

Report from the BFC Faculty Affairs Committee
Subcommittee on Research Faculty Appointments: Definitions, Status, and Policies
April 15, 2008

Overview

The goal of the Research Faculty Appointments subcommittee has been to clarify definitions, status, and policies regarding research faculty. This task was considered a high priority by FAC due to concern across the Bloomington campus about policies and practices surrounding research rank appointments, and due also to increasing anecdotal evidence that such policies and practices are not being implemented in ways that support the research faculty or faculty in general.

Review of Actions Taken

Members of the Faculty Affairs Committee accomplished the following during the 2007-2008 academic year:

- Reviewed existing data on faculty appointments, producing an interim report (see attached).
- Worked with the Dean of Faculties Office (via the BFC Office) to clarify some data issues regarding research faculty appointments.
- Collected preliminary information from peer institutions regarding research faculty policies and practices.
- Provided input to the School of Education FAC as it studied this issue and created a draft set of policies regarding promotion of research faculty.

Recommendations

The Faculty Affairs Committee recommends the following additional activities to help the campus address the issues surrounding research faculty appointments:

1. Continue to work with the Dean of Faculties Office to determine (a) how many research faculty are appointed on the Bloomington campus, (b) the rank of each research faculty member, and (c) the terminal degree and level of experience of each research faculty member. Obtaining these specific data was more difficult than anticipated, yet addressing the goal of these efforts without these data will be problematic.
2. Continue to gather information on policies and practices from peer institutions.
3. Contact other IUB departments about their policies and practices (i.e., in addition to Biology and Education, which appear to be ahead of the curve on these issues).
4. Determine whether gathering new data (e.g., focus groups, interviews, surveys) is necessary.
5. Review existing policies and identify weaknesses or omissions.
6. Revise existing definitions, policies, and practices and possibly propose new definitions, policies, and practices.

The Committee acknowledges that the proposed activities will take considerable time and effort, but if some of the initial data collection activities occur during the summer, FAC should have time to complete the recommended activities by the close of the 2008-2009 academic year.

**Initial Report of the Subcommittee on Research Faculty
BFC Faculty Affairs Committee**

November 2, 2007

Purpose

The goal of this brief report is to share the preliminary analyses of existing campus-level data on research faculty. Although the subcommittee has a great deal of work to do as it prepares recommendations for the full FAC to consider, an obvious first step is to determine the number of research faculty on campus, both in general and relative to other non-tenure-track (NTT) ranks of faculty.

Data Sources

Data were drawn from the Bloomington Faculty Composition Reports (BFC circulars B18-2007 and B18-2007c). The following figures contain information on the number of NTT faculty in the following categories:

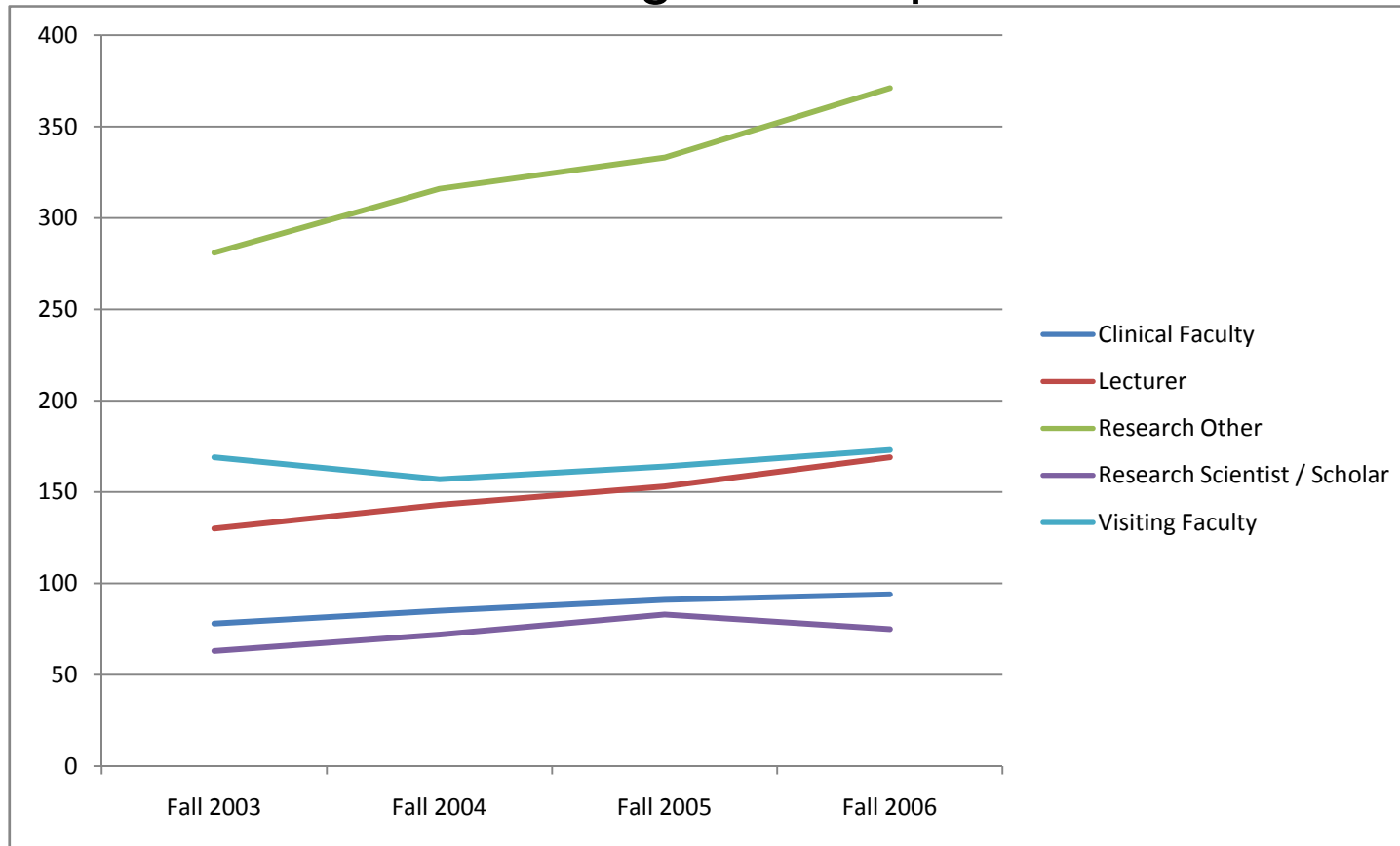
- Clinical Faculty
- Lecturer
- Research Other (assumed to primarily be research associates)
- Research Scientist/Scholar
- Visiting Faculty

Tenure-track faculty are not included in the figures for clarity, but these data are included in the accompanying tables. Only full-time faculty data are included in this report; inclusion of part-time faculty, which rarely have research appointments, was assumed to be unnecessary at this point of the subcommittee's work.

A figure is not included for the School of Library and Information Sciences because of the low number of NTT faculty. SLIS data are included in the following table.

