GOVERNANCE
OF THE PAUL H. O'NEILL SCHOOL OF PUBLIC AND ENVIRONMENTAL AFFAIRS

(Revised February 1984; April 1998; April 2001; November 2004; April 2009; August 2015; May 2021; March 2022; April 2024)

I. Preamble

A. Purpose

The Paul H. O'Neill School of Public and Environmental Affairs (O'Neill) was established with the assumption that public and environmental concerns for the foreseeable future require continuous professional education and research support of the type that universities can best provide. O'Neill proceeds from the realization that the public, private, and nonprofit sectors face complex and constantly changing problems of a nature that involve interaction between the physical and human environment. Agencies and organizations are formally responsible for meeting public needs in areas that are being constantly redefined and are often inadequately understood. It is the responsibility of O'Neill to examine the needs of the public and nonprofit sectors and to provide educational and research programs that will aid in meeting these needs.

The objectives of the School set forth by the Board of Trustees are:

1. To conduct para-professional and professional graduate programs to train individuals to help meet the substantial needs of our public sector for qualified personnel.

2. To provide a wide variety of in-service training programs for the employees of our public sector to aid them in better coping with the increasingly complex technical and administrative dimensions of their jobs.

3. To conduct interdisciplinary undergraduate public affairs degree programs for those students desirous of a career in public service, and for those undergraduate students wishing to supplement their own course of study with work in the public affairs area.

4. To conduct an interdisciplinary program of research and education focused on the environment.

5. To promote and organize applied public policy research activities directed toward the solution of the crucial problems facing our municipalities, our state and our nation.

6. To provide a means of communicating research findings and new technology to decision makers in the public sector, and through the use of publications, computer information systems, and other media, to the public generally.

7. To continuously research the public sector needs for particular skills, and to develop and coordinate placement activities for students graduating from programs offered by the School and from related programs offered elsewhere in the University.

B. University-wide Features

Over the years, O'Neill's mission has expanded in scope to include a variety of areas for education and research: environmental science and policy, public and nonprofit management, public finance and policy, healthcare management and policy, urban and regional development and planning, policy studies and policy analysis, criminal justice and public safety, and arts administration and management. This mission is carried out on the campuses of the core school in Bloomington and Indianapolis and affiliated programs on other Indiana University campuses. The School offers degree programs on multiple campuses that are similar with regard to core requirements, although specialized requirements may vary. The campuses collectively constitute the O'Neill University-wide school.

University-wide purposes: O'Neill should develop and expand Indiana University's ability to contribute research, scholarship, and program expertise to the solution of problems affecting the State and its communities, as well as those of national and international concern. Also, the School should promote advances in service and research into classroom and professional practice.

University-wide functions: O'Neill should establish University-wide standards that apply to teaching, research, and service. Also, O'Neill should provide state, national, and international access to opportunities for service and applied research. Finally, O'Neill should encourage experimentation with innovative teaching content and methods.

University-wide implementation: In addition to faculty governance through the mechanisms specified below, O'Neill should organize research projects to promote teaching and research innovation. The School should also convene timely meetings of scholars and practitioners in order to advance the standards of professional practice.

C. Mandate

As mandated by the Board of Trustees of Indiana University, O'Neill operates programs on the campuses of the core school in Bloomington and Indianapolis with affiliated programs on regional campuses to facilitate the mobilization of University resources to deal with those public problems to which the University can and should bring assistance. On the campuses of the core school in Bloomington and Indianapolis, O'Neill is independent of an existing school or department, has its own budget, recommends appointment and promotion of its own faculty, and establishes its own programs. The School has the authority to develop and administer graduate programs, mid-career programs, baccalaureate programs, two-year associate degree programs, in- service training and certificate programs, and research and information application activities. In exercising this authority, O'Neill works in cooperation with all divisions of the

University. Some of O'Neill's degree programs are also delivered through affiliated programs on several regional campuses in accordance with memoranda of understanding with each of these campuses.

