

**Faculty and Budgetary Affairs Committee
End of Year Report (2021-2022)**

Date: April 9, 2022

Members (2021-2022)

Name	Department	
E. Boling, Chair	IST	
B. Dennis	CEP	
R. Kunzman	C&I	
E. Galindo	C&I	
P. Kubow	ELPS	
A. Miller	ELPS	
M. Jensen		Staff
S. McLean Bent		Student
V. Torres	Executive Associate Dean	Ex-Officio

Meeting Dates: 2021 August 30, September 29, November 9, December 7
 2022 January 11, 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.
 - Policies on Research Scientist, Clinical, and Lecturer Faculty
Formerly: 99.18R – Clinical Faculty Ranks, 05.14R – Long-Term Contract and Promotion Criteria for Clinical Faculty, 02.34 – IUB Clinical Appointments, 11.22R - Clinical Faculty - Third Year Review, 05.38 – Professional Leaves for Clinical Faculty, 18.45 – IU Bloomington Lecturer Rank Appointments, 17.46 – IU Bloomington Lecturer Promotion and Long Term Contracts, Promotion Criteria for Research Scientist Ranks - 16.46R; forwarded to Policy Council
 - 11.53 -- IUB Promotion and Tenure Guidelines; forwarded to Policy Council
- Review and recommendation of 12 sabbatical review applications.
- Review and discussion of the analysis of NTT salaries carried out by the EAD.
- A subcommittee of the FABA investigated potential processes for implementing a "rolling three-year window" for faculty merit reviews and concluded that such a plan is not common at peer institutions, not practicable, and not recommended. The committee recommended to the Policy Council that such a plan not be adopted. This was accepted by Policy Council.
- Resulting from the discussion of merit review, the committee further proposed elimination of the "O" ranking, and the limitations on number of "E" rankings allowed by department and school-wide. Approved at Policy Council.
- As communicated to the faculty last year, the committee recommended to Policy Council that merit reviews for the 2021 would be conducted using the report for 2019, 2020 or 2021 as chosen by the individual member of faculty. Approved at Policy Council.
- Requested by the EAD to consider a plan for streamlining the process for selection of department chairs, the committee reviewed and compared all current processes most recently approved by the Policy Council and proposed a standard process to use across departments. After requests for revision of the initial proposal, the committee incorporated those requests and returned the proposal to the Policy Council where it was adopted.
- Developed a proposed requirement for face to face meetings except in situations of verified impaired access requiring distance participation; forwarded to Policy Council.

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.
- This committee will take up in 22-23 the charge from the EAD to draft an integrated policy encompassing search, appointment, review and removal of Department Chairs, Associate Deans and Center Directors in the SoE.
- FABA will complete discussion of policies for which draft reviews have been conducted and develop a plan for a regular program of reviews going forward.
- Discuss what to do when course evaluations cannot be used for merit review and P&T, with guidance from the EAD regarding any campus decisions/examples we might use, including examples of situations other than a repeat of the pandemic for applying such a policy.