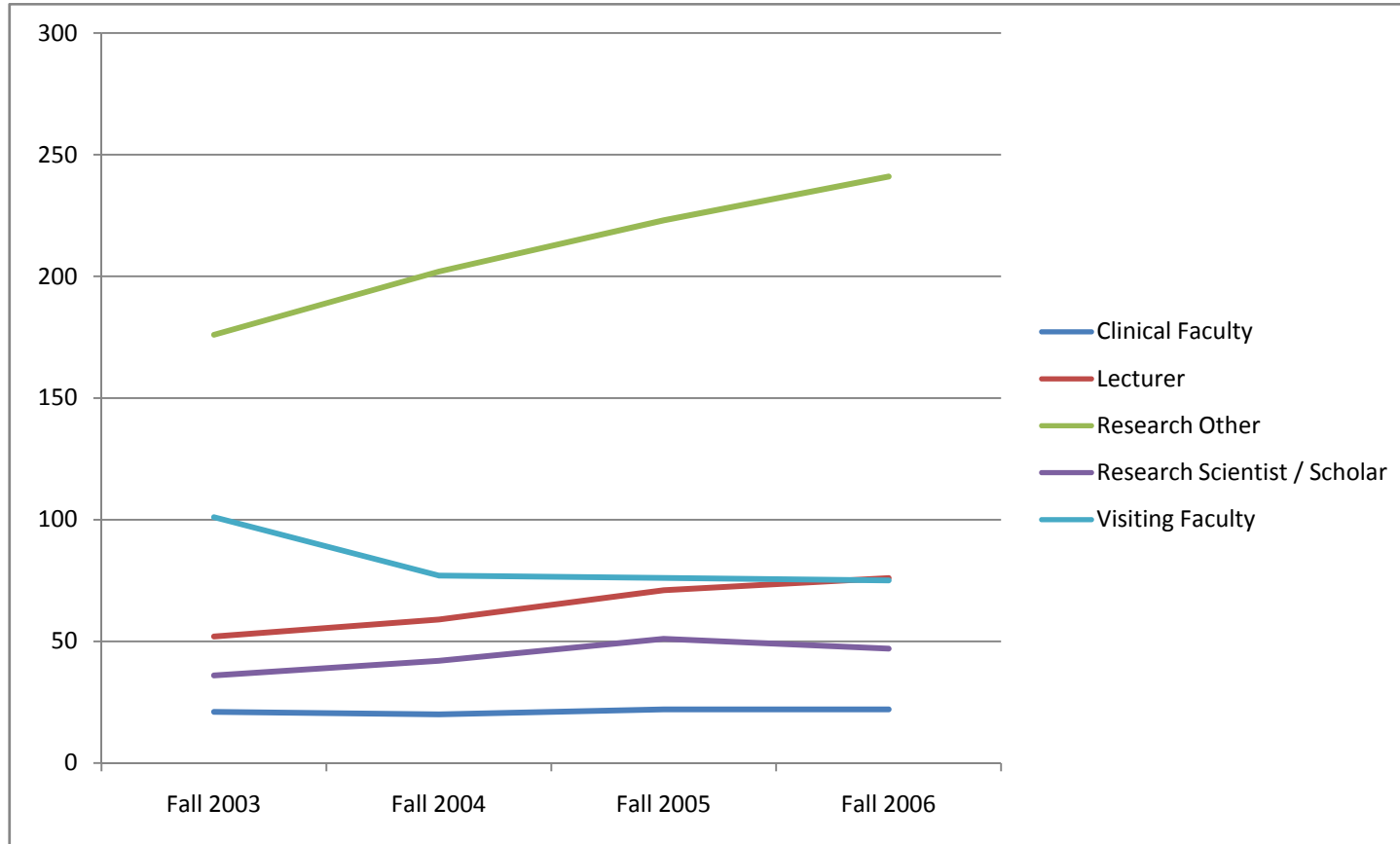
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|----------------------|----------------------|----------------------|----------------------|
| Faculty Tenure Eligible | 14 | 16 | 15 | 17 |
| Visiting Faculty | 1 | | 1 | |
| Research Other | | | | 1 |

Bloomington Campus



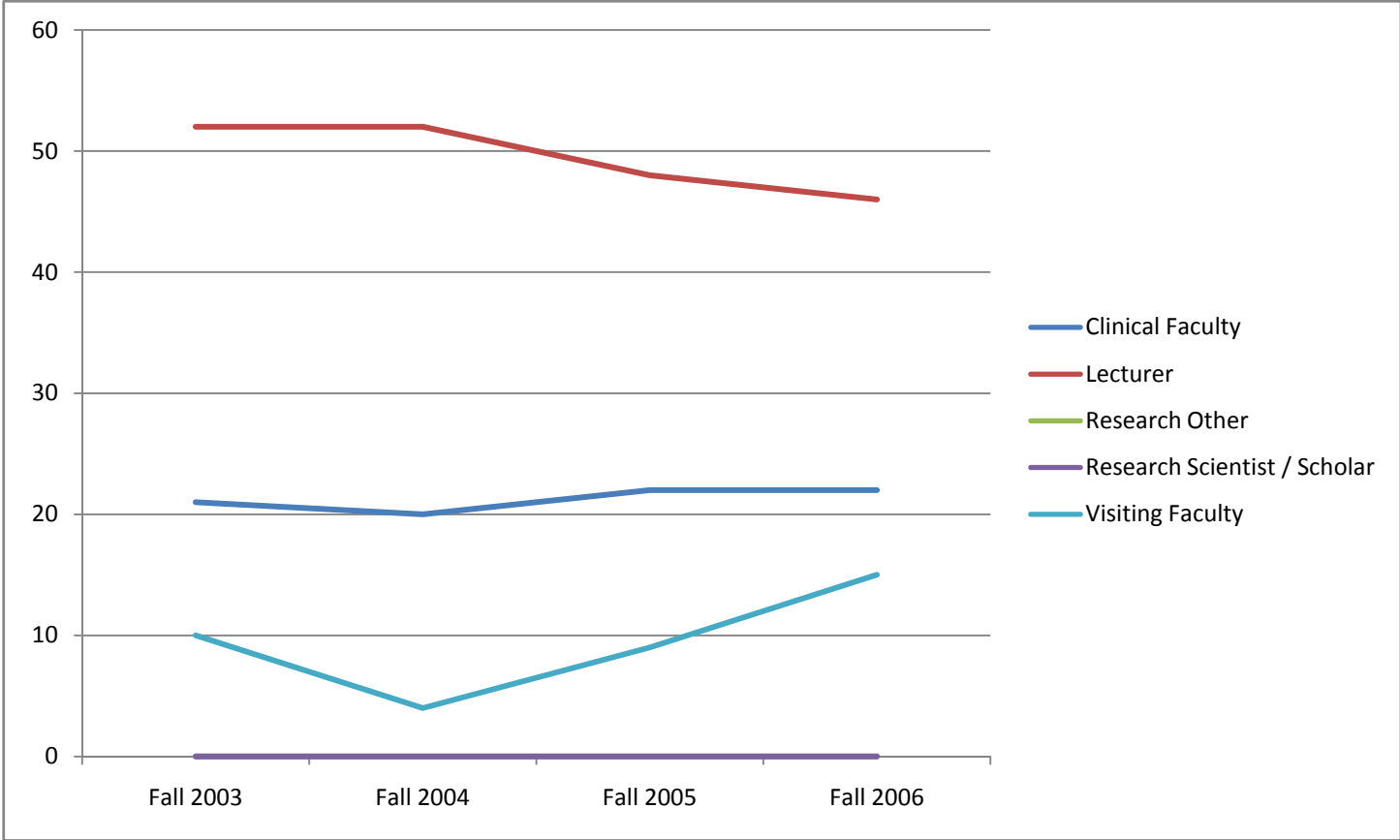
| Type | Fall 2003 Count | Fall 2004 Count | Fall 2005 Count | Fall 2006 Count |
|------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Faculty Tenure Eligible | 1332 | 1381 | 1401 | 1419 |
| Librarian Tenure Eligible | 86 | 90 | 86 | 86 |
| Lecturer | 130 | 143 | 153 | 169 |
| Clinical Faculty | 78 | 85 | 91 | 94 |
| Adjunct Faculty | 8 | 9 | 19 | 2 |
| Visiting Faculty | 169 | 157 | 164 | 173 |
| Research Scientist / Scholar | 63 | 72 | 83 | 75 |
| Research Other | 281 | 316 | 333 | 371 |

