

FROM: Faculty Affairs Committee

TO: Fort Wayne Senate

DATE: February 23, 2011

RE: SD 10-06 report of FAC

1. As a result of SD 10-06 the committee has started the process by issuing a call to the Faculty for identifying concerns associated with (i) P&T process; (ii) Review and reappointment; (iii) Option 1/Option 2. The initial deadline was set for March 1; however, we have received calls from various entities, such as FACET, CELT, as well as faculty to extend the deadline, so these groups can meet, discuss and summarize their concerns/suggestions. Therefore, Faculty Affairs Committee would like to extend the original deadline to April 1.

2. Following its deliberations of the Option 1/Option 2 issue, FAC has suggested an amendment to SD 97-08 (see attached). It addresses some minor internal inconsistencies, as well as a concern that faculty in Departments with established criteria of research, teaching, and service effectiveness and faculty in Department without such criteria are being treated unfairly across Schools, Departments, and Programs.

3. FAC has started deliberations of the review and reappointment process. The Third Year Review process is relatively new, and there is a clear move by Departments to establish/align their criteria and/or procedures for this process. Currently, FAC is discussing the issue of reappointment and the extent of faculty input in the process.

4. Various aspects of the most important issue, the P&T procedures/criteria at IPFW, have been on the agenda of the Faculty Affairs Committee since the start of Fall 2008 (initially brought about by Nash Younis). In Spring of 2009 VCAA and FAC drafted a two-step process similar to the Campus P&T election/selection procedure to create a special body to study and address concerns with P&T procedures/criteria. Schools had to elect representatives willing to serve on this body, and the VCAA in consultation with the Faculty Affairs Committee had to appoint some of these representatives. The process was brought to a halt by the Executive Committee. It examined the P&T documents during 2009-2010 academic year and suggested some revisions, the major one being with the deadline of inclusion of any documents in P&T case. <http://new.ipfw.edu/dotAsset/216320.pdf>

Continuing the process, the Executive Committee put forward SD 10-06 that expanded the charge to FAC. Simultaneously, the Re-imagining initiative focused the attention of the Faculty to the issue of P&T procedures/criteria, and any concerns raised on the Re-imagining blog were

included by FAC. There has been extensive communication between the Executive Committee, FAC, and the Senate leadership. Both Speakers have attended a FAC meeting this semester. The task force that studied OAA memoranda pertaining to P&T, review and reappointment, Option 1/Option 2 has relayed their report to FAC. COAS Executive Committee has related their concerns and suggestions

As a result, the Faculty Affairs Committee intends to summarize concerns or suggestions that resulted from its call and draft a plan of action for next year. We anticipate that the process of studying P&T procedures/criteria will be very thorough and thoughtful and may take a good portion of next year. We note that there are more than the usual number of vacancies on this committee this year and appeal to the Senate membership to consider running for this important committee.