



To: School of Education Policy Council

From: Judith A. Chafel, Chairperson of Faculty Affairs Committee, and Budgetary Affairs Committee

Re: Annual Report for 2000-2001

SCHOOL OF EDUCATION

Date: April 20, 2001

Faculty Affairs Committee Members: J. Chafel, G. Delandshere, K. Metcalf, J. Patrick, N. Theobald, T. Schwen, and J. Cummings (Ex Officio).

Budgetary Affairs Committee Members: same as above, F. Risinger, and M. Clements

During the 1999-2000 academic year, the Faculty Affairs Committee and the Budgetary Affairs Committee met several times. A sub-committee was formed to further refine a salary equity model generated as a result of discussion by the Faculty Affairs Committee. Several items have been acted on, as noted below.

Sabbatical Leave Proposals. The FAC reviewed twelve sabbatical leave proposals, and recommended the approval of all of them for the 2000-2001 academic year.

Sexual Harassment Policy. During the 1999-2000 academic year, the FAC formulated and approved an implementation plan on Sexual Harassment Policy, which was subsequently reviewed and approved by Policy Council. The implementation policy required the identification of several contact persons (faculty, staff, and students). This year, the FAC approved a motion, forwarded to Policy Council (and subsequently approved) to reconsider the inclusion of students and limit the number of contact persons to three: two faculty and one staff. The Committee also approved the selection of three names. In addition, it approved (with slight revision) a written advertisement of the School of Education's Policy submitted by the Executive Associate Dean. Policy Council should anticipate a report on how the process is working by December 2001.

Clinical Ranks Faculty Policy. During the 1999-2000 academic year, the FAC approved a statement of procedures for transitioning professional staff from a non-tenure track or non-faculty appointment to a clinical rank appointment, which was subsequently approved

by Policy Council. This year, the Committee reviewed one dossier and forwarded a recommendation for conversion of the position to Dean Gonzalez.

Salary Equity Review. The BAC reviewed ten requests from individual faculty and department chairs for a salary equity review. The Committee carefully considered the requests for adjustment, and forwarded a recommendation to the Dean's Office. The BAC used year of degree, years in rank, merit history, and market considerations to identify five individuals for equity increases.

Goals from the School of Education Retreat. A sum of \$200,000 was identified from the Dean's Incentive Funds to implement the Five Strategic Goals emanating from the School of Education Retreat. The BAC reviewed planning documents submitted by the various groups working on the five goals, and then asked each one to select a few initiatives for funding, to prioritize them, and to describe the anticipated costs or resources necessary to carry them out. Requests submitted for funding will be discussed and acted on at the BAC's May 9th meeting.

Allocation of Discretionary Funds from School of Education Budget. Due to increased credit hour production, \$100,000 was identified for use as discretionary funds. The BAC considered how these funds should be distributed, and voted to allocate them to departments.

Coordination of Services for International Students. The BAC approved a request for funding from the International Programs Committee. A request was made to upgrade administrative support provided by the coordinator position in the Office of International and Diversity Programs.

Use of Monies from Foundation Accounts. The BAC voted to approve a request to use \$5,000 from the Education Opportunity Account to support a peer mentoring program in the area of technology.