Arts and Sciences



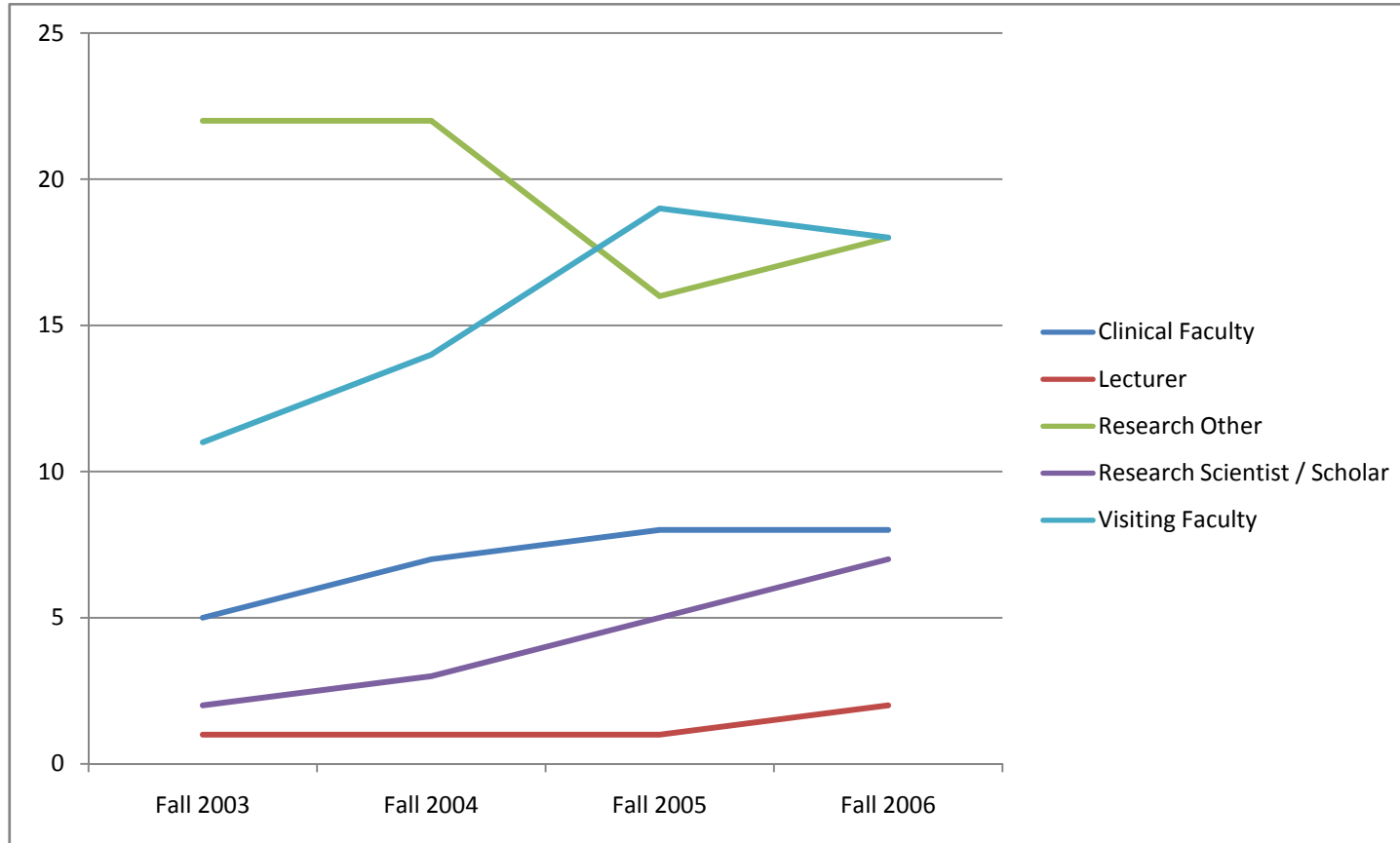
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 774 | 807 | 785 | 803 |
| Lecturer | 52 | 59 | 71 | 76 |
| Clinical Faculty | 21 | 20 | 22 | 22 |
| Adjunct Faculty | 2 | 4 | 6 | 1 |
| Visiting Faculty | 101 | 77 | 76 | 75 |
| Research Scientist | 36 | 42 | 51 | 47 |
| Research Other | 176 | 202 | 223 | 241 |

