Faculty Affairs Committee Final Report: 2003-4

Members: Gabrielle Carr, Teesue Fields (chair), Camille Garnier, Greg Phipps, Coyla Short, Pam Wills, and Alan Wong. Jake Newman, ex officio as IUS representation to UFC Faculty Affairs. In fall, Eldon Little replaced Wong while he was on sabbatical. In late spring, Jackie Johnson replaced Gabrielle Carr who was on sabbatical. There was no part-time faculty representative since the appointed member, Judy Cato, declined to serve.

The committee met five times: October, November, January, February and March. All regular members were very active in the committee and attended all the meetings. The following is a summary of the committee’s work. The committee met with Gil Atnip in November to discuss the issue of promotion guidelines for lecturers and met with Jake Newman in January to hear his report on issues considered by the UFC (no action items for this committee).

In order to provide information to the committee, members surveyed the full and/or part time faculty in their school/department regarding: promotion of lecturers, benefits for part-time faculty; handling of overloads and equalizing course assignments.

Faculty Affairs resolutions sent to Faculty Senate:

January 22, 2004 the following resolution was passed:

For lecturers hired prior to 2001, the decision to be reviewed for promotion to senior lecturer is up to the individual lecturer. The specific criteria for the review have been determined by each school’s document on promotion for lecturers. The candidate may withdraw the dossier at any point prior to the final decision by the Chancellor. Failure to receive promotion does not have any bearing on the candidate’s continued employment.

April 22, 2004 the following resolutions were passed:

1. It is recommended that IUS support the policy that part-time faculty who teach at least a 40% load be offered the opportunity to pursue health care benefits as part of the IU group plan, with the understanding that the faculty member will bear all the cost of the benefits.

NOTE: Faculty Affairs also found that our salary for part-time faculty was competitive with other universities in the area. However surveys of faculty indicated that many would appreciate the following amenities: a locked file drawer to keep class materials; access to a phone and access to a computer. We recommend that all programs work to provide these aids in recognition of the valuable contribution that part-time faculty make to this university.
2. It is the recommendation of Faculty Affairs that all categories of salary inequity be addressed each year (inversion, salary minima, gender and diversity equity) and that Vice Chancellor Atnip make a report to Budgetary Affairs and Faculty Affairs each September regarding salary adjustment. The report should include the amount of money devoted to each category, the number of faculty affected in each category and the number of faculty in each rank not at the salary minima.

Recommendations for next year’s Faculty Senate

A sub-committee of Faculty Affairs examined the proposed by-law changes for Faculty Board of Review. The current Faculty Board of Review declined to consider the changes, due to the demands of hearing a case. They recommended that Faculty Affairs proceed without them.

Resolution for fall 2004, Faculty Senate:

Faculty Affairs endorses all of the by-laws changes concerning Faculty Board of Review proposed by the committee chaired by Brian Jones. These are primarily language changes that make the IUS rules consistent with those of IU.

In addition, Faculty Affairs in consultation with the current Faculty Board of Review endorses the recommendation from Academic Affairs that Section B (3) of the By-Laws be changed in the following way.

Current: In promotion and tenure cases a grievance must be filed no later than October 15 of the academic year following the tenure/promotion decision.

Change: In all cases involving reappointment decisions, including tenure cases, a grievance must be filed no later than August 1 of the academic year following the decision.

There was also a recommendation that a final report be submitted no later than January 15 of the academic year following the decision. Both Faculty Affairs and the Faculty Board of Review rejects this proposal as being impractical since it is very difficult for the FBR to control the amount of time the hearing will take.

Unresolved items

Faculty Affairs passed two further items, but after consultation with the Faculty Senate President, Joanna Goldstein, these items will be referred to Budgetary Affairs for further clarification. It is also recommended that Gil Atnip be invited to the first meeting of Faculty Affairs in the fall to discuss the following items. After that discussion, Faculty Affairs can wait for consultation with Budgetary Affairs or can sent the items forward to Faculty Senate on its own.
Issue of faculty overloads

We have examined the issue of equal course distributions per faculty member by soliciting opinions from each division. We found that in some programs, faculty are not being given credit for all of the hours that they teach. For instance in 100 level language courses, professors teach four hours a week but are only given credit for a three hour course. If an adjunct is hired for the same section they are paid for four hours. In natural sciences, lab courses that are taken for 2 hours of credit, are only counted for one hour of faculty credit, but an adjunct would be paid for two hours of class.

It is the recommendation of Faculty Affairs that faculty load be equalized in terms of actual hours of teaching credit hours across all programs. This can be equalized over an academic year, but no faculty member should teach more than 24 hours a year without additional compensation.

Independent Study

Another issue concerning faculty load is the supervision of independent study courses. These are sometimes used for independent research projects or field experience, but may also be used to allow a student to finish degree requirements when a course is not being offered in a particular semester. At this time faculty receive no compensation or course credit for teaching independent study courses. The committee consulted other IU campuses and found a model that was instituted at Kokomo, which we recommend to the Faculty Senate for adoption at IUS.

When faculty supervise independent study courses, field experiences, practicum and projects OUTSIDE the regular faculty load, they should be allowed to accumulate the credit hours involved and when 30 credit hours are accumulated in a five year period, the faculty member will receive reassigned time for one three hour credit course. The faculty member must have approval of the Dean in writing at the time the course is offered and it is up to the faculty member to keep track of the hours. The reassigned time must be consistent with normal faculty responsibilities.

Other Issues for 2004-5

At one point in the spring, there was some discussion of limited summer teaching by full time faculty. There were some requests by individual faculty for Faculty Affairs to look into this issue. However, no policy was implemented this year, so the issue was never raised. The committee might need to get involved in this issue next year.

The committee should receive a report from VCAA Atnip in September regarding the salary minimum and equity adjustments. This report should be discussed for possible recommendations/issues.

The committee should monitor the progress of health care benefits for part-time faculty.