

Meeting Minutes

Bloomington Faculty Council Faculty Affairs Committee

September 22, 3-4:15 pm (Thursday)

Distinguished Alumni Room, IMU

Attendees:

John Carini, Shu Cole, Jonathan Michaelson, Dmitry Romashov, Leslie Rutkowski, Katherine Ryan, Bradley Sage, Kashika Singh, Deborah Snaddon, Geoff Sprinkle

Absent: Dubravka Svetina Valdivia (late add); Eliza Pavalko (Ex Officio)

Start time: 3 pm

- I. Discussion of Changes to [BL-ACA-D22](#) to conform to [UFC ACA-17](#) policy for preparation to advance to BFC Executive Committee
 - This is the top priority of the committee since the deadline for the amended BL-ACA-D22 is February 15, 2023.
 - The committee has decided to use the UFC ACA-17 as a template and then make necessary changes to BL-ACA-D22.
 - The co-chairs will mark areas in UFC ACA-17 that need discussions or changes. Then the document will be uploaded to Microsoft Teams for committee members to comment/revise before the committee's meeting in October.
 - The committee has several questions related to the policy:
 - At the BL campus level, can we or how much can we deviate from ACA-17? For example, ACA-17 specifies that all academic appointees, including part-time and visiting faculty can bring forth a complaint (related to their academic responsibilities). Can BL campus disagree with this?
 - The committee would like to know the average number of cases the Board handles each year. One concern of the committee is the workload for a five-person Board, especially now with added cases from visiting and part-time faculty members.
 - What is the rationale for requiring a majority of tenured faculty on the Board?
 - The committee should get more information about the policies and practices from Eliza in the next meeting.
- II. Other issues the committee will likely address this year include:
 - a. P&T question summarized below to decide if this requires a revision to Principles and Policies:

"...a school's governance document effectively limits the performance area one can use for a successful promotion. Can a department, for example, only allow one to go up to excellence in some areas but not others (or more precisely in this case, require excellence in a

particular area for promotion?) So, for example, could a department say that a faculty member must be excellent in research in order to meet the tenure standards, thereby effectively nullifying the campus allowance for excellence in teaching or a balanced case?"

- b. Determine need/Formalize process for sabbaticals for teaching NTT (Non-Tenure Track)
- c. Determine need/Formalize process for faculty grievance and mediation ombudsperson
- d. Anti-bullying policy
- e. AAU policy on Preventing Sexual Harassment in Academia

III. Time for future meetings:

- Frequency of meetings will depend on the progress in BL-ACA-D22 to in order to meet the deadline
- In general, Thursday afternoons are a good time for all committee members.
- The October meeting will be set after checking with Eliza.

Adjourned: @ 4:15 pm