Kelley School of Business



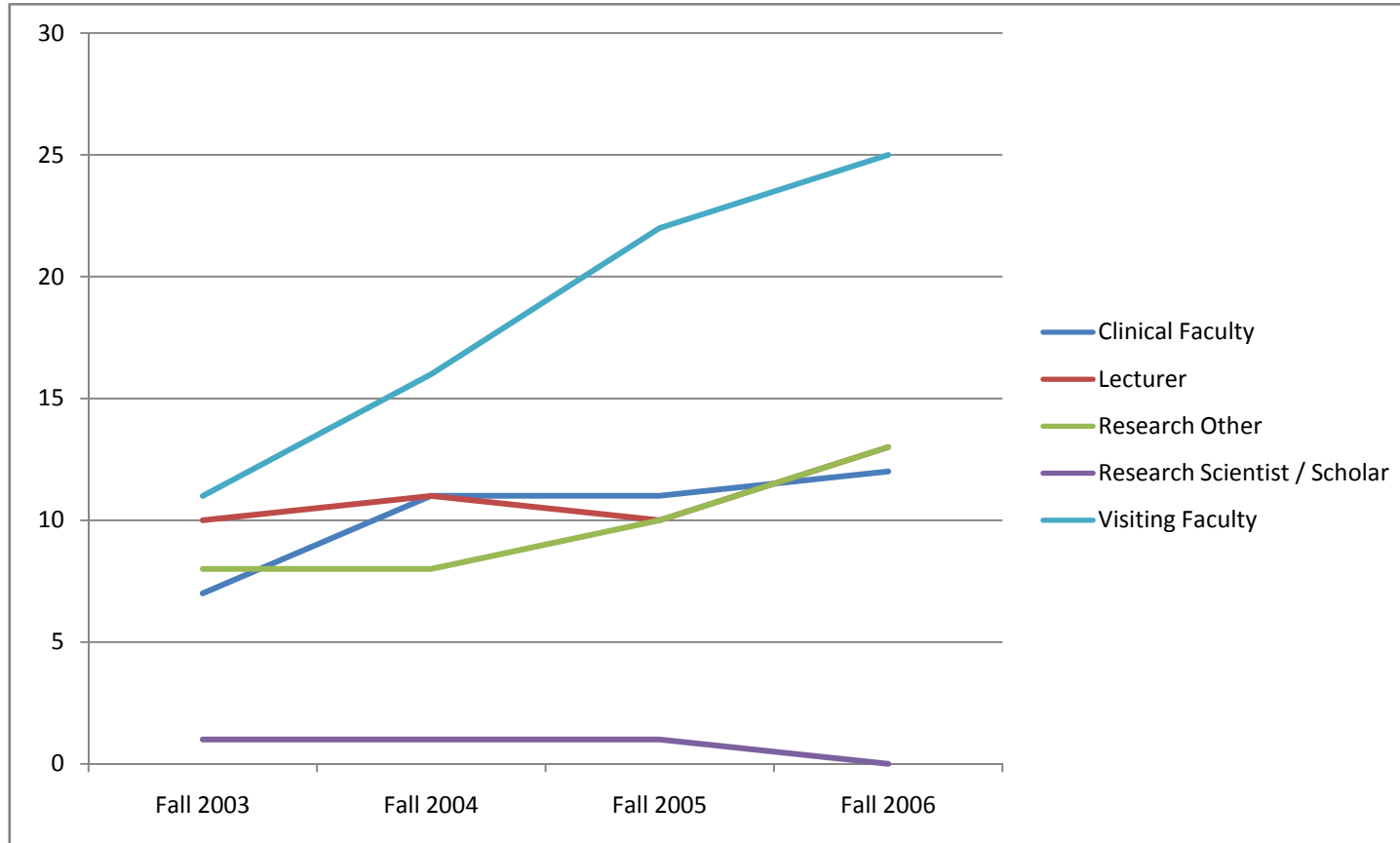
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 114 | 113 | 113 | 111 |
| Lecturer | 52 | 52 | 48 | 46 |
| Clinical Faculty | 21 | 20 | 22 | 22 |
| Visiting Faculty | 10 | 4 | 9 | 15 |

Education



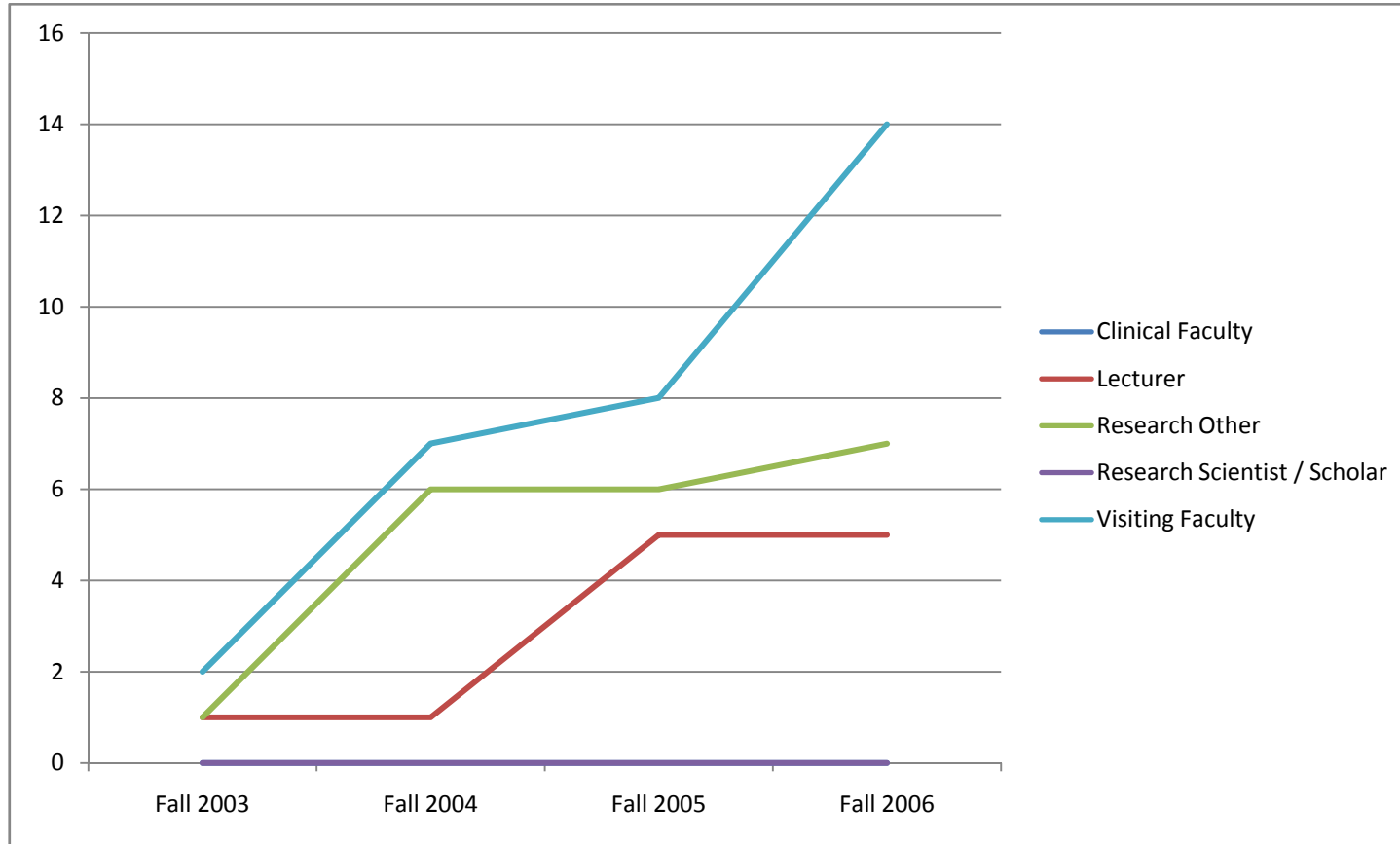
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 105 | 101 | 96 | 100 |
| Lecturer | 1 | 1 | 1 | 2 |
| Clinical Faculty | 5 | 7 | 8 | 8 |
| Adjunct Faculty | | 1 | 1 | |
| Visiting Faculty | 11 | 14 | 19 | 18 |
| Research Scientist | 2 | 3 | 5 | 7 |
| Research Other | 22 | 22 | 16 | 18 |

