

April 14, 2004

To: School of Education Policy Council

From: Jonathan Plucker, IUB Faculty and Budgetary Affairs Committee Chair

Re: Annual Report of FAC Activities

**Committee Members:** Cary Buzzelli, Judith Chafel, Amber Esping (student representative, fall semester), Holli Gottschall (student representative, spring semester), Martha Nyikos, Joanne Peng, Jonathan Plucker, Ed St. John, Rob Toutkoushian, Martha Zuppan (staff representative), Pete Kloosterman (Ex Officio).

The Faculty and Budgetary Affairs Committee (FAC) conducted the following activities during the 2003-2004 academic year. The activities are listed in chronological order, although many of these activities were discussed at several points during this academic year.

### **Sabbatical Leave Proposals**

As was the case in previous years, FAC reviewed sabbatical leave proposals and provided constructive criticism to the faculty who were applying.

### **Merit Review**

As part of last year's revision of merit review for School of Education tenure-track faculty on the Bloomington campus, the FAC chair and the Executive Associate Dean attended the first faculty meeting of the semester for each department. During these visits, the merit review policy changes were discussed and feedback was gathered regarding additional changes. This information was brought back to FAC, and a proposal was forwarded to Policy Council during the fall semester for minor revisions to the policy passed late in the spring 2003 semester.

On a related issue, merit review reports were submitted electronically for the first time this January. Use of the on-line system raised several concerns among faculty, and the FAC chair gathered these criticisms and shared them with the committee. The ensuing discussion led to a recommendation to Policy Council to conduct an open forum to gather additional input.

### **Review of Commitment to Excellence Proposals**

The Dean's Office asked FAC to review several pre-proposals submitted for the campus-wide Commitment to Excellence initiative. The Dean met with FAC in the spring semester to share the status of the CTE proposals and provide an overview of future steps that needed to be taken. Committee members provided the deans with several suggestions and feedback about the process up to that point.

### **Feedback on BFC Conflict of Interest Policy**

FAC was asked to provide input to the Dean's Office regarding the proposed revisions of the IU conflict of interest policy. Committee members were supportive of the proposed changes.

### **Balancing Competing Priorities Committee**

FAC continued to address quality of life issues within the School. FAC formed a committee in 2002-2003 to begin formulating a list of suggestions for workshops, events, services, etc., that can improve quality of professional life within the School. Two of the three committee members left IU just as the group was starting its work, so the committee was reformed this year with Judith Chafel, Amy Sutley, and Alfreda Clegg as members. The group solicited input from faculty and staff around the middle of the spring semester, and the committee is planning to report back to FAC at the last meeting during finals week.

## **Clinical Faculty**

During the spring semester, a FAC subcommittee (Pete Kloosterman, Cary Buzzelli, Martha Nyikos, Bob Appelman, and Laura Stachowski) discussed the merit review process for clinical faculty. This discussion has led to several questions about the role of clinical faculty that have emerged as the number of clinical faculty has grown within the School of Education. FAC will submit to Policy Council a summary of its discussions on clinical faculty merit review and a recommendation that Policy Council conduct a broad examination of the role of clinical faculty in the School of Education during the 2004-2005 academic year.

## **Salary Equity Review**

Having reviewed policies related to promotion and tenure, allocation of faculty time, and performance review over the past two academic years, FAC began to prepare for a major salary equity review within the School (the last review occurred in 1998). FAC talked to members of the 1998 review committee and reviewed the procedures adopted during the previous review. Rob Toutkoushian, who has studied salary equity, led a very helpful discussion of research on salary equity. Just as the Committee began the equity review, university administrators requested a halt to all unit equity reviews while the campus considered whether to conduct a campuswide review. As of the date of this report, we do not yet have information about any campus decisions regarding salary equity review. If and when the decision is made to proceed with these reviews, the Faculty Affairs Committee is well-prepared to conduct this review.

## **Releasing Faculty to Supervise Student Teachers**

At the request of the Dean's Office, the Faculty Affairs Committee has examined the issue of granting course release time to faculty for supervision of student teachers. The committee members discussed this issue during several meetings during the spring 2004 semester, and during one meeting David Flinders discussed his experiences supervising student teachers as part of the Community of Teachers program. FAC also received brief written input from the Committee on Teacher Education when they forwarded the issue to FAC for consideration. FAC is in the process of finalizing guidelines on faculty release time for student teacher supervision and will forward these guidelines to Policy Council in the near future.

## **Budget Issues**

To better understand the budgeting process, FAC invited Bill Overman to make a presentation to the Committee on the IU and School budgets and budgeting process. Bill presented during the fall semester, and the discussion was very informative. At its April meeting, FAC recommended to the Dean's Office a salary raise policy of a flat increase plus a percentage increase.