

**Indiana University
School of Education
Report of Faculty Affairs Committee 2005-2006**

Committee Members:

Lynn Boyle-Baise
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The Committee met eight (8) times during the academic year according to a schedule that matched the schedules of all members to the extent possible. Consequently, not all meetings were attended by all members.

The tasks to be addressed by the committee included:

1. Review of sabbatical leaves proposals

Eight proposals for sabbatical leaves were received and each was assigned to two readers for input and suggestions. All proposals were approved. The review form was changed to more adequately address sabbatical proposals.

2. Review clinical faculty leave policy

A policy was developed last year by the FAC regarding leave policies for clinical faculty. The policy was not specifically re-addressed this year.

3. Review salary equity policy

In 2004-05, the FAC adopted a policy that limited equity reviews would occur every three years and extensive reviews every six years, the latter next occurring in 2007-08. A limited review was conducted in 2004-05, when information was requested from all department chairs about faculty whose salaries were noticeably discrepant from their peers, based on rank, years in rank, accomplishments, and other factors. It was recognized that determining equity is complicated by many variables, including variables such as competitiveness with other institutions. The current FAC re-affirmed that the limited three-year cycle is appropriate. This year, two requests were received from individual faculty to review salaries. One request came the week of the last meeting of the FAC and could not be addressed. Regarding the other request, the committee asked for more information from the department. Additional information was not received and the committee determined that it could not make a recommendation for salary adjustment based on the available data. Subsequently, some committee members informally suggested that individual equity reviews not be considered by the FAC apart from

the review cycle determined during the 2004-05 year. The FAC for 2006-07 may wish to review this suggestion in its initial meetings.

The committee also engaged in lengthy conversation regarding issues of salary equity and “salary compression”, particularly for those faculty with several years of service. Of concern were matters of equity, balance, and morale associated with “salary compression”. It was also noted that this is a complex matter that requires ongoing discussion. A primary factor in addressing equity issues is the amount of funds available for salaries for all faculty.

3. Criteria for Clinical Faculty Promotions

The committee spent considerable time reviewing current documents regarding clinical faculty promotion criteria. Information was obtained from campus documents and considered with the responsibilities of clinical faculty in the School of Education. A clinical faculty member served on the committee. A document was produced that represents the recommendations of the committee for promotion to clinical associate professor and clinical professor. This document will be submitted to Policy Council for review and approval.

4. Rights and responsibilities for research associates

Due to time spent on other topics, final recommendations regarding this matter were not generated and should be addressed by the FAC next year.

5. Develop a School policy on conflict of commitment

The campus has directed each academic unit to develop a conflict of commitment policy. A subcommittee of the FAC is working on a draft of a policy, but it is not complete. The policy should be finalized during the 2006-07 academic year.

6. Report on Online Faculty Report

Staff from ETS made a presentation during the fall semester regarding how the online reporting system works. Some recommendations were made to enhance the process and the FAC determined that, overall, the system works well. The system also is secure and is not available to the general public.

7. FY2007 Budget

The committee received information from the Dean’s Office regarding funds available for salaries for next year, following the Board of Trustees guidelines for average salary increases for the campus. The FAC recommended percentage increases for each of the merit review categories. The specific amounts remain to be determined.

April 24, 2006