To fulfill this mandate, O'Neill has developed an organization and governance procedure that reflects its University-wide nature and statewide mission. This mission, focusing on public and environmental concerns of jurisdictions throughout the State of Indiana as well as the United States and the world, is by its nature a diverse one. It requires a response that allows flexibility in bringing specialized resources to bear on public problems in varying combinations. Therefore, O'Neill functions as a core school with affiliated programs on regional campuses within Indiana University to accomplish its mission on a University-wide basis.

II. Organization

To further provide flexibility of response to the diverse and constantly changing needs of the public sector while acknowledging the different contributions to the school's mission across the campuses of Indiana University, O'Neill has a core school structure in Bloomington and Indianapolis with affiliated programs on other Indiana University campuses. The Dean serves as the school's Chief Administrative Officer and has full programmatic, human resources, and budgetary control over the programs on the campuses of the core school. The Dean delegates certain administrative tasks and functions to other administrators of O'Neill.

Two executive associate deans—one for Bloomington programs and one for Indianapolis programs— will oversee the academic activities and service functions (external affairs, career services, human resources, and information technology) on their respective campuses. Cross-campus issues that cannot be resolved informally by the executive associate deans will be elevated to the dean. Cross-campus curriculum issues, including relations with O'Neill affiliates, will be managed by one of the two executive associate deans on a two-year rotating basis.

The organization of O'Neill recognizes differences among campus programs dictated by geography, differing campus missions, and size. Programs on the Bloomington and Indianapolis campuses of Indiana University constitute the core of the school. Affiliated programs that offer O'Neill curriculum and degree programs are located on other campuses of Indiana University.

A. Geographic Organization

The School is organized geographically with a core school on the Bloomington and Indianapolis campuses of Indiana University and affiliated programs on regional campuses. The structure and management of affiliated programs are specified in separate memoranda of understanding between the School and the central administration on each regional campus. The geographic organization of O'Neill provides a programmatic base within which School resources can be mobilized to meet

specific area needs.

B. Functional Organization

The School is organized functionally to accomplish its several programmatic objectives. Executive Associate Deans of the core school programs in Bloomington and Indianapolis are recommended to the Board of Trustees for appointment by the Dean of the School of Public and Environmental Affairs in consultation with the faculty and professional staff. These Executive Associate Deans work in conjunction with the Program Directors to implement the programs of O'Neill on the campuses of the core school.

C. System Organization

Various bodies constitute the primary mechanisms of governance of O'Neill : (a) campus representative bodies, (b) faculty groups, and (c) special school-wide committees.

1. Campus Representative Bodies

   a. The Academic Council. The O'Neill Academic Council is the legislative body of the School. It is comprised of faculty members of the core school. The Dean presides over the Academic Council and may place items on the agenda of the Academic Council. Most ordinary matters, as well as matters of policy and administration, will be submitted to the Academic Council by the Policy Committee or the Council of Administrators.

      Faculty of affiliated programs do not possess membership as a matter of right on any of O'Neill's standing committees, including O'Neill's Academic Council. However, O'Neill, at its discretion, may request that individual faculty members of affiliated programs serve on O'Neill's committees and/or otherwise be involved in O'Neill programs, events, and activities. Should any such faculty members of affiliated programs agree to serve or otherwise be involved, they may serve as full committee members or be full participants in the program, event, or activity.

   b. Policy Committee. The Policy Committee will discuss, debate, and make recommendations on all questions of a major policy nature in O'Neill (e.g. promotion and tenure standards, degree requirements, enactment of new programs, personnel issues). It shall consist of faculty representatives elected from among those faculty members from the core school who do not serve in the Dean's office. Committee members shall be elected to serve two-year terms. The Committee shall elect a chairperson to serve for a term of one year and shall make arrangements for electing the Committee and for filling vacancies, although these procedures may be delegated to the Dean's office.

