

**Faculty and Budgetary Affairs Committee
End of Year Report (2018-2019)**

Date: April 14, 2019

Members (2018-2019)

Name	Department	Term
T. Nelson Laird, Co-Chair	ELPS	18-19
M. Hines	LCLE	18-20
K. Kwon	IST	18-20
M. Park Rogers, Co-Chair	C&I	18-20
L. Rutkowski	CEP	18-21
G. Gonzalez	ELPS	18-21
K. Fosnacht	CPR	18-21
J. Kaho		Staff
K. Helstrom		Student
G. Delandshere	Interim Executive Associate Dean	Ex-Officio

Meeting Dates: 2018 September 11, October 9, November 1, December 6
 2019 January 10, February 14, March 7, April 16

Goals and Charges (please provide a bulleted list):

- Review policies for language, update, and simplify the number of policies (where appropriate) and send recommendations to Policy Council for approval
- Review sabbatical applications
- Continue review of professors' salaries in the School --- provide a recommendation for salary adjustments if appropriate.
- Review and recommend scheme for merit salary increases

Actions and Outcomes (please provide a bulleted list):

- October – Discussed and voted on “Tested Experience” --- A response to Higher Learning Commission Mandate. With a unanimous vote this responses was forward to SOE Policy Council for adoption with two changes for their consideration. See Oct. 9, 2018 notes for details on the language of these two changes.
- October to November – Review of sabbatical applications completed electronically outside of committee meeting time. Each application was assigned two reviewers from the committee.
- November – in response to a request from the VPFAA (Eliza Pavalko) the committee discussed the P&T Policy Review comparing the SOE and Campus policies. Committee agreed no revision of the SOE policy was required at this time.
- November – following up on a discussion from October’s meeting, we discussed and voted on a revised version of the IUB Faculty Workload Policy. This was unanimously

passed and forwarded to the SOE Policy Council for adoption with one small change in language. See Nov. 1, 2018 notes for details on the language of this small change.

- December – discussed revisions to policies 78.69 (Dept. Chairs Position, Duties, and Responsibilities) and policy 99.18R (Clinical Faculty representation). It was decided at this meeting that further analysis of all clinical faculty policy documents be made with the possible merger of these documents into one. A sub-committee of four FAC members was made and tasked to work on this merger of documents.
- February – a review of faculty salaries at the associate professor level was conducted. One recommendation was made by the committee for consideration and ongoing monitoring of salaries by rank encouraged.
- February – the committee approved the request for all eligible faculty to vote at the department level on P&T cases and that recusals from voting occur only at the School level and not the department level.
- February – the committee approached revisions to policy 78.69 (Dept. Chairs Position, Duties, and Responsibilities) and it was sent to the SOE Policy Council for adoption. See Feb. 14, 2019 notes for details on the revised language for this policy document.
- March – the committee reviewed the P&T criteria examining for conflicting information regarding scholarship of teaching. Also, any further language about multi-campus (IUB, IUPUI, IUC) criteria was noted for removal.
- April – the committee reviewed four options for salary increases for 2019-2020. Increases are given based on faculties 2018 Annual Merit review ratings. The committee unanimously voted to recommend the alternate variable option for salary increases.

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

- The committee will complete their work on developing a 3rd year review policy for Academic Specialists. A draft was completed, revisions just need to be made and voted on early next year.
- The committee will continue their work with respect to 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. A folder of the remaining policies to review are in the FAC Canvas file folder.
- Help Dean's office put system in place to review faculty salaries on a three-year cycle. Professor salaries were reviewed in 2017-18, associate faculty salaries were reviewed in 2018-19, and assistant professor salaries are to be reviewed in 2019-20. Non-tenure-track faculty salaries should be reviewed along with one of the groups specified above, perhaps at the same time as assistant professors.
- Make a recommendation to Policy Council about a revised Academic Review of Administrators policy