

Reorganization of the Biology Department 2010

This document updates the 1991 Biology Department reorganization document to address the many changes in practice and names that have occurred in the last 19 years. The purpose of this document is to provide a formal mechanism to assure long-term excellence in each of three faculty sections, while at the same time maintaining collegiality within the department as a whole, and discouraging balkanization.

1. The department tenure track faculty is composed of three sections named: EEB (Evolution, Ecology and Behavior), Microbiology, and MCDB (Molecular, Cellular, and Developmental Biology). Maintaining faculty strength in all three sections is a priority for the department as maintaining excellence in the department as a whole is dependent on excellence in each faculty section, and each section benefits from excellence in the other sections.
2. Each faculty member will be a voting member of one of these sections and each section shall elect their own Section Associate Chair (SAC) and junior faculty representative on the Departmental Planning Committee (DPC). Each section will hold regular (typically monthly) meetings. Faculty members are welcome to attend meetings of other sections, but cannot vote. Agendas of section meetings shall be posted by the morning of the meeting to alert faculty of possible topics of interest, and minutes of all meetings will be made available to all faculty.
3. In situations in which a faculty member has split appointment with another unit at IUB or elsewhere (e.g. 0.5 FTE in Biology and 0.5 FTE in Informatics), that member shall have a full vote, but for purposes of calculating total faculty members in a section will be counted according to their FTE.
4. In general, faculty lines in any one section should not fall below 26% of total departmental faculty, nor rise above 40%. Exceptions may temporarily occur due to various circumstances as outlined in items 8-11 below, but future hires should restore faculty ratios to within these parameters. Launching a new search that would likely result in a section exceeding its maximum, or another to fall below its minimum, would require separate approval of all three sections.
5. Anytime a faculty line becomes available due to a tenure denial, that line shall remain with the section and the section shall decide on the research area(s) to be targeted for replacing that line.
6. Lines vacated by the departure of a research active faculty member to another University will also remain with the section.
7. Lines vacated by faculty retirements shall become “uncommitted”, unless the retirement causes a section to fall below 26% of total departmental faculty, in which case it will remain with the section. For uncommitted lines, the decision as to what research areas to search for will be made by the Chair, in consultation with the DPC. At such times each section should

forward to the DPC a specific hiring proposal. Sections are encouraged to work together to present a unified hiring proposal. The DPC will then consider each hiring proposal in the context of more general needs of each section and the department, with the primary goal of maintaining research excellence in all sections, and the department overall.

8. Although most searches are mounted by faculty sections and most new hires will naturally choose to join the section that hired them, it should ultimately be up to the new hires to choose their section.
9. Faculty members choose their section according to what section most closely fits their research interests. Switching from one section to another is allowed, if justified by research interests, but this should occur only rarely. Switching sections must be approved by the Chair in consultation with the DPC, which will seek input from both affected sections. Following a switch in sections, that faculty member may not switch again for three years.
10. In the rare cases when a faculty hire originates from forces outside of the department (e.g. a spousal accommodation), section association will be determined by the Chair in consultation with the candidate, DPC, and best fitting section(s). That faculty member becomes a full voting member of the receiving section and will be included in calculations of caps in future hiring decisions.
11. In some instances the University/College may provide “new” faculty lines. These lines typically are provided in response to a direct appeal for hiring in a specific area. Ideally these proposals should originate in Biology and be discussed by the relevant faculty sections and DPC before being presented to the College by the Chair.
12. Each faculty section will be responsible for administering one of the three graduate programs (EEB, Microbiology, and MCDB), and is responsible for electing a Graduate Program Director. The admissions committee for each section shall be appointed by the SAC, in consultation with the Graduate Program Director and the Chair. The Genetics, Plant Biology and Zoology degrees (Ph.D. and Masters) will be shared by all three programs, and will be administered by whichever program is most relevant for a particular student in consultation with the Director of Graduate Studies.
13. The funds currently administered by the Plant Sciences faculty (e.g. Floyd Plant, Ogg, and Cleland funds) will continue to be administered by those faculty, with the elected head of this group overseeing disbursement of the funds in consultation with the Chair. The Floyd Microbiology fund will be administered by the Microbiology faculty (including Affiliate and Core Microbiology faculty) in consultation with the Chair.