

IUPUI Faculty Affairs Committee
October 22, 2012, IT 558
Minutes

Call to Order

The meeting was called to order at 2:00 p.m. by Sara Anne Hook, Chair.

Welcome and Introductions

Committee members introduced themselves. The membership of the committee was presented. Committee members were also given copies of the committee's page on the IUPUI Faculty Council website http://www.iupui.edu/~fcouncil/committees/faculty_affairs/. The Committee Charge was read:

This committee shall advise the Council on matters involving the faculty, including but not limited to, issues of academic freedom, appointments, and tenure and promotion policies and procedures (Bylaw III.B.6).

Minutes – April 4, 2012

The minutes from the April 4, 2012, meeting of the IUPUI Faculty Affairs Committee were distributed. There were no corrections.

Annual Report for 2011-2012

The Annual Report of the IUPUI Faculty Affairs Committee for 2011-2012 was distributed.

Overview of Priority Tasks for 2012-2013

- Post-tenure review (IUPUI Faculty/Librarian Review and Enhancement)

The committee was asked to review and recommend revisions to this policy based on feedback from administration. Among the concerns are that it takes too long under this policy to address issues with faculty performance, although nothing in the policy precludes leadership within schools from taking more proactive measures sooner. Some universities have periodic post-tenure review for all faculty members (for example, every five years), rather than a “triggered” system. The current policy was distributed. A subcommittee composed of Sara Anne Hook, Marianne Wokeck, John McGrew and Mary Fisher will study the existing policy, compare it with what other universities have in place and make recommendations for revisions.

- Reviewing, shortening and finalizing the Statement of Faculty Work

Mary Ann Frank and Bill Babler have made considerable strides in shortening and revising the original document from 1996. The current version of the document has been shared with campus administration, with suggestions sent back to Mary Ann and Bill. The current draft of the document was reviewed during the meeting, with a number of very helpful suggestions for revision provided. Mary Ann and Bill will make the suggested changes and would welcome additional feedback. A final version of the document will then be circulated via email for the committee's approval and then sent to Joe Scodro in the University Counsel's Office.

- Finalizing the materials for chairs and deans dealing with faculty who have behavioral issues

Larry Garetto and others on the committee have made significant progress on this, which is based on a model being used at Vanderbilt. Among the documents that Larry circulated was a diagram showing various types of faculty behaviors and the recommended responses. One thing that committee members favored was that the diagram included opportunities for feedback and recognition for positive faculty behaviors and activities. The current subcommittee is Pat Wittberg, Larry Garetto, Dean Hawley and Mary Fisher, but Larry would welcome additional volunteers for this project.

- Working with the Constitution and Bylaws Committee on the procedures related to the grievance and Board of Review processes

Postponed at this time. The chair will contact the chair of the Constitution and Bylaws Committee to coordinate the efforts on this.

- Providing more detail to the procedures for dealing with faculty academic misconduct

The Code of Academic Ethics, located in the *IU Academic Handbook*, provides very little guidance on how allegations of faculty academic misconduct are to be handled (see page 10 in the document that was distributed). This has resulted in each situation being handled on an *ad hoc* basis, which presents risks to the university as well as to the faculty member. Portions of the Faculty Code of Conduct from the University of California system were distributed, showing that its document contains several pages about how allegations will be handled. The subcommittee, consisting of Sharon Jamison, Deborah Stiffler and Mary Fisher, will work on drafting some procedures. The subcommittee would welcome additional volunteers for this project.

Other Items

- Proposal to create a three-level track for promotion of people whose primary responsibility is teaching (Assistant, Associate and Teaching Professor). Note: This would not eliminate the Lecturer rank.

Postponed at this time. A former committee member, Robert Yost, was especially interested in this option. Marianne Wokeck indicated that her school is interested in this.

Next Meeting

The chair will send a Doodle poll. The next meeting will likely be in mid-November or early December.

Adjournment

The meeting adjourned at 3:10 p.m.

Respectfully submitted,

Sara Anne Hook, Chair
IUPUI Faculty Affairs Committee