

Faculty Affairs Committee - December 14, 2023

Attendees

- Jessica Lester
- Cassandra Coble
- Shabnam Kavousian
- John Carini
- Gerry Lanosga
- Judah Cohen (ex officio)
- Jonathan Michaelsen
- Travis O'Brien
- Minjeong Kim
- Cale Whitworth
- Shu Cole
- John Gibson
- Lana Spendl (ex officio)

Agenda

1. Approval of the November 2023 minutes
2. Update on the (further revised) P&T Procedure proposed policy (Jessica Lester)
3. Update on research rank titles (Judah Cohen)
4. Update on reviewing processes for becoming an emeritus faculty member (John, Gerry, & Jessica)
5. Begin discussions of revisions of grievance policy. See tracked changes to policy [here](#).

Discussion

Note that meeting started a few minutes late after waiting for co-chairs to arrive.

Approval of the November 2023 minutes

Approved by majority.

Update on research rank titles (Judah Cohen)

Desire to improve research stemming from IUB2030

Research rank policy was last updated in 1981 (BL-ACA-85, also related to UA-ACA-20). Some chairs and directors were convened along with chairs of FAC and RAC (three meetings over summer).

Three part process going forward:

1. Goal: understand how different units employ research associates and postdocs. Finding was that some units were employing these titles in ways that were at variance at ACA policy: e.g., research associates employed in positions where they should have been qualified for Research Scientist tracks. Guidance was released to units.
 - a. Make the move from RA or Postdoc into a research faculty title from a campus-level appointment/promotion to a unit-level appointment/promotion. This guidance was issued in October.
2. Looking at adding the title of Research Professor to research track (not changing track): just adding title as an option. IUI uses this and has since 2005. The positions would still be NTT.
 - a. How does creative activity not necessarily related to scientific research (e.g., Eskenazi) relate to this.
 - i. There are both Research Scientist and Research Scholar appointments; units can choose between either; this does not exclude existence of Research Scholar or use of, e.g., Assistant Research Professor
 - b. Can we consider changing NTT Lecturer titles in a similar way? Discussion followed about the process for doing so: i.e., Research Scientist titles are defined in a separate policy from that of lecturer
 - c. Shabnam read an e-mail from Israel Herrera combining faculty input (NTT caucus) on desire for title change:
 - i. Many other Big 10 universities have such a title
 - ii. A majority of teaching faculty desire the title change
 - iii. Has been discussed for years by NTT caucus and CPC
 - iv. Recruitment benefits
 - v. Advantage for teaching grants (parallels AVPFAA's comment about advantage for research faculty)
 - vi. 'Lecturing' doesn't necessarily capture what teaching faculty do; 'teaching' should be emphasized
 - vii. **Action:** BFC ExComm will discuss this at next meeting (before next FAC meeting) to get input
 - d. Back to the research faculty titles: option (1) would be to have Research Professor be a fourth rank (keeping current ranks) or (2) add Professor to all ranks. IUI does option 1 so it might not be possible to make this change at BL without changing at University level
 - e. **Action:** VPFAA to send recommendations for specific changes to Director of Faculty Council Offices
 - f. A question about Professor of Practice & opportunities for advancement therein was also raised
 - i. **Action:** Director of Faculty Council Offices to consult with FAC co-chairs about this and teaching titles
 - g. Who is entitled to grant the title/modifier 'Professor' to research rank? Answer is not yet clear – would need to be defined in policy
3. Full revision of BL-ACA-85

[Update on the \(further revised\) P&T Procedure proposed policy \(Jessica Lester\)](#)

Executive Associate Dean of the College gave extensive feedback. There was one comment that wasn't simple to implement

- The current policy has a comment about procedure for university finding a position if a position is eliminated through removal of a unit; recommendation to remove the line since this doesn't relate to P&T. Committee generally agrees that this belongs in CREM policy not P&T policy.

Update on reviewing processes for becoming an emeritus faculty member (John, Gerry, & Jessica)

Hope that OVPFAA can bring to attention of Deans to get input on current processes across units.

Informal explorations have shown that in some sample units the conversion is automatic on retirement.

Action: VPFAA to bring up to EADs at next meeting and will gather information about who to contact about policy.

Begin discussions of revisions of [grievance policy](#). See [tracked changes to policy here](#).