

TO: Fort Wayne Senate Executive Committee
FROM: Faculty Affairs Committee, Noor Borbieva, Chair
RE: Resolution on Reduction of CL FTE at IPFW
DATE: March 27, 2015

WHEREAS, Office of Academic Affairs Memorandum No. 03-1 states, "IPFW will observe a 10% CL FTE limit in the percentage of the total campus faculty FTE (defined as tenured, tenure-track, clinical, and CL appointments); and

WHEREAS, currently approximately 20% FTE are CL (Continuing Lecturers) at IPFW.

WHEREAS, there are unfulfilled needs for tenure track position that are not fulfilled because of budgetary constraints and with the growth of CLs, they are being utilized to teach courses and to fulfill duties that were designated for tenure track faculty.

WHEREAS, IPFW provides no ladder of advancement for the CL position as it provides for other full time faculty at this university.

WHEREAS, SD 88-25 section E1 provides for promotion of faculty to the rank of assistant professor. All department Tenure, Promotion and Reappointment Documents must include the provision for promotion to Assistant Professorship in these documents noting procedure and criteria.

BE IT RESOLVED, that faculty who hold the rank of CL, who are qualified to be considered for the rank of Assistant Professor and where there is a programmatic need for tenure track faculty as determined by the department chairperson, dean of the college and the Vice Chancellor of Academic Affairs and will be given an opportunity to apply for promotion and tenure within the department that they reside and will be reviewed following the procedures and criteria approved by these respective units for the consideration of their case for tenure and promotion.

FURTHERMORE, they will be provided one opportunity to achieve tenure and if during their third year review if they fail to make sufficient progress such that it is anticipated that they will fail to achieve this status and rank may withdraw their application and continue in the position of CL. If their case for tenure and promotion is successful they will receive a salary and benefits that are commensurate with their new position. If they fail to achieve tenure and promotion at the requisite time will like all other faculty applicants who do not meet the criteria will end their position at IPFW.

FURTHERMORE, CLs who chose to remain in the CL status will continue along with their appointment following the reappointment guidelines for CLs in their academic unit.

FURTHERMORE, this policy will remain in effect until the percentage of FTE that are CL is reduced to be in accordance with OAA Memorandum, No. 03-1.