

Faculty Affairs Committee Minutes

Tuesday, 4-9-19

11:00 a.m. – 12:15 p.m.

Whitewater 120

Present: Laverne Nishihara (Chair, HSS, '19), Susan Brudvig (BUSE, '20), Wongun (Won) Goo (Recorder, BUSE, '20), Jayne Rivas (BUSE, '20), Christine Nemcik (HSS, '20), Parul Khurana (NSM, '19).

Absent: Shelly Burns (NURS, '19), Stephanie Whitehead (HSS, ex officio as UFC Rep.).

The meeting began at 11:02 a.m.

Minutes of 3-26-19

Minutes were approved.

Post-Tenure Review proposed revision

The Introduction section was reviewed, and Laverne called attention to the added sentence “Post-tenure review may also be initiated by the School dean or equivalent supervisor in the rare case of repeated faculty misconduct, as described in Section IV.B below.”

The section Separation of Post-Tenure Review and Dismissal Procedures, was reviewed.

- The clause “for two consecutive years” was taken out and changed to “consecutive years of unsatisfactory performance.”
- The blue-font statement regarding the case of repeated misconduct was included.

On page 2, in the first paragraph, “the IU Code of Academic Ethics” was added.

Laverne proposed that FAC should look over sections I to III in future to see whether re-organization of this document is needed, and whether there is too much overlap with the introductory information.

- The language should distinguish between misconduct and unsatisfactory performance.

For information, Laverne showed the definition of “satisfactory performance” about research and teaching in the IU East P & T policy and suggested that a more clear definition (and possibly examples) of “unsatisfactory” performance is needed for the post tenure review policy (there is no definition of “unsatisfactory” performance in the P & T policy).

- The committee discussed the DRAFT examples of and the definition of unsatisfactory performance (document: Updated unsatisfactory definitions 190409.docx). The DRAFT now reads as follows:

Doing such minimal teaching, research, and/or service that the work has zero effectiveness, zero positive impact, and zero contribution.

Doing such minimal teaching, research, and/or service that the work's deficiencies far outweigh any strengths.

OR

“Unsatisfactory” is also demonstrated when “the mission or purpose of the position is not being fulfilled, i.e., part of the person's job description is being carried out, but the primary purpose of the position is not.”

Updates:

School Discussions of GAC sent:

- The report on School Discussions of GAC was sent to the EVACC and GAC, and we have concluded our charge. This was mentioned at the Senate meeting as an information item.
- FAC discussions of “Administrator reviews” was mentioned at the last Senate meeting as an information item.

FAC Annual Report Draft

- Laverne mentioned that the section 6. Course evaluation discussion was added to the draft and that the corresponding charge was removed from Recommended Charges for 2019-2020.
- Recommended Charges for 2019-2020 were discussed.
- The section 3a., Continued discussions of Administrator Reviews, was added.

Other:

The FAC decided not to have a meeting on April 16th unless there is an emergency.

The meeting adjourned at 12:15 p.m.