

TO: Bloomington Faculty Council
FROM: Faculty Affairs Committee
SUBJ: Proposed Changes in Campus Policy A-3 covering Non-Tenure-Track Instructional Appointments
DATE: March 5, 2013

The Faculty Affairs Committee has reviewed the comments made at the BFC's January 15, 2013 "first reading" of these proposed changes. We also met with a representative of the administration of the Kelley School of Business to learn more about their concerns about these proposals.

Although we anticipated some negative reactions to our proposal, in section 6, that Lecturer and Clinical Appointees not promoted and given long-term contracts in the sixth year of their probationary appointment not be eligible for reappointment, we received no such reactions and actually received several positive comments about this proposal. Those commenting agreed with the Committee that requiring such an "up-or-out" decision at the end of the standard probationary period should benefit both NTT appointees (who will not be stuck for an extended period of time without being promoted and given long-term contracts) and the University (which will not extend probationary appointments for NTT appointees whose records don't justify promotion and long-term contracts).

Taking these concerns into account, the Committee brings forward, for final reading, a slightly revised version of campus policy A-3 (Circular B__ - 2013). The additional changes are, like our original proposals, intended to reconcile the IUB policy to the system-wide policies on these appointments. We trust that appointing officers and campus officials involved in the appointments process desire to make appointments consistent with IU system policies as approved by the Trustees and that making the IUB language consistent with the system policies will help eliminate ambiguity about these ranks.

Our review of these policies, however, suggests that the system policies with which campus policies must be consistent may themselves need revision. We've learned more, for example, about why the Kelley School of Business prefers appointments at the Clinical Professor than at the Lecturer level. However, we were unable to confirm their claim that the schools which which they compete for faculty appointed large numbers of Clinical Professors as they do. We learned that at least some Scientists at IUB would prefer a classification like "Research Professor." It's been suggested that it might be desirable to create a multi-level Professor of Practice system (Assistant, Associate, Full) and that that might be a better system for instructional NTT appointees. Since Provost Robel, in her recent State of the Campus address, indicated that the upcoming strategic planning process will examine, in several ways, the uses of and career paths for NTT instructional faculty at IUB, we do not propose fundamental changes in Campus policy A-3 at this time. We will work within the campus strategic planning process on these issues and, perhaps, later bring back to the Campus suggestions for amendment in the IU system-wide policies governing these ranks. At this point, all that we propose is to make IUB policies consistent with system policies.