The Committee will consist of four full-time, tenure-track Bloomington faculty members, three full-time, tenure track Indianapolis faculty members, and two full-time, non-tenure track faculty members, one from the Bloomington campus and one from the Indianapolis campus. Tenure track Bloomington members of the Committee will be elected by all eligible Bloomington tenure track faculty. Tenure track Indianapolis members of the Committee will be elected by all eligible Indianapolis tenure track faculty. Non-tenure track members of the Committee will be elected by all eligible non-tenure track members on the respective campuses. Ex-officio members include the Executive Associate Dean for Bloomington and the Executive Associate Dean for Indianapolis. The affiliated programs may select a non-voting member to serve as their representative on the committee. The Dean will vote in the event of a tie. The Committee's decisions will be transmitted to the Academic Council for approval.

c. Budgetary Affairs Committee. The Budgetary Affairs Committee will provide advice to the Dean's Office on all matters related to the budget. On the Bloomington campus, the specific role of the Budgetary Affairs Committee is delineated by VPFAA guidance (BL-ACA-D15). The Bloomington Budgetary Affairs Committee will consist of elected members of the Policy Committee as well as one tenure track member and one non-tenure track member elected by their respective faculties, as well as one member of the staff and one student appointed by the Dean or their designee. The corresponding committee on the Indiana University Indianapolis (IUI) campus is the Planning and Budgetary Affairs Committee (PBAC). The specific role of the PBAC is delineated in the IUI Planning and Budgetary Affairs Committee Bylaws. The PBAC shall act as a representative of the faculty in offering to the Dean and/or its designee(s) and the O'Neill IUI administration its continuing advice and faculty perspectives on all aspects of budgetary policy and the allocation of the financial resources.

d. The Council of Administrators. This body will be comprised of the Executive Associate Dean for Bloomington, the Executive Associate Dean for Indianapolis, the program directors from the core school, and the faculty group chairs. This body will discuss, debate, and decide all core school matters that have an administrative dimension, including but not limited to all matters that have heretofore been handled by various campus or school-wide committees (e.g., course numbering, travel policies, common forms). An executive associate dean will organize the affairs of this council and will serve as its convener.

2. Faculty Groups. The executive associate dean on each campus of the core school will form a small number of faculty groups, each led by an appointed faculty chair. The faculty groups will be comprised of faculty that conduct searches for new faculty, mentor and evaluate junior faculty, and sponsor research seminars.

The faculty on each campus of the core school, through its faculty groups, decides how best to carry out the following functions on their campus:

a. Assist in performing annual reviews of faculty performance in research, service to the profession, and teaching; writing promotion and tenure statement when applicable; and recommending external reviewers for promotion and tenure

b. Promote research and service.

c. Identify and examine problems and policies of a campus-specific or statewide significance.

d. Develop, review, and report proposed curricular changes to the Policy Committee or Council of Program Administrators, when applicable/

e. Participate in faculty hiring, as called upon by the Executive Associate Dean or the Dean.

3. Special Committees. The Dean, or a designee of the Dean, or the faculty may establish committees, or various groupings of the faculty, concerned with various aspects of the programs of O'Neill. These committees may serve for a limited time or may be of a continuing nature. The Dean, or a designee of the Dean, in consultation with the faculty shall appoint members of all O'Neill committees except the Policy Committee and the Budgetary Affairs Committee.

D. Academic Programs

The Academic Programs of the School, like those of the other schools and colleges of Indiana University, encompasses a variety of programs involving the University's mission of teaching, research, and service. The faculty of O'Neill participates in these programs on a school-wide basis.

To facilitate the School's pursuit of its several academic objectives, O'Neill encompasses graduate, undergraduate, and various non-degree professional development programs. These programs are continuously reviewed by the faculty of O'Neill.

Development of curriculum, as is currently the case with accreditation, is campus-specific. Within O'Neill school-wide standards, curricular development is a campus faculty function. Each campus of the core school will develop curricular committees, to develop and revise curriculum as needed. Approval of curricular items must follow the process outlined in Section F below.

Development of curriculum at O'Neill affiliate programs must be adopted by the regional campus faculty. After approval, the proposal must be submitted to both executive associate deans. The executive associate deans will share these proposed changes with all faculty members in Bloomington and Indianapolis and will decide whether to move these proposed curriculum changes for a vote among the Council of Administrators or decide to put the matter before the Academic Council for face-to-face deliberation. If approved by the Council of Administrators, the proposed changes are put on the consent docket of the Academic Council.

E. Applied Research and Service Divisions

To further meet the programmatic needs of the University and the State, O'Neill may include several organized units to meet the specialized needs of students and citizens in the public sector.

