meet with the EVCAA and will continue the discussion.

The meeting adjourned at 12:14 p.m.

### **Next meeting**

February 27, 11:00-12:15 p.m., Whitewater 120