

Bloomington Faculty Council Meeting

Tuesday, March 16, 2021

Zoom Chat Transcript

00:31:10 Diane Henshel: University of Kansas has also used the pandemic to open up or strip tenure protections, albeit for 2 years - but is using it to terminate at least one faculty member.

00:31:44 Allen Davis: Thanks, Isra

00:32:32 Paul Coats: That is question #1

00:32:58 Paul Coats: That would be question #2

00:35:13 Dakota Coates: Would there be an student involvement on the committee?

00:35:17 Dakota Coates: *any

00:35:58 Diane Henshel: Good point Dakota. If considerations have to do with program elimination, one would hope so

00:36:58 Samantha Tirey: If it is a program elimination, that could also effect staff as well.

00:38:03 Linda Pisano: I agree with Dakota in the composition of a Btown specific committee. Specifically just for making sure during a moment of such crisis there would be transparency at the local level.

00:38:18 Dakota Coates: Maybe the language "impacted constituency" -- I know this is used in some of our policies already

00:38:49 Dakota Coates: yes

00:40:05 Dakota Coates: also helps ensure buyin for the final decisions as well

00:45:06 Samantha Tirey: Using Bloomington Staff Council and I assume Union for non-exempt staff

00:54:25 Diane Henshel: From the perspective of internal internal issues, realize we had an example of that when Purdue decided to close programs at IUFW to separate out (I think that was why, as I recall) Purdue from IU control on the Fort Worth campus.

00:56:11 Diane Henshel: 2017? For purposes of researching it Barb and Paul

00:57:04 Rachael Cohen: Ted I see you and will call on you as soon as we have an opening

01:00:14 Alex Tanford: A change in University policy now requires all TT and NTT faculty to have an annual review. That doesn't change if NTT is on annual or 5-year contract.

01:02:40 Rachael Cohen: Ted then Eliza

01:08:03 Rachael Cohen: Alex can you make your comment out loud and then we will go to John Carini

01:08:42 Steve Sanders: Alex, yes. all faculty have an annual review, but reappointment decisions are supposed to be different.

01:08:55 Steve Sanders: Reappointment suggests a more robust review

01:09:08 Lauren Robel: Reappointment decision every year are required with rolling contracts. This puts the NTT faculty member in more risk than the long-term contract

01:11:56 Jim Ansaldo: No need for this comment to be on the record, but I'd be curious about how many NTT faculty have no contract at all. I'm one of them, as are all of my colleagues at the IIDC.

01:14:14 Linda Pisano: I just want to comment that there may be many people being hired (and Chairs/Deans for that matter) that will need an explicit definition of a rolling contract to attach to offers. It would need to include the pros-and-cons so that an applicant receiving an offer for NTT position knows what they are signing on for.

01:15:57 Eliza Pavalko, Indiana: Jim, you are correct that most research rank faculty do not have long-term contracts because they are often funded by external grants

01:15:57 Steve Sanders: @Jim, technically these are all "appointments," the word contract is being used rather generically here

01:16:06 Rachael Cohen: Linda would you like that on record?

01:16:16 Linda Pisano: Sure

01:16:45 Rachael Cohen: I will put you in after John Carini

01:17:32 Cate Reck: This does not need to be on the record. @Steve, I can think of four NTT faculty who do not feel comfortable to bring up issues about academic freedom to their department or VPFAA because they feel that any action against them will be punitive. There are a few fearful NTT in certain departments. They cannot make decision in their courses and they are, instead, "told what to do" and told to be quiet.

01:19:11 Lisa Thomassen: AAUP is clear that all involved in instruction full time are entitled to the protections of tenure: economic protections and academic freedom. The original statement: After the expiration of a probationary period, teachers or investigators should have permanent or continuous tenure, and their service should be terminated only for adequate cause, except in the case of retirement for age, or under extraordinary circumstances because of financial exigencies. A 5 year fixed contract is neither permanent nor continuous.

01:19:41 Rachael Cohen: Order is: John Walbridge, John Carini, Linda Pisano, Colin Johnson

01:20:26 Lisa Thomassen: (last sentence in my comment is my own, not the quote)

01:21:59 Rachael Cohen: Order is: John Carini, Linda Pisano, Colin Johnson, Ted Miller

01:25:09 Lisa Thomassen: Is this codified in policy, or is it practice, that renewal of a long-term contract is expected after review except for exigency or incompetency? If not, it should be; as John

relates instances where there have been non-renewal decisions. I know of no instance where an NTT faculty does not practice self-censorship, due to precarious employment.

01:27:10 Rachael Cohen: Lisa do you want to ask that "on the record"

01:27:35 Eliza Pavalko, Indiana: Lisa, the dismissal versus non-reappointment is in BI-ACA-A1 <https://vpfaa.indiana.edu/policies/bl-aca-a1-academic-appointments/index.html>

01:29:27 Lisa Thomassen: No, thank you. No need to add to the spirited debate. This is side chatter. The Provost and the President have been wonderful in valuing and advancing NTT status here, and the commitment is gratifying. Similarly, I have been gratified by the support and votes of colleagues here in BFC.

01:30:54 Lessie Jo Frazier: tenure is the best way to ensure academic freedom

01:31:50 Liz Shea: I want to support Lisa's comments. It's catch-22. Just because a faculty member doesn't file a report, doesn't mean participation in faculty governance isn't being compromised. Indeed, it could be in severe cases, the fear is too great to do so. If this resolution is not the answer, it's important to find one that is.

01:32:16 J Duncan (he/him): Agree with Lisa and Liz.

01:32:57 dnbulloc@iu.edu: no

01:38:03 Lisa Thomassen: Yes

01:45:21 Lisa Thomassen: As well as differential access to resources for those at home, in rural areas, w/out broadband, etc...but doesn't it seem reasonable, if an error, to err on the side of opportunity, give these students a chance? All evidence outside of our institution suggests students do as well when they get here.

01:53:26 Dakota Coates: I think it sounds great -- and the added flexibility is wonderful!

01:59:16 Rachael Cohen: nope. just a vote of the bfs

02:00:45 Cate Reck: adding a comma would mandate adding another pronoun in the second clause. I suggest not adding the comma

02:01:51 Paul Coats: Thank you, Cate! I rescind my recommended addition.

02:01:52 Israel Herrera: I wonder if we have an update of the results for BFC president-elect

02:06:46 Cate Reck: I spoke with Karl today and faculty at-large are asked not to come. It helps them be safe.

02:06:54 Cate Reck: Unless you are hooding

02:07:29 Bradley Levinson: A great meme: A faculty member hooding a candidate with 6-foot spacing by tossing the hood like a lasso...

02:08:03 Cate Reck: Exactly - there are going to be 36 instead of 18 boxes for hooding

02:10:22 Rachael Cohen: Sorry but reminder its 4:30