F. Voting Procedures

All tenured/tenure eligible ranks shall have voting rights on all matters. All specialized/non-tenure track faculty shall have voting rights on all matters, including

governance and curriculum issues, but excluding tenure and promotion policies for tenured/tenure eligible ranks. Visiting and adjunct appointees do not have voting rights in faculty governance; acting appointees voting rights in faculty governance within the academic unit are subject to unit regulation.

The below table summarizes voting eligibility.

	New Academic Programs and Degrees	Other Curricular Items and Academic Bulletin Updates	Changes to O'Neill Governance Document	Changes to Promotion Standards for NTT Faculty	Changes to Promotion and Tenure Standards for TT Faculty
Tenured/Tenure-Track Faculty	X	X	X	X	X
Full-time, Non-Tenure Track Faculty (Clinical, Lecturer & Teaching Professor, Professor of Practice, Research Appointments (Scientists and Scholars)	X	X	X	X	
Visiting Appointments; Adjunct Appointments; Honorary Appointments; Emeritus Faculty	Ineligible to vote				

For the purposes of the Voting Procedures section of the Governance Document, all tenured/tenure eligible faculty and specialized/non-tenure track faculty shall be referred to as the full faculty.

Approval of amendments to the Governance Document shall require both a two-thirds affirmative vote by the full faculty of all of those eligible to vote, and separately a two-thirds affirmative vote by tenure track/tenure eligible faculty of all of those eligible to vote. The two-thirds affirmative vote threshold is required separately for O'Neill Bloomington and O'Neill-Indianapolis campus faculty.

Approval of changes to promotion and tenure standards for tenure track/tenure eligible faculty shall require a majority affirmative vote by all tenured/tenure-track faculty eligible to vote. The majority affirmative vote threshold is required separately for O'Neill Bloomington and O'Neill Indianapolis campus faculty.

Approval of changes to promotion and tenure standards for non-tenure track faculty shall require a majority affirmative vote by all tenured/tenure-track faculty and non-tenure track faculty eligible to vote. The majority affirmative vote threshold is required separately for O'Neill Bloomington and O'Neill Indianapolis campus faculty.

Approval of new degree programs shall require a majority affirmative vote in favor by the full faculty of those eligible to vote, and separately a majority affirmative vote in favor by the tenured/tenure eligible faculty of those eligible to vote, by the O'Neill campus (Bloomington or Indianapolis) at which the program is under consideration.

Upon approval, the other O'Neill campus (Bloomington or Indianapolis) shall have a remonstrance opportunity to last two weeks. If an issue is identified during the two-week remonstrance period by five or more faculty, the Executive Associate Deans of both campuses shall work to resolve the issue in consultation with the Council of Administrators. If they are unable to resolve the issue, the Executive Associate Deans shall consult with the Policy Committee. Any substantive changes need to be re-voted on for approval by the original campus (Bloomington or Indianapolis) as prescribed above.

All votes on changes to the governance document, changes to promotion standards, and new degree programs at the O'Neill School should be announced at least a week in advance by the Executive Associate Deans. Votes must be anonymous and can be administered in-person at scheduled faculty meetings or by electronic ballot. Executive Associate Deans must also provide the opportunity for faculty to vote absentee and provide at least a week for all votes to be placed. Executive Associate Deans shall report the results of all votes taken back to the full faculty.

Approval of all other curriculum items and all academic bulletin updates shall proceed as follows. The relevant campus committee shall present items to the full faculty, at either an in-person faculty meeting or electronically, for a vote. Approval shall require a majority affirmative vote in favor of those that vote at the O'Neill campus (Bloomington or Indianapolis) at which the curriculum item is under consideration, with a two-thirds quorum of the full faculty required. Upon approval, the other O'Neill campus (Bloomington or Indianapolis) shall have a remonstrance opportunity to last two weeks. If an issue is identified during the two-week remonstrance period by five or more faculty, the Associate Deans of both campuses shall work to resolve the issue in consultation with the Council of Administrators. If they are unable to resolve the issue, the Associate Deans shall consult with the Policy Committee. Any substantive changes need to be re-voted on for approval by the original campus faculty (Bloomington or Indianapolis) as prescribed above.

