

## Vice Provost for Faculty and Academic Affairs (VPFAA)

The Vice Provost for Faculty and Academic Affairs is expected to provide campus leadership on a broad range of issues relating to academic appointments and policies, including recruitment and retention, tenure and promotion, diversity, faculty development and mediation. She or he will also serve as an advocate for scholarly excellence, academic freedom, collegiality and faculty governance, helping to maintain these crucial traditions on our campus. The position is a full-time appointment that reports directly to the Provost and Executive Vice President of Indiana University.

The VPFAA will oversee the appointment process for all academic appointments, including tenure-line and non-tenure-line faculty, librarians, post-doctoral researchers, graduate students instructors, research assistants, and all other IU employees with academic appointments. The VPFAA will manage the tenure and promotion process for the Provost's Office; oversee the annual cycle of reviews for tenure-probationary faculty; lead special programs and initiatives for recruitment of targeted faculty, spousal hiring, and faculty retention efforts; develop innovative career development programs; and spearhead initiatives to create a supportive, family-friendly climate for faculty with varied backgrounds, interests and perspectives. On these issues, the VPFAA will work closely with school deans in order to insure excellence and diversity in IUB's academic appointees and to support IUB faculty so that they can excel in their research, creative activities, teaching and service.

The office of the VPFAA will serve as a resource for all IUB administrators and faculty by providing information, advice and accurate interpretation of academic policies. The VPFAA will serve on the Bloomington Faculty Council and will be responsible for promulgation of governance and academic policies of the Council. The incumbent and her or his senior staff will be sources of advice and guidance on a broad range of academic personnel issues, including sabbaticals and other leaves of absence, salary issues and grievances. The office of the VPFAA is the office of record for all IUB academic appointments and will provide support and services to individual schools and departments concerning the administration of academic appointments. In addition, this office serves as the steward for academic human resource data and produces reports on the compensation, composition and career trajectory trends of the IUB academic appointees. The VPFAA will also manage a broad range of programs and events that maintain the cohesion and morale of the academic community, including welcoming and orientation activities for new faculty, celebrations of faculty achievements, and support for emeriti faculty.