Health, Physical Education & Recreation



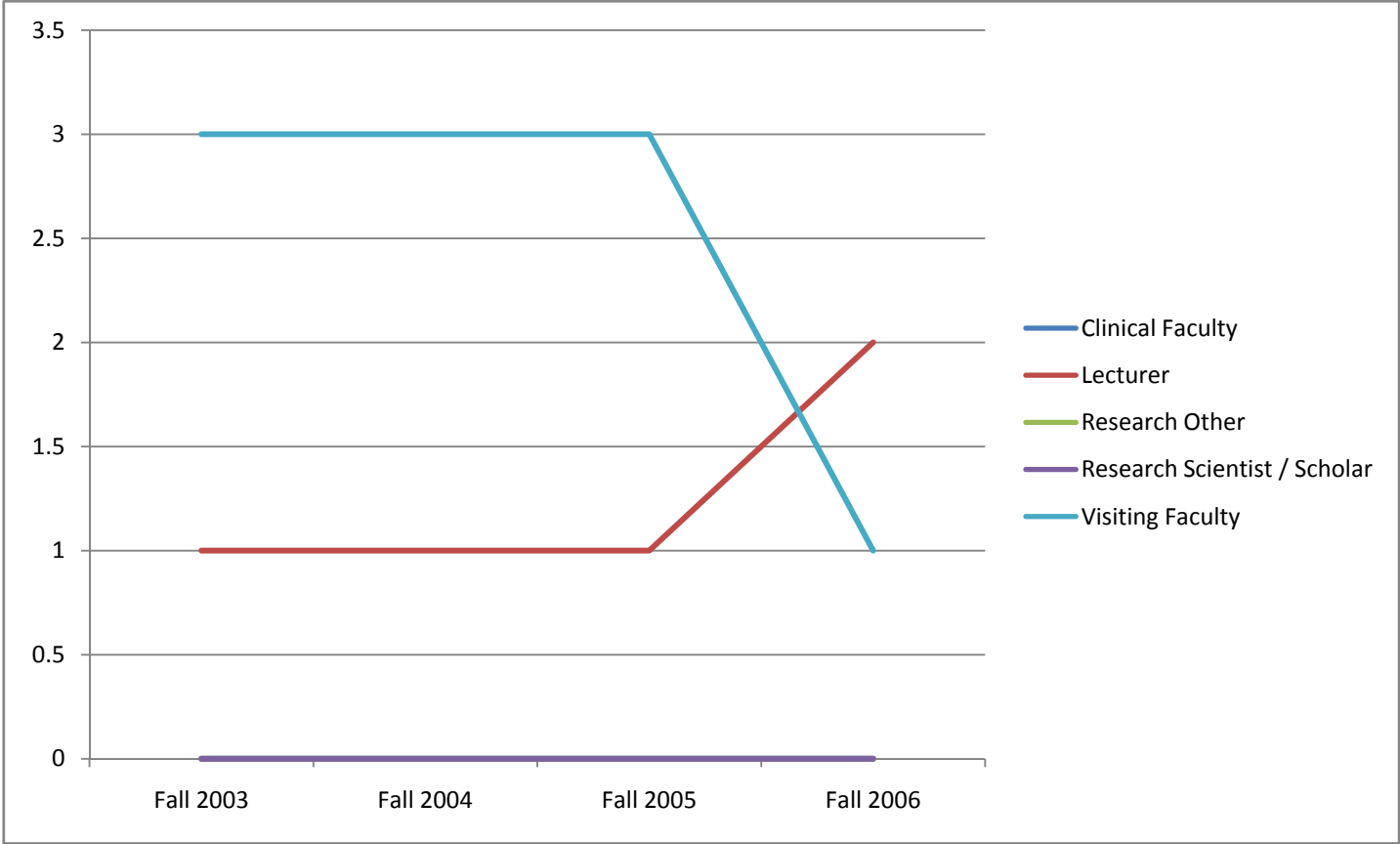
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 51 | 53 | 53 | 52 |
| Lecturer | 10 | 11 | 10 | 13 |
| Clinical Faculty | 7 | 11 | 11 | 12 |
| Adjunct Faculty | | | 1 | |
| Visiting Faculty | 11 | 16 | 22 | 25 |
| Research Scientist | 1 | 1 | 1 | |
| Research Other | 8 | 8 | 10 | 13 |

Informatics



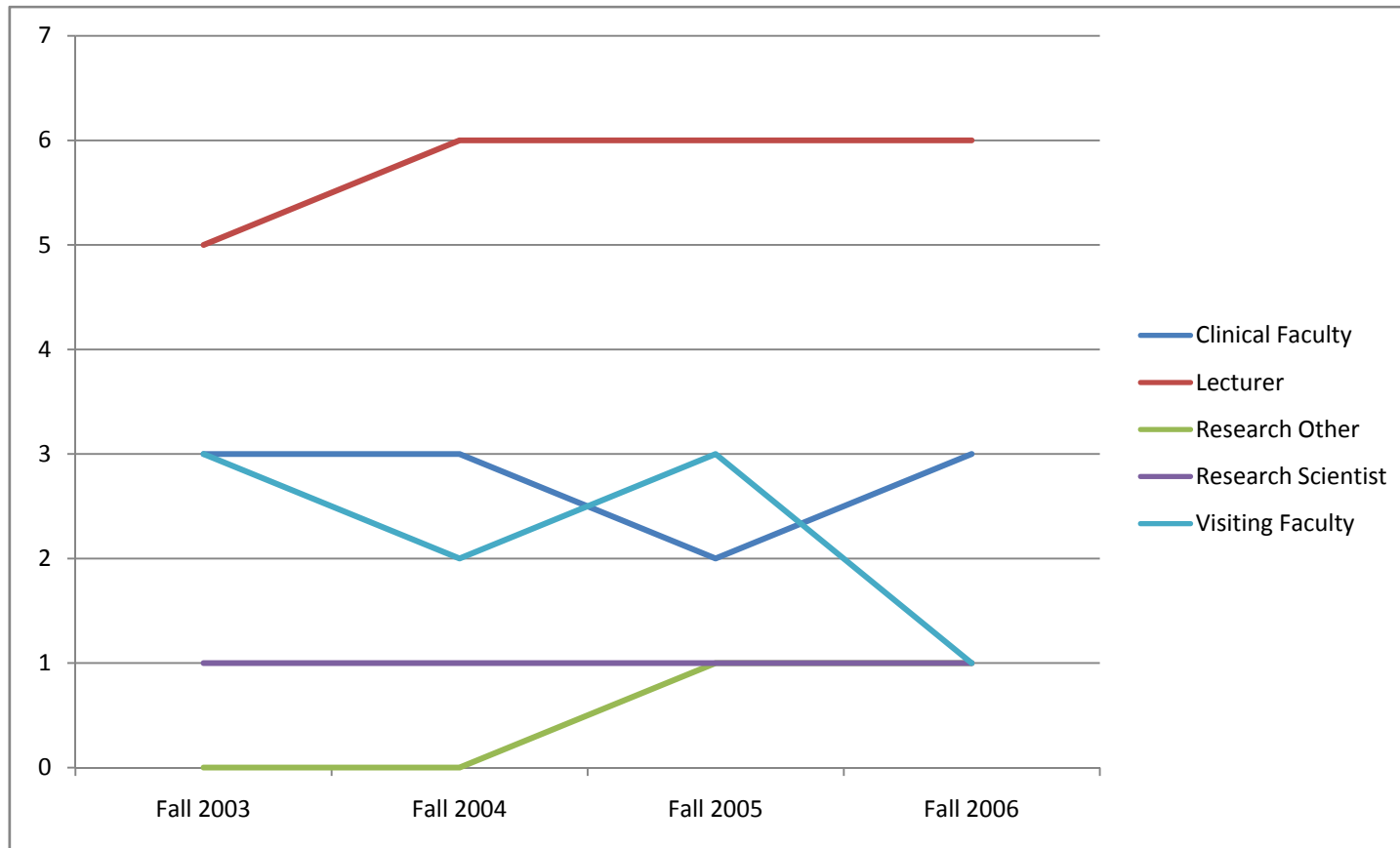
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 8 | 20 | 56 | 59 |
| Lecturer | 1 | 1 | 5 | 5 |
| Visiting Faculty | 2 | 7 | 8 | 14 |
| Research Other | 1 | 6 | 6 | 7 |

