

**Faculty and Budgetary Affairs Committee
End of Year Report (2017-2018)**

Date: April 2, 2018

Committee Membership: Suparna Bose, Barbara Dennis, Robert Gonyea, Mary Beth Hines, Kyungbin Kwon, Tom Nelson Laird (Chair), Meredith Park Rogers, Susan Whiston, Elizabeth Boling (ex-officio), Jane Kaho (ex-officio)

Meeting Dates: 2017 September 21, October 5, November 16
 2018 January 18, February 16, March 22, April 12

Goals and Charges (please provide a bulleted list):

- Revise the lecturer appointment policy and send to Policy Council
- Review policies and send recommendations given the School split from IUPUI
- Review sabbatical applications
- Continue review of professors' salaries in the School
- Review and recommend scheme for merit salary increases
- Review requests for equity adjustments to salaries and make recommendations

Actions and Outcomes (please provide a bulleted list):

- Revised and pass appointment criteria for Lecturers and send it to Policy Council for adoption
- Reviewed the review of research center director policy created by the Dean's office after consultation with center directors, tabled any action until after policy reviews (next item)
- Reviewed faculty-related policies for Policy Council as they worked to create the constitution and necessary policies to govern the Bloomington School of Education (a result of the creation of a separate School of Education at the IUPUI campus). We reviewed dozens of policies to determine which ones were obsolete, which needed immediate revision for the separation, and which could be used now but would need some revision in the near future. We sent our recommendation onto Policy Council.
- Reviewed and made recommendations for sabbatical leaves (6 applications reviewed this year)
- Reviewed and made a recommendation to the Dean's office about which scheme should be used for SOE faculty merit-based salary increases
- Ongoing review of professors' salaries, agreed with approach Dean's office proposed for adjusting professors' salaries; recommended review of associate professor salaries next
- Reviewed two requests for faculty equity adjustments and made recommendations to the Dean's office

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

- Review Policy Council's adopted faculty related policies next year and make recommendations for revision, with a special focus on updating language, alignment with current practice, and priorities regarding diversity, equity, and inclusion. Policies in need of review are as follows.

02.34

05.14R

05.38

13.33

83.34

Faculty Workload (rev 2001)

Participation of Associate Faculty Members on P&T Committee

Ratios of Courses by Faculty

Third Year Review (Tenure Track)

03.28

07.28

11.22

78.69

99.18Revised

Policy on Chair's Letter

Report on Review of P&T Procedures

- Help Dean's office put system in place to review faculty salaries on a three-year cycle. Professor salaries reviewed in 2017-18, associate faculty salaries to be reviewed in 2018-19, and assistant professor salaries 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