

IUPUI School of Education Faculty and Budgetary Affairs Committee (FABA)
2014-2015 Annual Report

Committee Members: Lori Patton Davis (Chair), Monica Medina, Thu Suong Nguyen, Craig Willey, Crystal Hill Morton, Flip Robinson, Erik Shaver (Graduate Student), Andrew Gatza (Graduate Student), Donella Dillon (Staff), Pat Rogan (Ex-Officio)

For the 2014-2015 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. During the 2014-2015 academic year, this FABA Committee reviewed discussed and/or acted upon the following items:

1. FABA Functions and Composition.

The committee reviewed our functions as stated in the SOE Constitution. The Agenda Committee appointed new members to the Committee including Lori Patton Davis (Chair), Crystal Hill Morton, Thu Suong Nguyen, Craig Willey, Flip Robison. The Chair reduced the number of ex-officio members from three representatives to one. The Agenda Committee appointed a staff representative (Donnella Dillon).

2. Faculty Concerns Regarding Racial Climate and Policy

The committee met with select faculty members to discuss issues related to policies, procedures and overall racial climate. Based upon the diverse concerns raised, the committee is engaged in ongoing discussions about the creation of a process to address issues of climate related to following and implementing policies to ensure greater equity of treatment. EAD Rogan worked with Associate Vice Chancellor Karen Dace to identify consultants. The decision on the consultants was supported by FABA and FABA is engaged in ongoing conversations with the EAD and the consultants on next steps, particularly as it pertains to the consultants' report.

3. IUPUI Annual Faculty Review Policy: Follow-up Process 13.38R

The Committee issued a memo to the Merit Review Committee. We requested that the committee review its process and provide recommendations for future reviews. We were particularly interested in gaining greater understanding of challenges associated with assessing annual merit and recommendations for how these may be minimized.

4. IUPUI Faculty Allocation of Time: Workload document 13.36R

Committee members reviewed an updated workload document related to faculty teaching assignments, as well as service obligations related to teaching. FABA representatives and Program chairs were asked to complete the document in preparation for discussion at the May 2015 FABA meeting. We will continue conversations about the data in the context of individual faculty work and program area decisions. The goal is to have a more

concise and accurate document to inform current and future Merit Review committees. In addition FABA will work on identifying a process to address faculty overload.

5. Advising on Budgetary Matters

The Committee advised the EAD on amounts for Direct Admit Scholarships and strategies to make the most of limited funds to enhance recruitment. We also advised the EAD on Summer Teaching Pay. Conversations in this area are ongoing. The committee advised the EAD on adjunct faculty pay and offered strategies to be more competitive and attractive to current and potential adjunct instructors.

6. EAD Search

Given EAD Rogan's pending departure from her administrative role, the Committee discussed how we envisioned our voices being represented in the process to appoint the next EAD. The Committee drafted a statement that was later approved by the faculty and forwarded to the Policy Council Agenda Committee. The committee also submitted a list of names to Dean Gonzalez for consideration as an advisory committee. This advisory committee's primary role is to solicit nominations and discuss key priorities for the SOE at IUPUI and make recommendations to the Dean.

For the 2015-2016 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.
2. Review the Merit Review process and implement strategies for a more streamlined process
3. Discuss and advise the EAD on matters related to (a) Out-of-State Tuition and Fees for Graduate Assistants, (b) Summer Teaching/Pay
4. Identify and implement initiatives to address racial climate in the SOE
5. Identify and implement strategies to encourage greater adherence to and implementation of policy