

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

Date: April 29, 2020

Members (2019-2020)

Name	Department	Term
M. Hines	LCLE	17-20
K. Kwon, Chair	IST	17-20
M. Park Rogers	C&I	17-20
L. Rutkowski	CEP	18-21
G. Gonzalez	ELPS	18-21
K. Fosnacht	CPR	18-21
P. Kubow	C&I,ELPS	19-22
M. Jensen		Staff
B. Holmes		Student
G. Delandshere	Executive Associate Dean	Ex-Officio

Meeting Dates: 2019 September 30, October 28, November 18, December 9
 2020 January 23, February 20, March 26, April 16

Goals and Charges (please provide a bulleted list):

- Review policies on Clinical Faculty for language, update, and reorganize five separated policies into one document
- Review 13 sabbatical applications
- Review of professors' salaries in the School and compare with other public AAU institutions' average salaries
- Review and recommend scheme for merit salary increases

Actions and Outcomes (please provide a bulleted list):

- October
 - Reviewed and discussed the revised evaluation criteria for tenure-track faculty. See Oct. 28, 2019 notes for details on the discussion items and edits.
 - Shared Big10 senior lecturer/ teaching professor description to have ideas of criteria for promotion from senior lecturer to teaching professor
- October to November
 - Review of sabbatical applications completed electronically outside of committee meeting time. Each application was assigned two reviewers from the committee.
- November
 - Discussed and edited clinical faculty appointment policies that has been merged into one policy document. See Nov. 18, 2019 notes for details on the sections reviewed and issues discussed.
- December

- 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 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.