

Bloomington Faculty Council Meeting

Tuesday, January 19, 2021

Zoom Chat Transcript

- 14:30:47 From J Duncan (he/him) : second
- 14:44:03 From Diane Henshel : Aaron - what will be a decision point for delaying in person classes? what level of local covid would delay in person classes?
- 14:44:10 From Dakota Coates : When we shift to questions, I have a few.
- 14:45:15 From jwalbrid@iu.edu : Will there be a point where faculty doing in-person teaching get priority for vaccination? (A question from a constituent)
- 14:46:44 From Kari Johnson : I've been called in the last 3 weeks. I'm very impressed with the efficiency of the scheduling, the execution of testing and operation of facilities, and the speed and communication of results. Thank you for all the efforts that have been put into this process.
- 14:48:12 From Doug Booher : You're welcome Kari. Thank you for the comments. I will share with our team.
- 14:49:22 From Paul Coats : Will there be any requirement for taking the vaccine for on-campus populations, as it was for the flu vaccine?
- 14:52:50 From Samantha Tirey : Can I volunteer 2 times per week, as I have kids in school/childcare and am on campus every day? Or should I limit it?
- 14:54:34 From Steve Sanders : I have a question for Dr Carroll
- 15:04:45 From Diane Henshel : Thank you Aaron, Lana and Doug!
- 15:04:49 From Linda Pisano : Yes! Thank you!
- 15:04:56 From Barbara Dennis attending for Jessica Lester who is on sabbatical : thanks so much, you all
- 15:04:59 From Scott Libson (he/him/his) : Thank you!
- 15:05:00 From Dakota Coates, GPSG President : Thank you!
- 15:05:00 From Lisa Thomassen : Super job! much appreciated
- 15:05:48 From Jon Brauer : Thank you!
- 15:09:04 From Israel Herrera : Lauren, I have some questions
- 15:37:11 From Margaret Lion : And our Women's Basketball team is amazing!!!!!!
- 15:41:29 From Margaret Lion : I'm ready to help.
- 15:44:13 From Margaret Lion : Thank you Scott!!

15:44:32 From Diane Henshel : Nice to see positive focus still, and training our athletes to be successful after college.

15:44:35 From David Daleke : Thank you, Scott, Carrie and Kurt!

15:53:55 From Paul Coats : Correction: "No less than 5 years"

15:57:29 From Nandini Gupta : Is this amendment in response to a request from particular schools? Also, will the rolling contract require annual performance evaluations unlike five year fixed term contracts?

15:57:36 From H. Krishnan : Are there any downsides of 5 year rolling contracts?

15:59:06 From Margaret Lion : I am on a 3 year rolling and the review is the same as it is for every faculty members performance review. I am very happy with this and would not want anything but rolling.

15:59:25 From Lisa Thomassen : Would be the same as what is already conducted for 3 year rolling, yes?

15:59:43 From Constance Glen : Please note that this 5 year rolling contract is only a possibility for schools to consider.

15:59:49 From J Duncan (he/him) : My unit (Informatics) also uses the normal annual review that all faculty do to handle out renewals for rolling.

16:00:57 From Lisa Thomassen : (Eliza answered this, thnx)

16:05:15 From Paul Coats : From the language in the policy, I still don't see any ceiling for long-term contracts. Only the "floor" of no less than 5-yr fixed or 3 or 5-yr rolling.

16:08:09 From Rachael Cohen : Who is eligible for these long-term contracts? Do you first have to go through a certain probation period before being granted a rolling contract?

16:08:51 From Cate Reck : Yes, Rachael, this would be a benefit given to NTT that have already proven themselves, gone through promotion.

16:08:53 From Constance Glen : Yes — you have to already have gone through the probationary period (6 years for most) before a rolling or fixed contract would be in effect.

16:09:01 From Jason Gold : I has a similar confusion as Lauren when I first discussed this issue with Lisa Thomassen. I think perhaps the idea of a rolling contract needs to be clearly defined as part of the policy.

16:09:31 From Rachael Cohen : Thanks Cate. I thought that was the case but i couldn't remember

16:09:34 From Cate Reck : This would help differentiate between Lecturer and Teaching Professor benefits at each promotion level.

16:09:45 From Cate Reck : *could*

16:09:46 From Constance Glen : It will also make NTT positions more desirable, will protect academic freedom, and will bring very strong applicants.

16:10:04 From Diane Henshel : I believe probation is 5 years for NTT also. And at least for Lecturers, that hits a 5 year up or out promotion to senior lecturer.

16:10:25 From Linda Pisano : I agree with Jason about defining 'rolling' more clearly. In writing an offer letter, or for a potential candidate, it would need to be clearly articulated.

16:10:48 From Constance Glen : Each unit will have to make the decision.

16:11:05 From J Duncan (he/him) : Eliza - I assume your office has a more formal definition of 'rolling' vs 'fixed' as part of the implementation of policy documents?

16:14:05 From jwalbrid@iu.edu : The disadvantage of a fixed contract is that every 3/5 years, the person needs to consider looking for another job. That does not help retention of good people. A three-year rolling is not very different, since they might need to look for a job the next year. A five-year contract does not have that disadvantage in terms of undermining retention.

16:16:03 From Cate Reck : I'd like to just reiterate that this is only allowing this 5 year rolling contract option to dean's and units. This is not imposing anything. This is only opening up an option for NTT who are fixtures and doing their job with excellence.

16:16:18 From H. Krishnan : It seems that TT faculty would prefer rolling contracts. When would schools prefer a rolling?

16:16:35 From H. Krishnan : Sorry, meant NTT faculty.

16:17:30 From Eliza Pavalko : Keep in mind the last sentence of the paragraph in #7 . If a school adopts any given contract type it would be uniform across the unit.

16:19:06 From Scott Libson (he/him/his) : I'm wondering why a 4 year contract isn't a possibility, since this is meant to give more flexibility to the units. Why not just say "a rolling contract of not less than three year"?

16:19:14 From Angie Raymond : SO why the resolution-

16:19:25 From Kari Johnson : What Israel is saying now might address the question above. If other schools are offering these longer contracts, strong NTT candidates may be drawn to those schools rather than ours. It may make us more 'competitive' in attracting top candidates.

16:20:07 From Constance Glen : Yes — Kari — really important.

16:22:12 From Paul Coats : Would it be beneficial to remove the last phrase in 7. to allow for those NTT faculty who prefer to keep, say, a 5-yr fixed versus rolling, if a unit were to adopt a different length/type, such as a rolling contract?

16:22:25 From Paul Coats : "...but shall be uniform within a single administrative unit."

16:22:32 From Angie Raymond : AGREE- with PAUL

16:25:40 From Linda Pisano : Thank you Lauren for working with us on testing!

16:26:08 From Steve Sanders : Paul, for reasons I explained, I don't think that's possible, because that requirement is also part of University wide policies to which we're subordinate.