

Appointment, Salary, Promotion, & Tenure (ASPT): Committee Structure & Activities

- Department/School Faculty Status Committee (DFSC/SFSC)
- College Faculty Status Committee (CFSC)
- Faculty Review Committee (FRC)
- University Review Committee (URC)
- Academic Freedom, Ethics, and Grievance Committee (AFEGC)

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ASPT Committees—DFSC/SFSC

- ASPT V, pp. 17-21
- Faculty elected per Dept/School Guidelines
- Chair/Director is *ex officio* voting member and chairperson
 - Does *not* generally provide independent P&T assessment
 - Is *required* to provide independent report if voting in minority on P&T

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ASPT Committees—DFSC/SFSC

- Activities:
 - Appointment/reappointment
 - Annual performance evaluation
 - Salary increases
 - Tenure and Promotion
 - Post-Tenure Review
 - Development of policies and procedures

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ASPT Committees—CFSC

- ASPT IV, pp. 11-17
- Faculty elected per College guidelines
- Dean is *ex officio* voting member and chairperson
 - Does *not* generally provide independent P&T assessment
 - Is *required* to provide independent report if voting in minority on P&T

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ASPT Committees—CFSC

- Activities
 - Promotion and Tenure-additional review
 - Appeals—3 processes
 - Annual Performance Evaluations
 - Post-Tenure Review
 - Non-reappointment
 - Due process/procedural review
 - NOT a review of DFSC judgment
 - Development & review of policies

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ASPT Committees—FRC

- ASPT III, pp. 10-11
 - Elected faculty representing Colleges
 - Appellate body for
 - P&T
 - Performance evaluations and non-reappointments by CFSC in absence of DFSC (rare occurrence)
 - Faculty Dismissal (extremely rare)

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ASPT Committees—URC

- ASPT II, pp. 8-10
 - Elected faculty representing Colleges
 - Policy formulation, revision, interpretation
 - Reporting

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Academic Freedom, Ethics, and Grievance Committee

- ISU Policy 3.3.8: AFEGC considers ASPT decisions if appeal is based on alleged academic freedom or ethics violation
 - By appellant or by appeal committee
 - If AFEGC finds a violation, FRC decides if it “contributed significantly” to T/P denial
 - CFSC may suspend appeal deliberations pending AFEGC report

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