Journalism



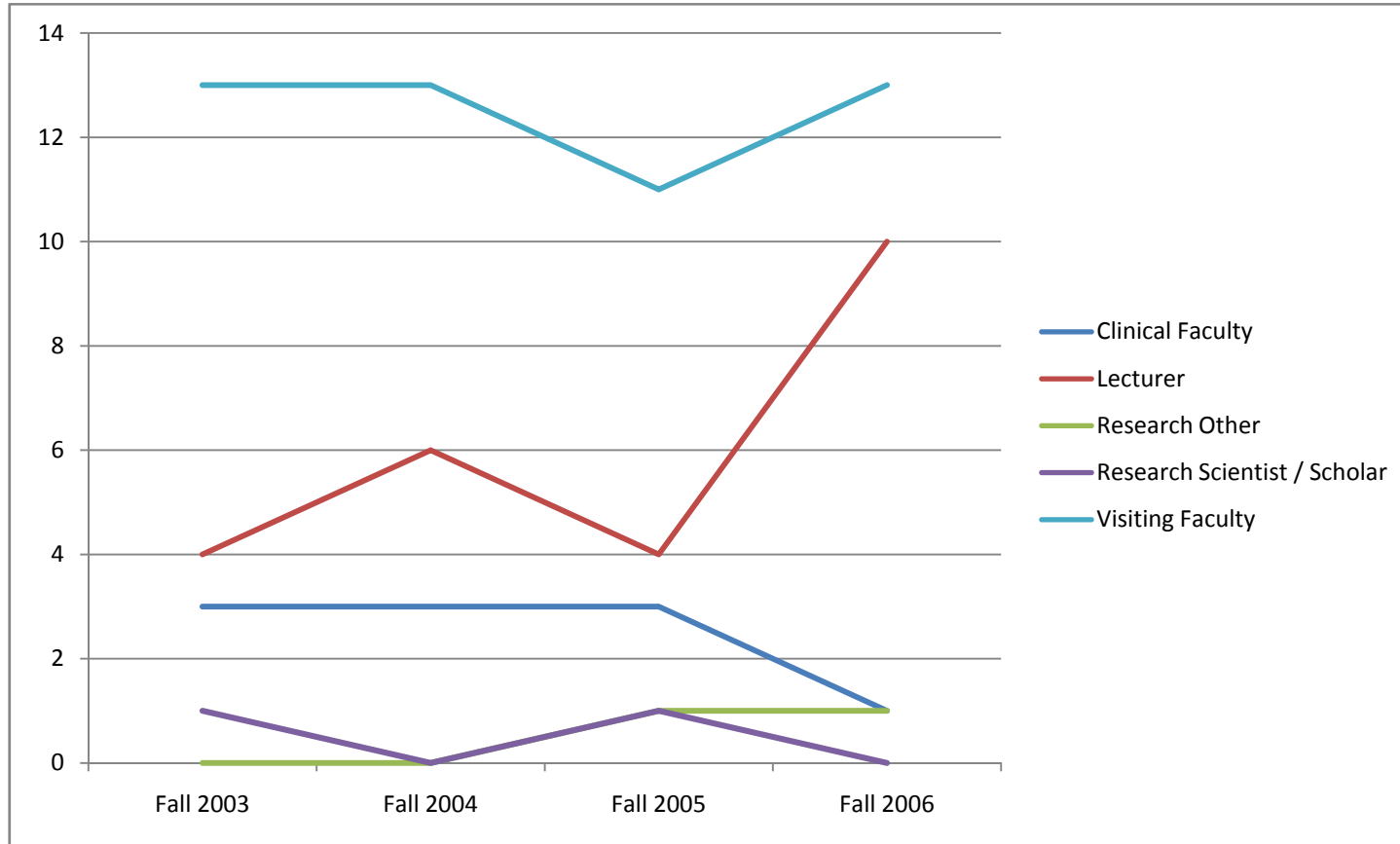
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 19 | 21 | 22 | 19 |
| Lecturer | 1 | 1 | 1 | 2 |
| Visiting Faculty | 3 | 3 | 3 | 1 |

Law



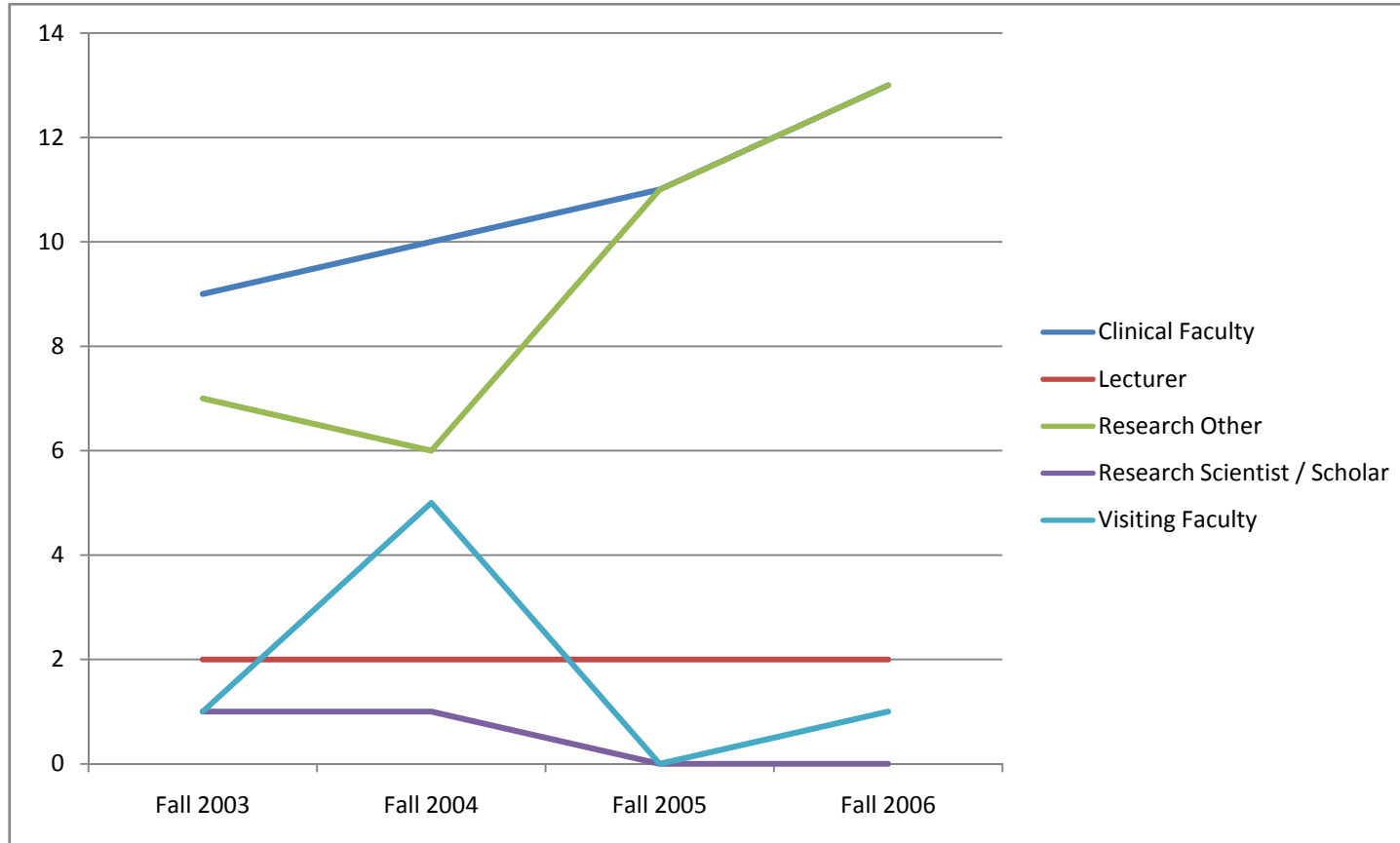
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 37 | 37 | 38 | 39 |
| Lecturer | 5 | 6 | 6 | 6 |
| Clinical Faculty | 3 | 3 | 2 | 3 |
| Visiting Faculty | 3 | 2 | 3 | 1 |
| Research Scientist | 1 | 1 | 1 | 1 |
| Research Other | | | 1 | 1 |

