

Faculty Affairs Committee
November 1 2012
3:30 p.m., HMSU 227

Minutes APPROVED
Called to order 3:32

Present: D. Hantzis, T. Hawkins, J. Kuhlman ,M. Miller, M. Harmon, L. Eberman, B. Phillips

Absent: J. Pommier, , N. Rogers

1. Approval of Minutes of October 25, 2012: APPROVED AS DISTRIBUTED**

2. Ex Officio Reports

Executive Committee (Hawkins) : No report from Exec; Hantzis inquired: where is our contingent faculty representative; Hawkins will inquire

3. Chairperson Report: None

4. Old Business

a. Motion to Reconsider and Amend – **MOTION MILLER/EBERMAN 5:0:0**

Proposed Handbook statements

245.1.3 Voting Members. Only Regular Faculty shall be voting members of the University Faculty.

Rationale from October 25 is the same

VOTE: TO REPLACE OCT 25 MOTION WITH THIS

Revise University Handbook sections 245.1.2 and section 245.1.3 to define regular faculty appointed to non-tenure-track positions (Instructors) as voting members of the University Faculty.

Current Handbook statements

245 Constitution of the Faculty of Indiana State University

245.1.2 Definition of University Faculty. All appointees with academic rank and the professional librarians shall constitute the faculty of Indiana State University.

245.1.3 Voting Members. Only tenured and tenure-track members shall be voting members of the University Faculty.

Proposed Handbook statements

245.1.2 Definition of University Faculty. All appointees **to the Regular Faculty** and the professional librarians shall constitute the faculty of Indiana State University

245.1.3 Voting Members. All members of the University Faculty shall be voting members.

VOTE 5:1:0

**RECORDER WILL GO INTO OCT 25 AND STRIKE BUT NOT DELETE; AND SEND REVISED MINUTES TO FACULTY SENATE

- b. Motion to revise the Faculty Performance Evaluation (biennial review) guidelines.

MOTION TO DISCUSS: MILLER/HARMON

Lengthy discussion ensued; points included: Difficult to discern calendar for this process, but process must be concluded by December each year; concerns about the new software (Sedona) and timing of implementation. Need to get actual dates into the document; weights need to be set so as to create best advantage situation for faculty member

TABLED

- c. Motion to revise the policy by which faculty can be hired with tenure. (Response to charge to review the creation of "Provisional Tenure"--tenure granted after one year). UH 305.5.9

UNTABLED

Motion.

Revise the required conditions under which waiver of the probationary period, allowing tenure to be awarded at time of hire, may be granted. Recommended revisions in 305.5.9 will:

1. extend the waiver of the probationary period to candidates who have earned the rank of Associate Professor with tenure at a prior institution. Current policy restricts the waiver to faculty who have earned the rank of Professor with tenure.
2. Require that a recommendation to grant tenure at hire be submitted simultaneously with the request to hire.
3. Remove the requirement that the President and Provost consult with the Executive Committee and that the Executive Committee issue a recommendation on requests to award tenure at hire.
4. Clarify the effective date of tenure granted under this exception.

Rationale

1. ISU's policy on tenure and promotion to the rank of Associate Professor links the decisions. The current policy fails to recognize that link. Granting tenure at hire is and should be an exceptional decision, guided by a thorough review of candidate achievements by respective departments and colleges and a clear understanding of the needs to be met by the exception. Excluding candidates

who hold the position of Associate Professor from seeking tenure at hire while granting them the rank of Professor at hire is an unnecessary restriction. Faculty whose credentials are deemed by hiring departments to merit the rank of Professor at hire will include a tenure-worthy record.

2. Although the policy provides for the option of awarding tenure at hire, the implementation of this option too often disconnects the hire decision from the tenure decision (i.e. job offer is extended in April; tenure recommendation is shared in late August; board approves recommendation in October.) The recommended revision to the policy would join the request to hire and the recommendation on tenure. When tenure at hire is a possible outcome of a search, faculty search committees will ensure that a tenure recommendation is completed when a faculty recommendation to hire is completed; chairpersons will complete each recommendation and forward to the dean; deans will call for the college-level personnel committee to conduct a review and forward both recommendations (i.e. to hire and to tenure) to the Provost. In the case of candidates under consideration for administrative appointments with faculty rank and tenure, the appropriate department and college would be notified of the need to conduct a review yielding a recommendation on tenure as early as possible in the search process, after which they would complete reviews and forward recommendations, making every effort to avoid a delay in the hiring process.
3. We assume the consultation with the Executive Committee by the President and the Provost and VPAA was included in the policy governing the waiver of the probationary period in recognition of the exceptional nature of the decision. Additionally, the consultation may have been intended to provide an additional level of review to ensure the integrity of the process by which individuals are hired into administrative positions at the academic rank of Professor with tenure. We believe the policy governing the award of tenure at hire protects the review process sufficiently without deputizing members of Executive Committee to function as an additional faculty/peer review body issuing a recommendation on tenure.
4. The policy refers both to “hire” and “appointment” but does not stipulate, clearly, an effective date of the tenure award.

305.5 Policy Regarding Awarding of Tenure.

305.5.9 Waiver of Probationary Period. The probationary period for Professor/librarian may be waived and tenure may be awarded at the time of appointment, subject to the following conditions: a) the appointee must have previously earned tenure and rank of [associate professor or] professor at one (1) or more accredited educational institutions; b) the academic department and the program area to which the candidate is to be assigned must recommend appointment with tenure c) a positive recommendation shall advance through the department committee and chairperson; the school/college committee, and the school/college dean to the Provost

and Vice President for Academic Affairs [add] at the same time as the request to hire is forwarded; [delete d) the Provost and Vice President for Academic Affairs and the University President shall consult with the Executive Committee of the University Faculty Senate and receive its recommendation; and [d) replaces e)] the University President shall convey the actions on the recommendation at each level to the ISU Board of Trustees [add] at the first meeting following receipt of the recommendation to hire at the rank of Professor with tenure. Tenure will be effective as of the date stipulated as the first date of service.

VOTE: 4:2:0

- d. Since FAC will not be meeting until November 29, several items of business may be taken care of electronically; e.g. Library and NHHS Constitutions

ADJOURNED 4:47