

ASSOCIATE FACULTY MERIT STATUS
Revised 11/2007 by Academic Senate Resolution

To recognize outstanding contributions of associate faculty, a promotional category for associate faculty has been established. The status does not limit or diminish school/college or departmental authority to establish additional policies or continue non-conflicting policies already in effect. The status may be awarded to those individuals who have made a professional commitment to this university based on criteria in addition to teaching, such as course development, research, publications, university and community service, attendance at professional meetings and school/college meetings. The following provisions apply:

- A. Application for this status is optional.
- B. Application can be made after 12 semesters and/or either Summer Session of teaching at IU South Bend.
- C. The awarding of this status must be based on teaching excellence; and on satisfactory performance in a second area. This second area could include research, creative activity, or service to the university.
- D. A dossier, the format of which is outlined in the IUSB Associate Faculty Handbook, must be submitted for consideration for promotion to Merit Status.
- E. The Associate Faculty Advisory Committee will solicit applicants for Merit Status, review applications, and make recommendations to the Vice-Chancellor for Academic Affairs. The decision of the Vice Chancellor for Academic Affairs is final.
- F. Taking into account overall programmatic concerns and needs, and following the assignment of full-time faculty, individuals who have attained Merit Status will receive first consideration in assignment to classes in their area of expertise up to 50% FTE. (3/17/2006)
- G. An Increase in base salary of 10% per course will be awarded upon attainment of this status. IUSB full time employees, who also teach as members of the associate faculty and are awarded Merit Status, are not eligible for this pay increase.
- H. Merit status associate faculty must submit an annual report of their activities to their supervisors.
- I. If a person with Merit Status voluntarily withdraws from teaching for a two-year period, the status shall be automatically revoked.
- J. Unsatisfactory performance must be called to the attention of the Senate Non-Tenure Track Faculty Policy Committee by the school/college/departmental chairperson or supervisor. The committee, in turn, will examine the case and make recommendations to the Vice Chancellor for Academic Affairs, who will have authority to revoke Merit Status.