Music



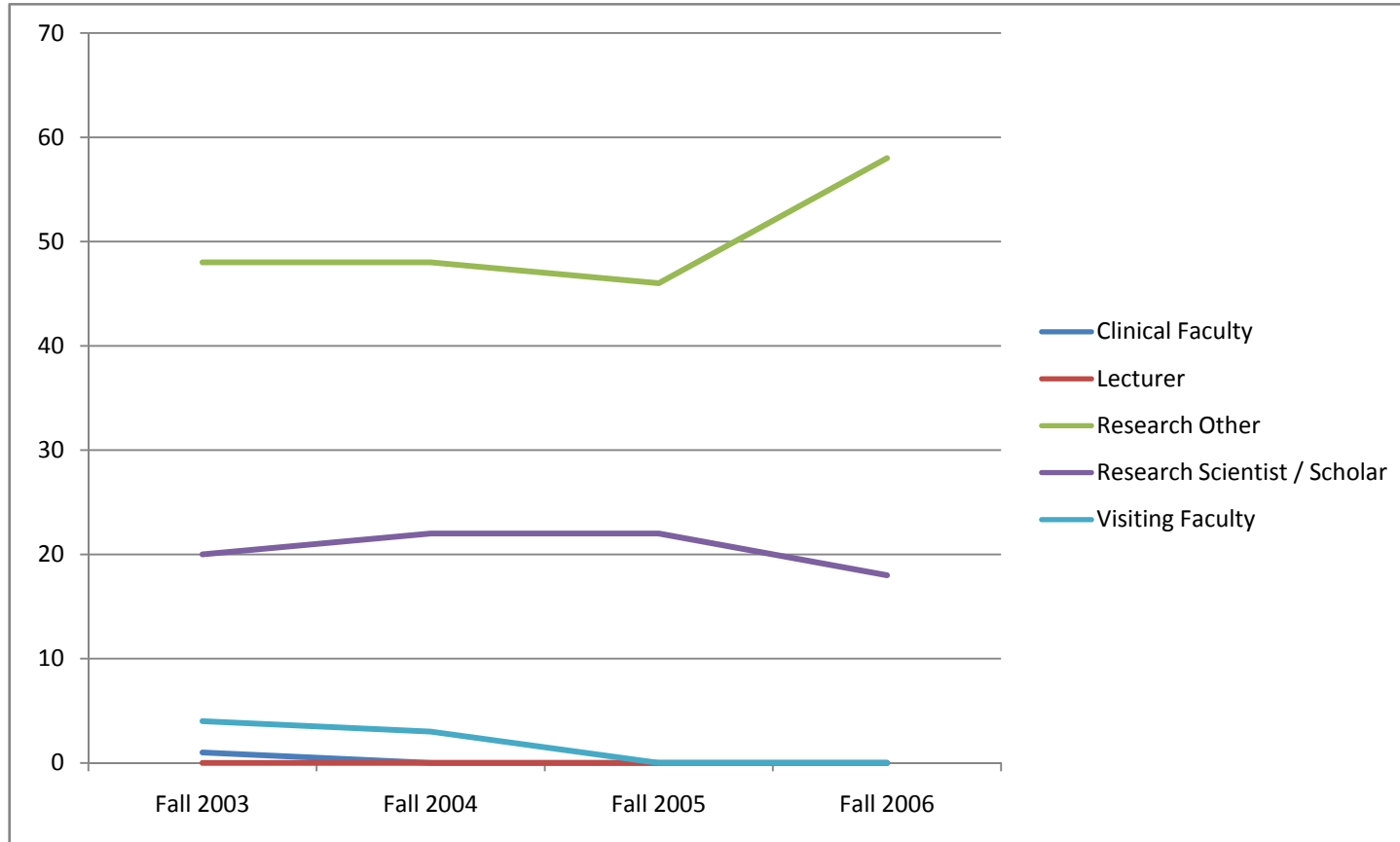
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 129 | 133 | 133 | 132 |
| Lecturer | 4 | 6 | 4 | 10 |
| Clinical Faculty | 3 | 3 | 3 | 1 |
| Adjunct Faculty | | | 1 | |
| Visiting Faculty | 13 | 13 | 11 | 13 |
| Research Scientist | 1 | | 1 | |
| Research Other | | | 1 | 1 |