Votes on all other curriculum items and all academic bulletin updates can be administered in-person at scheduled faculty meetings or by electronic ballot. Votes do not need to be announced at least a week in advance by the Associate Deans unless one or more faculty object. Associate Deans shall report the results of all votes taken back to the full faculty.

III. Faculty and Professional Staff

The faculty and professional staff are charged with the responsibility of aiding the School in the accomplishment of its mission. Each O'Neill campus will specify the minimum proportion of the non-tenure track to tenured/tenure track faculty full time equivalent it will maintain. All teaching staff, including professional staff, require a University academic classification. In addition to the policies and procedures of O'Neill that apply to its faculty and staff, policies and procedures at Indiana University published in the Academic Handbook and the Staff Handbook are also applicable where appropriate.

A. The Faculty

All persons appointed to the rank of Distinguished Professor or named professor, Professor, Associate Professor, Assistant Professor, Professor of Practice, Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, Senior Lecturer, Lecturer, Teaching Professor, Professor of Practice, Scientist, Associate Scientist, and Assistant Scientist constitute the faculty of the School of Public and Environmental Affairs.

B. Professional Staff

Persons appointed to non-faculty research, technical, or administrative (but not clerical) positions within the School constitute the professional staff. Some professional staff members may also have an academic title in recognition of their instructional role.

C. Non-Tenure-Track Faculty Appointments

1. Professor of Practice. Professors of Practice are faculty appointments that support primarily the teaching mission of the school. Appointees may be assigned research and service responsibilities, but these activities must be in support of teaching, student development, and placement. Appointments of Professors of Practice are restricted to those who have achieved distinction in their chosen field of practice, and who bring to the University unique practical experiences and talents that will benefit our students. The Professor of Practice title may be preceded by Visiting or Adjunct.

2. Clinical Faculty. Clinical ranks are non-tenure track, full-time, or part-time faculty appointments that support primarily the teaching and service missions of the school. The ranks of clinical appointments include Assistant Clinical Professor, Associate Clinical Professor, and Clinical Professor. The policy on Lecturer and Clinical Appointments spells out the duties of the clinical ranks.

3. Lecturer Appointments. Lecturers are non-tenure track, full-time, or part-time faculty appointments that support the teaching mission of O'Neill. Lecturers are responsible primarily for teaching and the scholarship of teaching. The ranks include Lecturer, Senior Lecturer, and Teaching Professor. The policy on Lecturer and Clinical Appointments spells out the duties of the lecturer ranks.

4. Acting, Visiting, and Adjunct Appointments. The terms "acting," "visiting," and "adjunct" may modify titles in any appointment classification, but constitute distinct appointment classifications. These classifications are non-probationary appointments.

    a. Acting Appointments. The qualification "acting" indicates a temporary

appointment with the understanding that when a specified condition (e.g., completion of a terminal degree) is met the appointee will receive a regular appointment in the appointment classification indicated. Acting appointments may not continue for longer than two years, except in special circumstances approved by the campus' Executive Associate Dean.

b. Visiting Appointments. The qualification for "visiting" indicates a temporary appointment that may continue for no more than two years, except in special circumstances approved by the campus' Executive Associate Dean. Visiting appointees shall have the qualifications appropriate to the appointment classification indicated.

Visiting appointments are appropriate where there is a temporary need, for example, to fill the place of an appointee on leave, where there is an increased need for academic personnel in circumstances where there is uncertainty the need will continue, or where a position has become available or open with insufficient lead time to conduct an appropriate search.

The University is not obligated to count service as a visiting appointee as credit toward tenure or long-term contract status if the appointment is later changed to a regular appointment, but exceptions may be made in accordance with the procedures used by the University in making regular academic appointments.

c. Adjunct Appointments. The qualification "Adjunct" is appropriate for appointments of individuals, whether compensated or volunteer, whose career paths lie primarily in another position or employment. That is, the appointment is "adjunct" ("auxiliary") to the career of the appointee as well as to the faculty of the unit. Adjunct appointments, therefore, are necessarily part-time. Adjunct appointments are appropriate for individuals who have expertise useful for the accomplishment of the unit's mission where that expertise is not available in the unit's regular faculty. An adjunct appointee does not participate in faculty governance in the unit in which an adjunct appointment is held. Those with adjunct appointments fall within three groups: individuals whose principal employments are outside the University; those whose principal employments are within the University in positions for which teaching is not an appropriate responsibility; and faculty whose work in a second academic unit justifies a courtesy appointment in that unit.

