

Draft Recommendation to Policy Council

Review of Clinical and Research Faculty Ranks

IUB Faculty and Budgetary Affairs Committee 2003-2004

During the Spring 2004 semester, the Faculty Affairs Committee has discussed the merit review process for clinical faculty. Clinical faculty are one of three groups of full-time faculty in the School of Education, along with research faculty and tenure track faculty. All three groups are eligible for promotion, although only tenure track faculty may receive tenure from the university.

A subcommittee consisting of representatives from the faculty, including clinical faculty, met during the spring semester to study the issues related to clinical faculty merit review. During this process, information was gathered from the School's clinical faculty. The subcommittee did not recommend any changes to merit review policy for clinical faculty pending a broader examination of clinical faculty roles, rights, and responsibilities (see below). Several procedural recommendations were made by the clinical members of the subcommittee and forwarded to the Executive Associate Dean (who was also a member of the subcommittee). The Executive Associate Dean will call a meeting of all clinical faculty to discuss those recommendations, and will report back to Faculty Affairs on which recommendations have already been implemented, and which require further exploration.

However, the committee's discussion also led to several questions about the role of clinical faculty that have emerged as the number of clinical faculty within the School of Education has grown. As a result, the Faculty Affairs Committee recommends to Policy Council that it conduct a broad examination of the role of clinical faculty in the School of Education during the 2004-2005 academic year.

In addition, committee members discussed how merit review and other policies affected research faculty. Research appointments are similar to clinical appointments in some ways, yet the two types of non-tenure-track appointments also have important differences. Given that a large proportion of IU research faculty are appointed in the School of Education, a broad review of research faculty roles and responsibilities also appears to be warranted at this time.

In both cases, Faculty Affairs appears to be the appropriate committee to conduct the initial stages of the reviews.

Draft Date: April 19, 2004