

# SEA 202 Compliance in Faculty Reviews

Academic Senate Policy Committee

March 25, 2025

# Building SEA 202 Compliance into Faculty Review

- Affected reviews
  - Annual Reports
  - Five-year reviews
  - PTR process
- How to evaluate compliance?
- Who will evaluate compliance?

# Who Evaluates?

- Dean?
- School leader?
- Chair?
- **Recommendation**: Dean completes this component of the annual review unless department/school elects to act as Dean designee

# How to Evaluate Compliance?

- Response / suggestion from IU Legal, endorsed by Policy Committee
- "the faculty member is
  - 1) is in compliance with IC 21-39.5,
  - 2) is not in compliance with IC 21-39.5, or
  - 3) did not teach during the academic year at issue?

Prior language/proposals, if needed...

# How to Evaluate Compliance?

- Minimal entanglement
- Check-box system seems to be the preference
- Proposals sent to the Policy Committee
  - I confirm, to the best of my knowledge, that this faculty member has fulfilled the criteria outlined in the campus guidance for compliance with Indiana Code 21-39.5.
  - I confirm, to the best of my knowledge, that this faculty member has not fulfilled the criteria outlined in the campus guidance for compliance with Indiana Code 21-39.5.
  - I confirm, to the best of my knowledge, that this faculty member did not teach during this year of review.

# How to Evaluate Compliance?

- Policy Committee response/recommendation.
  - Language left some ambiguity regarding scope and time frame of review
    - "To the best of my knowledge" phrasing, e.g.
    - What if a SEA 202-related complaint is currently under review?
  - Policy Committee recommends adjustments to the language to allow more precision and less
  - **Recommendation** (language sent to EVCAA, would need approval by IU Legal as well):
    - "I certify that [faculty member] has not been subjected to disciplinary actions, sanctions or other consequences related to noncompliance with the requirements outlined in 21-39.5 during the period of this review"