Optometry



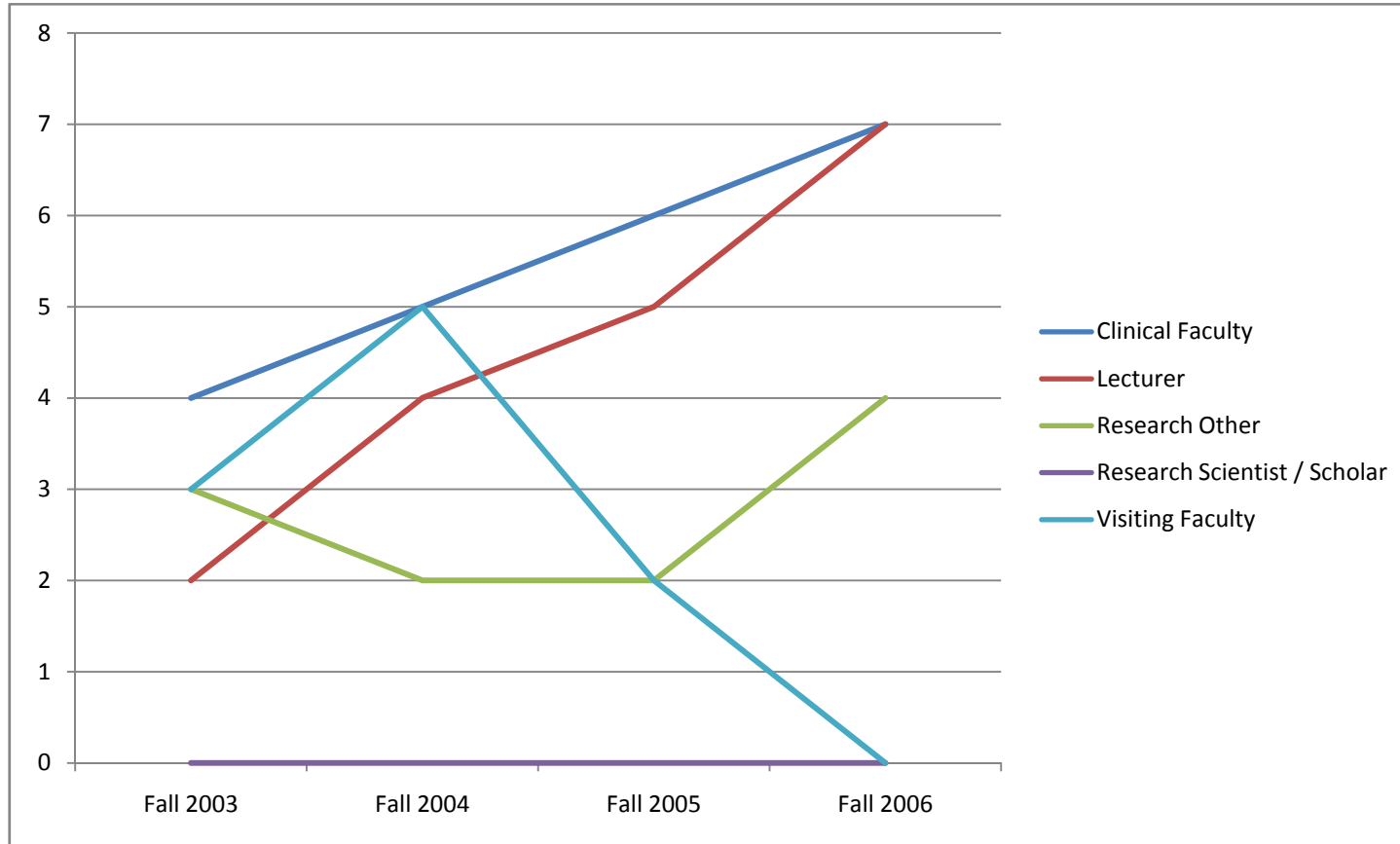
| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 17 | 17 | 20 | 21 |
| Lecturer | 2 | 2 | 2 | 2 |
| Clinical Faculty | 9 | 10 | 11 | 13 |
| Visiting Faculty | 1 | 5 | | 1 |
| Research Scientist | 1 | 1 | | |
| Research Other | 7 | 6 | 11 | 13 |

Research & Univ Grad School



| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|------------------------------|-----------|-----------|-----------|-----------|
| Clinical Faculty | 1 | | | |
| Adjunct Faculty | | | 8 | |
| Visiting Faculty | 4 | 3 | | |
| Research Scientist / Scholar | 20 | 22 | 22 | 18 |
| Research Other | 48 | 48 | 46 | 58 |

Public & Environmental Affairs



| Type | Fall 2003 | Fall 2004 | Fall 2005 | Fall 2006 |
|-------------------------|-----------|-----------|-----------|-----------|
| Faculty Tenure Eligible | 44 | 43 | 47 | 46 |
| Lecturer | 2 | 4 | 5 | 7 |
| Clinical Faculty | 4 | 5 | 6 | 7 |
| Visiting Faculty | 3 | 5 | 2 | |
| Research Other | 3 | 2 | 2 | 4 |

Observations

1. At the campus level, three NTT categories have increased consistently and substantially: Research Other (90), Lecturer (39), and Visiting Faculty (16).
 - Regarding Research Other, the College (65) and RUGS (10) accounted for most of the increase, with the remaining positions spread across several units.
 - Regarding Lecturer, the College (24) accounted for most of the increase, with remaining positions spread across several units.
 - Regarding Visiting Faculty, the increase was spread across several units.

2. The number of tenure-track faculty also increased consistently during these four academic years, from 1,331 in fall 2003 to 1,419 in fall 2006 (+88). However, this increase is smaller in percentage terms than the increase in NTT faculty (6.5% vs. 19.0%, respectively).
 - Tenure-track faculty increased in Informatics (51) and the College (29), remained relatively stagnant in Optometry (4), Music (3), SLIS (3), SPEA (2), Law (2), HPER (1), and Journalism (0), and decreased in Education (-5) and the Kelley School (-3).

3. A sharp decrease in Visiting Faculty within the College was offset by increases in such positions in Informatics (14), HPER (12), Education (7), and Business (5).

4. The number of Research Scientists had a much smaller increase relative to Research Associates (assumed to represent most if not all of the Research Other category). The increase in Research Scientists was limited to growth within the College and Education, although much of the Education increase was due to moving Research Associates with terminal degrees into the Research Scientist track.

**Percent Increase in All Tenure-track, All Non-tenure Track,
and Research Faculty Positions, Fall 2003 – Fall 2006**

| Unit | Tenure-track | NTT-Total | NTT-Research |
|---------------|---------------------|------------------|---------------------|
| IUB | 6.5 | 19.0 | 29.7 |
| Informatics | 637.5 | 550.0 | 600.0 |
| Optometry | 23.5 | 45.0 | 62.5 |
| SLIS | 21.4 | 0 | N/A |
| Law | 5.4 | 0 | 100.0 |
| SPEA | 4.5 | 50.0 | 33.3 |
| COAS | 3.7 | 19.1 | 35.8 |
| Music | 2.3 | 19.0 | 0 |
| HPER | 2.0 | 70.3 | 44.4 |
| Journalism | 0 | -25.0 | 0 |
| RUGS | N/A | 4.1 | 11.8 |
| Kelley School | -2.6 | 0 | 0 |
| Education | -4.7 | 29.3 | 4.1 |

Recommendations

1. Debating issues related to the future changes in the composition of the IUB faculty is somewhat moot – the faculty composition has already changed considerably. Discussion should probably focus on the policies and practices that led to this change, and whether these trends are desirable.
2. Given the University’s emphasis on research – and increasing externally-funded projects – the importance and number of research faculty will almost certainly increase, yet policies related to hiring, promotion, etc., are underdeveloped and inconsistently applied. FAC has made analysis of these policies and practices a priority for the 2007-2008 academic year.
3. The increase in “Research Other” faculty versus Research Scientists begs the question of whether faculty with terminal degrees are being “underhired.” Steps are being taken to obtain data on the qualifications of research faculty hired at the research associate (i.e., pre-assistant scientist) rank.
4. The differences in NTT hiring practices among units is probably due in part to the context within the relevant disciplines; however, some of the difference is also probably due to inconsistent interpretation of policies regarding specific NTT ranks. The Dean of Faculties may want to lead efforts to educate deans about the various ranks.
5. Given the relatively large proportion of IUB faculty who are NTT – yet full-time – determining the appropriate number of NTT faculty representatives on BFC should be a future topic of discussion. The involvement of NTT faculty in school-level governance should also be considered in a few units with large percentages of NTT faculty.