

IUPUI School of Education Faculty and Budgetary Affairs Committee (FABA)  
2013-2014 Annual Report

Committee Members: Jacqueline Blackwell (Chair), Catherine Brown (Stepped Down During Fall 13), Linda Houser (Ex-Officio), Brendan Maxcy, Monica Medina, Patricia Rogan (Ex-Officio), Jim Scheurich, Patricia Stites (Staff), Chalmer Thompson (Ex-Officio), Gina Yoder, Gina Borgioli (Faculty Co-Chair), Erik Tillema (Faculty Co-Chair), and Cathy Bhatena (Graduate Student)

For the 2013-2014 academic year, the IUPUI Faculty Affairs/Budgetary Affairs Committee (FABA) met monthly. It served in an advisory capacity to Executive Associate Dean (EAD) Pat Rogan on budgetary and faculty affairs matters and also made policy recommendations on related matters. Pat Stites, Fiscal Officer and Staff Representative, regularly shared financial reports and enrollment data which were reviewed and discussed by FABA in order to assist with making well informed decisions and recommendations with regard to financial health, faculty positions, program development, and special initiatives (i.e., strategic planning, student recruitment and retention, etc.).

During the 2013-2014 Academic year, this FABA Committee discussed and acted upon the following items:

1. IUPUI School of Education Promotion and Tenure Primary Committee Membership 14.29

Policy Council approved the aforementioned policy proposal (March 26, 2014) which was a main focus of the fall 2013 and spring 2014 semesters. Faculty members were involved throughout this process and provided opportunities for feedback and voting. Reciprocity will be explored in the future in terms of additional policy proposals from IUB FABA and IUPUI FABA.

2. IUPUI Annual Faculty Review Policy: Follow-up Process (in progress) 13.38R

FABA reviewed the approved policy and outlined the next steps for implementation within the context of the 2015 annual review. EAD Rogan has charged the IUPUI SOE Evaluation Committee with reviewing the Annual Performance Review Values and Guidelines for (a) Non-Tenure Track Faculty and (b) Tenure-line and Tenured Faculty (April 25, 2012 DRAFT) which is a carryover from the revision of the 13.38R Faculty Annual Review Policy from 2012-2013 and offering a revised draft for discussion and approval by FABA and then IUPUI SOE faculty.

3. IUPUI Faculty Allocation of Time: Workload document 13.36R (Implementation)

Committee members reviewed the updated version of the workload document regarding faculty teaching assignments and will explore next steps as we continue conversations about the data in the context of individual faculty work and program area decisions. This document is viewed as fluid and should be helpful to the current and future Merit Review committees. The next phase of this ongoing discussion will examine service workloads

4. Support of Executive Associate Dean Pat Rogan

a. Strategic Planning

In order to move forward in new and bold ways, given the political climate within Indiana and nationwide, Executive Associate Dean Pat Rogan invited FABA members to engage in an all-day retreat to start the preplanning for the IUPUI SOE Strategic Plan. Special attention was given to financial health, enrollment growth, new and creative revenue streams, aggressive undergraduate and graduate program initiatives (recruitment and retention), and collaborative research projects with new “on and off campus” partners. Currently, FABA and SOE faculty members are engaged in these three Strategic Planning work groups: Graduate Education, Undergraduate Education, and Research. EAD Rogan has directed all groups to identify three bold “out-of-the-box” ideas to move us to the next level in terms of growth and fiscal health in all areas by May 2. Priority goals and initiatives will shape funding and resource allocation decisions.

b. Invited and funded three faculty proposals to develop online badges and certificates to enhance Online Education (See *Celebrating the Progress, Continuing the Journey: Strategic Planning for Information Technology* (<http://ovpit.iu.edu/itsp2/>))

5. FABA Committee and Faculty Agenda Committee Flowcharts: Process for Doing Business and Decision-making.

FABA initiated the creation of flowcharts to guide decision making by FABA and Faculty Agenda Committees. Faculty voted to adopt these charts.

For the 2014-2015 academic year, this FABA committee proposes to do the following:

1. Move from discussion level to implementation phase for the approved IUPUI Faculty Allocation of Time: Workload document 13.36R while engaging faculty in this dialogue, thus, creating synergy for this work.
2. Discuss and create policy proposals for (a) Waiver of Out-of-State Tuition and Fees for Graduate Assistants, (b) Clarifying Course Approval Process for Undergraduate and Graduate Courses, (c) Summer Teaching/Pay, and (d) Clinical Faculty 3<sup>rd</sup> Year Review and Promotion.
3. Engage faculty in an “active” discussion with regard to IUPUI Annual Faculty Review Policy 13.38R: Follow-up process with regard to Expectations, Values, and Guidelines for all faculty classifications.
4. Continue being transparent in all of our work with faculty.