

Faculty Organization Executive Committee Meeting
Agenda

April 1, 2016

Library 140A

12:00-2:00 p.m.

In attendance: Charles Gallmeier (President), Subir Bandyopadhyay (Vice President), Mark Baer (Secretary), William Dorn (At Large), Iztok Hozo (At Large), Crystal Shannon (At Large), George Bodmer (Past Pres), William Allegrizza (COAS), Scott Sandberg (Library), Glenn Lauzon (SOE), Steven Echtenkamp (Med), Briggs

1. Approval of the minutes of March 4, 2016
2. President's Report and Announcements:
 - a. IU Chief Financial Officer Search and Screen Committee
 - b. Spring Elections:
 - i. FO President: Susan Zinner, Subir Bandyopadhyay;
 - ii. FO Vice President: Ranjan Kini, Kristin Huysken, and Marie Eisenstein;
 - iii. FO Secretary: Mark Baer and Steve Dunphy;
 - iv. UFC Representative: Jonathyn Briggs and Kalim Shah;
 - v. At Large Representative to Executive Committee: Iztok Hozo, Amanda Sorg, Bill Dorin, and Linda Galocy;
 - vi. At Large Representative to All-Campus P&T Committee: Marie Eisenstein, Alan Barr, and Iztok Hozo.
 - vii. Other Executive Committee candidates will be nominated and elected by their schools/colleges and the Library has already elected Scott Sandberg for another two year term.
 - c. Voting underway on adjustment to Exec Com Representation
 - d. Board of Trustees Meeting – April 14th and 15th
 - e. UFC Co-Chair Meeting with President Michael McRobbie – April 12
 - f. RFC – Apr 20
3. Domestic Partner Resolution and Composition of Promotion and Tenure Committees - George Bodmer –Chair, Faculty Affairs Committee – 12:15 – 12:30 –
 - a. Faculty Affairs Meeting
 - i. VCAA McPhail seems to wish to re-define the criteria for sabbatical. His position is that all sabbaticals should be directly connected to the IU Northwest mission.
 - ii. Domestic Partner resolution. SEE ATTACHMENT 1
 1. This resolution was unanimously supported by the Executive Committee and will be brought to the Faculty Organization for a vote.
 - iii. Composition of Promotion and Tenure Committee, SEE ATTACHMENT 2
 1. Discussion at FA committee was very mixed on this.

2. This policy was voted **NO** by the Faculty Organization Committee.
It will be returned to the FA Committee for revision next year.
4. Chancellor Lowe – 12:30-1:00
 - a. Thank you for supporting the raise for IUPD
 - b. Crane is repaired and construction is underway.
 - c. AQIP will be completed this month. It is time to turn our attention to potential growth in our areas of strength.
5. EVCAA McPhail – 1:00-1:30
 - a. AQIP – We are in really good shape for our visit on Apr 11-12
 - b. Re-Imagining the First Year Update
 - i. Apr 5 Webinar – all are invited.
 - c. Educational Advisor Board Update – an advisory board based in Washington DC.
 - i. Apr 8 workshop – “Faculty Role in Student Success”
 - d. Promotion and Tenure Guideline Changes
 - i. There will be a review of the entire Promotion and Tenure Process next year (on a 5 year cycle).
 - ii. The VCAA wishes to do further work to support faculty careers as they progress from Associate to Full Professor.
6. Chancellor Review Report – Teleconference – Dr. Charlie Nelms and David Klamen – 1:30 - ? See Attachments
 - a. Both the committee’s full report and EVP Applegate’s response are confidential.
A summary will be released to the campus at large.
7. Agenda Items for April 22nd, 2016 Faculty Organization Meeting
8. Old Business
9. New Business

Attachment 1:

Faculty Affairs Committee - March 28, 2016

IU Domestic Partner Benefits Resolution

Whereas the Trustees of Indiana University have voted to eliminate domestic partner benefits, resulting in unequal treatment of faculty on the basis of marital status;

Whereas the Nondiscrimination Policy of Indiana University states:

“Indiana University prohibits discrimination based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.”

Whereas the Trustees of Indiana University have voted to eliminate these benefits, resulting in unequal treatment of faculty and diminishment of their effective compensation;

Whereas The Constitution of the Faculty of Indiana University states:

‘The Trustees and administration should consult the faculty concerning: ... B. Budgets. C. Faculty compensation and benefits ... Consultation of the faculty shall be through representatives authorized by faculty governance institutions. Consultation should occur sufficiently in advance of action to permit faculty deliberation.’ (Article II, Section 2.3.)

Whereas no such meaningful consultation occurred by the “Trustees or administration” regarding the changes to “Faculty compensation and Benefits”;

Be it resolved that the Faculty of Indiana University Northwest calls on the IU Administration (1) to make available to IU employees in 2017 and beyond the domestic partner benefits that have been available for 2016 and earlier, (2) to extend domestic partner benefits to couples regardless of marital status and/or gender, (3) and to alter benefits in the future only after meaningful consultation with the faculty ‘through representatives authorized by faculty governance institutions’ and that such ‘Consultation should occur sufficiently in advance of action to permit faculty deliberation.’

Attachment 2:

Composition of Promotion and Tenure Committees

Every promotion and tenure committee, to the extent feasible, should be comprised of at least three senior faculty. Committee members' rank should be equal to or higher than that sought by the candidate. If the case is a tenure-only one, then all committee members must be tenured. Retired faculty members may not serve on the committee. If sufficient faculty members are not available, consultation between the dean and chair (or existing senior faculty) can add tenured faculty from another department or unit to the Committee. It must be stressed that no untenured faculty may participate at any level the process, with the exception of senior lecturers who may participate in departmental reviews of lecturers. No faculty member may participate or vote in more than one level of the promotion and tenure process for any candidate. Every member of a promotion and tenure committee is expected to participate in every meeting and in all votes. Faculty will only be able to vote if they have participated in the discussion, deliberations, and review of the candidate; absentee or proxy votes are not allowed.