

## **Goal 1: Excellence in Teaching and Learning**

### ***B. Emphasize and reward effective teaching***

#### **Faculty Appointments**

*Review menu of current types of faculty appointments. How do we define full-time at various levels including .75 FTE and .5 FTE? Consider increasing flexibility in making appointments.*

*Committee: Larry Goldblatt, Theresa Martin, Carol McGarry, William Schneider, and Martin Spechler [chair].*

#### **Current Status**

- The Academic Handbook includes policies pertinent to part-time appointments and semester leaves. These policies are not widely understood, however.
- IU, like many other top schools nationwide, is experiencing a critical shortage of full-time professionals in the health disciplines.

#### **Recommendations**

- Publicize policies for part-time appointments and semester leaves more broadly (e.g., via the Employee Benefits Bulletin).
- To provide greater flexibility to faculty members in health care fields to pursue income through private practice, consider offering benefits to all part-time employees proportional to their percentage of FTE, with an option to purchase additional benefits equivalent to those of full-time employees.

(Revised August 23, 2007)