

**Faculty and Budgetary Affairs Committee  
End of Year Report (2019-2020)**

Date: April 12, 2021

Members (2020-2021)

Name	Department	Term
E. Boling, Chair	IST	20-23
R. Martinez	CEP	20-21
R. Kunzman	C&I	20-23
K. Fosnacht	CPR	18-21
P. Kubow	ELPS	19-22
C. Lochmiller	ELPS	20-23
M. Jensen		Staff
P. Bhattacharya		Student
G. Delandshere	Executive Associate Dean	Ex-Officio

Meeting Dates:      2020    August 31, September 28, October 26, December 1  
                                  2021    February 1, March 1, April 5

Goals and Charges (please provide a bulleted list):

- Review sabbatical applications
- The committee will complete their work on developing criteria for promotion from senior lecturer to teaching professor.
- The committee will complete merging clinical appointment policies. This includes the following policies: 00.21R; 02.34; 05.14R; 05.38; 11.22R; 99.18R
- FAC will continue to review faculty related policies at all levels and make recommendations for revision, with a special focus on updating language, alignment with current practice, and priorities regarding diversity, equity, and inclusion. This includes the following policies:
  - 03.28R Review of Academic Administrators
  - 09.48 Participation of Associate Faculty on P&T Committees
  - 07.28 Conflicts of Commitment
  - 13.33 Policy on Appointment & Promotion of Adjunct Faculty
  - 83.34 Selection of Dept Chair
  - 17.26R Ratio of Courses by Faculty
  - 05.45R Policy-for-Promotion-and-Tenure-Committee
  - 11.53R Promotion & Tenure Criteria for Tenure-Track Faculty
- How to review the policies and see unintended negative consequences of equity/diversity/inclusion. Include section on percentage of non-tenure track faculty from 99.18R to policy 7.26R, the ratio of courses taught policy
- Help Dean's office put system in place to review faculty salaries on a three-year cycle. Professor salaries were reviewed in 2017-18, and associate faculty salaries were reviewed in 2018-20. Non-tenure-track faculty group salaries should be reviewed along with one of the groups specified above.
- Discuss what to do when course evaluations cannot be used for merit review and P&T.

Actions and Outcomes (please provide a bulleted list):

- Review of all policies charged to the committee. Notes for all revisions are logged in the Canvas site for the committee; two were completed and forwarded to the Policy Council.
  - 09.48 -- Participation of Associate Faculty Members on the P&T Committee at IUB
  - 07.28 -- Indiana University School of Education Policy on Conflicts of Commitment
- Review and recommendation of 11 sabbatical review applications.
- Review and discussion of analysis of full professor salaries; the committee developed a proposal to the Dean for mitigating the discrepancy between normalized salaries of those earning significantly less than the analytical model predicts they would have been earning at this point in their careers.
- Developed a draft proposal for handling annual merit reviews during the pandemic and submitted it to Policy Council where it was revised in response to OVPFAA guidelines lately issued and adopted with the proviso that this committee present a specific process proposal for the 3-year rolling window of merit review the committee proposed. A subcommittee of the FABA will be working on a draft of these processes before fall.
- Reviewed, revised and forwarded an updated version of the department chair description for the SOE to the Executive Associate Dean. This should appear as an information item for Policy Council.
- Undertook discussion of a potential standardized department chair selection process at the request of the Dean based on comparison of the department processes in place now. This committee will take up in 21-22 the consideration of this item, together with the charge to draft an integrated policy encompassing search, appointment, review and removal of Department Chairs, Associate Deans and Center Directors in the SoE.

NOTE: In the fall term all committees were asked to consider how they adjust their work to reduce the service burden on faculty during the pandemic. At the same time, this committee was asked to carry out several charges (reflected in Action above) necessitated by the pandemic. Consequently, our agenda shifted several times and we prioritized critical charges ahead of the standing charges.

- Continued discussing and editing the clinical faculty appointment policies. See Dec. 9, 2019 notes for details on the sections reviewed and issues discussed.
- January
  - Continued discussing and editing the clinical faculty appointment policies. See Jan. 23, 2020 notes for details on the sections reviewed and issues discussed.
- February
  - Organized the clinical faculty appointment policies to remove redundancy and enhance clarity. Continued discussing and editing the clinical faculty appointment policies. See Feb. 20, 2020 notes for details on the sections reviewed and issues discussed.
- March
  - Reviewed four options for salary increases for 2020-2021. Increases are given based on faculty's 2019 Annual Merit review ratings. The committee unanimously voted to recommend the *alternate variable* option for salary increases.
  - Reviewed "Combined Clinical Faculty Policies" and finalized it with minor edits.
  - Examined faculty salaries by ranks/ compared IU SoE faculty salaries to education faculty salaries at other public AAU institutions.
- April
  - Merged Lecturer Policies into Clinical Faculty Policies and reviewed them. See April. 16, 2020 notes for details on the sections reviewed and issues discussed.
  - Reviewed the annual report and modified action items.
  - Discussed action items of 2020-2021 and shared opinions about FAC meetings.

Recommendations for Future Action (please provide a bulleted list):

- The committee will complete their work on developing criteria for promotion from senior lecturer to teaching professor.
- The committee will complete merging clinical appointment policies. This includes the following policies: 00.21R; 02.34; 05.14R; 05.38; 11.22R; 99.18R
- FAC will continue to review faculty related policies at all levels and make recommendations for revision, with a special focus on updating language, alignment with current practice, and priorities regarding diversity, equity, and inclusion. This includes the following policies: 03.28R; 09.48; 07.28; 13.33; 83.34; 17.26R; 05.45; 11.53R
- Help Dean's office put system in place to review faculty salaries on a three-year cycle. Professor salaries were reviewed in 2017-18, and associate faculty salaries were reviewed in 2018-20. Non-tenure-track faculty group salaries should be reviewed along with one of the groups specified above.
- Discuss what to do when course evaluations cannot be used for merit review and P&T.