

April 17, 2007

To: Policy Council

From: Jesse Goodman, Chair
Faculty Affairs Committee (FAC)

Re: Annual Report

This year the FAC examined several issues. First, we wrote a draft policy establishing guidelines and criteria for the promotion of Research Associates to Assistant Scientists for the various School of Education Research Centers. We also talked about a general policy for promotion in the research ranks and plan to continue debate on that policy in the fall. To date, input from the research centers indicates that the expectations for research rank faculty vary considerably by Center and thus it appears that we will need to provide latitude in any criteria that are developed. The draft policy on criteria for promotion to assistant scientist will eventually become part of the overall policy on promotion in the research ranks.

To meet university expectations, the FAC also wrote and submitted a policy statement on faculty "Conflict of Commitment." That policy (07.28) was approved by policy council on March 28, 2007 meeting. As it does most years, the FAC advised the Dean's office concerning individuals who might warrant an salary equity adjustment this year, and began a discussion with the aim to better inform faculty about their options for these adjustments. For this year, the FAC recommended that the funds for equity adjustments, assuming they are available, should be given to as many of the individuals identified as possible. These individuals would receive rather modest adjustments rather than to only a few who would receive large adjustments. Again, any adjustments are dependent on budget which is not yet known. Finally, the FAC began work on the issue of faculty "service overload;" however, responding to this issue has been transferred to the Long Range Planning Committee.