4. Research Appointments. Research appointees are those researchers who typically hold the terminal degree and postdoctorate experience (or its equivalent) and who are employed by Indiana University for research and service responsibilities. Ranks of research appointees include Senior Scientist (or Senior Scholar), Associate Scientist (or Associate Scholar) and Assistant Scientist (or Assistant Scholar).

D. Specialist and Honorary Appointments

1. Academic Specialist Appointments. Appointees with academic responsibilities who do

not themselves offer courses for credit or act as principal investigators in research. The published academic regulations for each campus shall maintain a list of titles that fall within this classification.

2. Honorary Appointments. Honorary appointments are given to those not employed within the University who render service to the University's mission in a manner that justifies the recognition of an honorary title. A campus' published academic regulations shall maintain a list of honorary titles, indicated as such.

IV. Selection, Promotion and Tenure of Tenured and Tenure Eligible Faculty

A. Selection, Appointment, and Reappointment

1. The Personnel Committee, the Committee of Full Professors, or a Faculty Search and Screen Committee at the core school recommends appointment to the Dean of O'Neill and the Provost or Chancellor of the campus. The Provost or Chancellor forwards the recommendation to the IU Board of Trustees for appointment. Selections are made in consultation with the faculty.

2. Before or at the time of appointment to the faculty of the School, the initial salary and rank, and (for those not appointed with immediate tenure) years in faculty rank elsewhere countable toward tenure and duration of the initial appointment and of the probationary period shall be stated in writing and placed in the possession of O'Neill and the faculty member. The faculty member shall acknowledge in writing at the time of acceptance of the appointment that he or she agrees to the conditions and terms of the initial appointment, as well as the criteria and procedures for reappointment and tenure.

3. During a probationary period, faculty members may be appointed or reappointed for one to three years.

4. During the period of probationary appointment, the faculty member shall receive an annual review of his or her professional performance. At that time, he or she shall be informed by the Dean or by the Associate Dean on the campus where he or she is working of all matters relevant to his or her eligibility for reappointment and of the award of tenure. A written statement summarizing the substance of each annual review shall be kept in the file, and a copy given to the faculty member.

B. Promotion and Tenure

1. O'Neill faculty members hold tenure or are on tenure track on a specific campus, although the Dean may approve a transfer within University regulations. Tenure and promotion criteria apply to faculty of the core school and are developed and maintained by the Policy Committee.

2. On the campuses of the core school, tenure and promotion review is conducted by both

the campus and the School. The primary original review will be by the O'Neill Tenure and Promotion Committee on the candidate's campus. The Promotion and Tenure Committee will be composed of voting eligible tenured faculty for the review of tenure track faculty dossiers. At least one additional voting eligible non-tenure track member will be added for the review of dossiers submitted by non-tenure track faculty members. Colleagues from other campuses with expertise in a candidate's discipline can supplement campus committees. The candidate's campus Associate Dean can nominate such supplementary colleagues. Dossiers will be prepared on the campuses but according to the University-wide procedures and formats maintained by the Policy Committee. This campus committee level review will be considered the primary level (departmental equivalent) review. A campus committee will also conduct a third-year review process.

3. A Joint Promotion and Tenure Advisory Committee that consists of tenured faculty from the core school also will review dossiers prepared according to the University-wide procedures and formats maintained by the Policy Committee. Membership on the committee will consist of three O'Neill-Bloomington faculty members appointed by the Associate Dean for Bloomington Programs and two O'Neill-Indianapolis faculty members appointed by the Associate Dean for Indianapolis Programs. Additional members may be appointed to the Joint Promotion and Tenure Advisory Committee by the Dean. After its review the committee will advise the Dean regarding a recommended status for each case. The committee also will conduct the third year review process for faculty of the core school.

