

## **BFC Faculty Affairs Committee Minutes of meeting on Sept 30, 2020**

Members present: Banks, Carini, Davis, Eskew, Glen (for Richerme), Herrera, Milam, Miller, Pavalko, Sanders. Pear (BFC office) also present.

Regrets: Levinson, Lester, Shea.

The primary substantive business was a review of the campus policies on Accommodations for Religious Observances (<https://vpfaa.indiana.edu/policies/bl-aca-h10-religious-observances/index.html>), the related guidance provided to faculty by the VPFAA office (<https://vpfaa.indiana.edu/faculty-resources/teaching-resources/religious-observances-information.html>), and the current campus calendar of religious observances (<https://vpfaa.indiana.edu/doc/religious-observances-calendar.pdf>). Eliza Pavalko had asked for the committee's assistance in reviewing the policy and suggesting any needed updates or revisions.

After a wide-ranging discussion, possible areas to address were narrowed to these:

- Current policy requires students to give notice of anticipated absences within the first two weeks of the semester. Committee members favored changing that to two weeks before the expected absence.
- Could a Canvas form or other online means be developed to allow students to give their instructors notice, rather than directing them to a document that must be downloaded from the VPFAA web site?
- Do we need to standardize the use of the terms “holiday” and “observance”?
- Making more clear that student absences may be allowed for observances “including, but not limited to” those on the current official list.
- Additional clarification on how students may seek accommodations for observances not yet included on the official list.

FAC members were asked to take the two weeks before the next meeting to consult with colleagues or students and bring any final thoughts and suggestions to the Oct. 14 FAC meeting. After that, the FAC will develop and consider any needed policy language or legislative amendments for the full BFC's consideration.

Eliza also sought support for the idea of her office forming a committee of experts to review the list of currently recognized observances and advise on possible additions, especially when a student seeks an accommodation for a day not on the current list. The FAC thought this was fine.

In other business, the FAC continued discussion begun at the Sept. 23 meeting about several interrelated issues concerning appointment and promotion of NTT faculty.

Israel reported that the EC and Nom Comm were moving forward with appointing an ad hoc task force to develop a new set of NTT promotion principles and policies. Several FAC members expressed the concern that work done by last year's FAC on BL-ACA-A3 should not be lost.

Ted suggested that attention should be given to whether some faculty on clinical appointments are not being assigned and evaluated by their schools in accord with campus policy on clinical appointments.

There was also continued discussion about the merits of suggesting schools consider rolling 5-year contracts for NTT faculty.

Israel and Steve were scheduled to meet with Eliza on Oct. 7 to discuss how best to chart a course forward on these issues.