4. On the campuses where affiliated programs reside, tenure and promotion review will be conducted according to policies and procedures established by that campus. However, it is expected that O'Neill will have some input with regard to promotion and tenure decisions involving faculty offering O'Neill curriculum and degrees. This input may take the form of a formal assessment by the O'Neill Dean of the candidate's candidacy for promotion or tenure and/or membership by a O'Neill core school faculty member (as recommended by the O'Neill Dean) on the unit's promotion and tenure committee.

5. Procedures for faculty promotion at Indiana University are specified in the Academic Handbook. For the O'Neill School of Public and Environmental Affairs:

   a. The above procedures apply to full-time faculty (more than 50% FTE or as specified in the employment agreement). For faculty on joint appointment (50% or less FTE or as specified in the employment agreement) with O'Neill, the promotion procedure resides with the department to which the faculty member is assigned and the local campus concerned. The School will provide advice to the departments to which the faculty are assigned.

   b. On the campuses of the core school the Dean will submit dossiers for promotion, with his or her recommendation, to the specified University committee, which will make recommendations for submission to the President and Board of Trustees.

c. Faculty members on joint appointment (as specified in the employment agreement) are eligible for tenure at their assigned campus. The tenure decision is campus specific, and follows the tenure process utilized on a particular campus, which is initiated by the faculty member's department and includes input from the school.

C. Criteria for Promotion and Tenure

The principles and procedures for faculty tenure at Indiana University are specified in the Academic Handbook and general standards and procedures adopted by the School of Public and Environmental Affairs. They are contained in the School's "Promotion and Tenure Procedures and Standards" document.

D. Annual Reviews

Annual and post-tenure faculty reviews will be campus specific; each will develop its own process. The Policy Committee will maintain general criteria of a school-wide nature, to which campuses may add supplemental criteria, so long as they are not lower than such standards.

E. Affiliated Programs

All faculty affairs at the affiliated campuses, including recruiting, appointments, evaluation, promotion and tenure, and professional development, are the responsibility of that campus. Input and assistance may be requested from O'Neill in any of these areas of faculty affairs, as deemed appropriate by the affiliated campus. However, it is expected that O'Neill will have some input with regard to promotion and tenure decisions involving faculty offering O'Neill curriculum and degrees. This input may take the form of a formal assessment by the O'Neill Dean of the candidate's candidacy for promotion or tenure and/or membership by a O'Neill faculty member (as recommended by the O'Neill Dean) on the unit's promotion and tenure committee.

V. Selection, Promotion, and Appointment of Professional Staff

A. Selection

The Executive Associate Dean at the campus in which the professional staff member is to be employed recommends the initial appointment to the Dean.

B. Promotion

The Executive Associate Dean at the campus in which the professional staff member is employed recommends promotion to the Dean.

C. Appointment

1. Appointments to the professional staff are for an indefinite period in accordance with University regulations unless otherwise specified by written agreement. Appointments for indefinite periods are subject to notification of termination.

2. A member of the professional staff who has demonstrated excellence in performance over an extended period of time may be appointed for a fixed term. The terms of such appointment shall be delineated in writing and shall provide for a specific notice period prior to termination.

VI. Selection, Promotion, and Appointment of Lecturers and Clinical Professors

Actions regarding the selection of lecturers and clinical professors are consistent with the procedures for selecting tenured and tenure eligible faculty. The procedures for appointment, reappointment, and promotion of lecturers and clinical professors are specified in the policy on Lecturer and Clinical Appointments.

VII. Meetings of Faculty

1. All members of the faculty and professional staff, including emeritus, visiting faculty members, and lecturers, shall be eligible to attend and participate in meetings of the faculty except as provided in item 3.

2. Meetings of the faculty may be called by the Dean, a designee of the Dean, or by the request of ten or more members of the faculty and/or professional staff on the Bloomington campus and five or more members of the faculty and/or professional staff on the Indianapolis campus

3. A meeting of full-time tenure track and non-tenure track faculty may be called by the Dean, a designee of the Dean, or by the request of ten or more faculty members on the Bloomington campus and five or more members of the faculty on the Indianapolis campus.

4. All members of the faculty and professional staff on the campuses of the core school, including emeriti, visiting, and adjunct faculty members and lecturers, shall be eligible to attend and participate in meetings of the Academic Council.