

Minutes for Academic Senate Meeting  
October 25, 2019, 10:00 –11:30 AM  
DW 1001

IN ATTENDANCE: Adaikkalavan; Bennion; Bloom; Campbell; Chen; Cleary; Collins; Cress; Davis; Dielman; Douglas; Economakis; Edmondson; Ellman; Elrod; Essig; Feighery; Fisher; Gerencser; Haithcox; Hatfield; Heck; Holland; Jang; Jones; Kelley; Kern B.; Kern G.; Kolbe; Kwong; Labbe; Lambert; Lidinsky; Liechty; Lucal; Mancino; McInerney; McMillen; Merhi; Okanlami; Opasik; Pant; Ping; Quimby; Reddy; Resler; Roth; Savvopoulou; Scheessele; Schmitz; Schnabel; Schult; Shafii-Mousavi; Smith J.; Sofhauser; Song; Spinda; Swain; Takanashi; Thomas; Thompson; Torkzadeh; Torstrick; Tourtillotte; Vlaeminck; Werner-Sanders; White; Wilson.

1. Call to order at 10:00 a.m.
2. [3 Minutes] Approval of September 2019 Senate Meeting Minutes [[LINK](#)]
  - Anurag Pant: Typo; “Advocate four budget hearings” should be “Advocate one budget hearing”.; No other corrections from the floor. Minutes stand approved.
3. [5 Minutes] Constitution Updates – Steven Gerencser and Raman Adaikkalavan [[LINK](#)]
  - Policy committee has an update proposed to the faculty board of review committee. Members reviewing a case should continue the case if it’s still open.
  - Another change is being proposed on senate committee memberships by the executive committee in consultation with the policy committee.
  - These were introduced in September and we need to have a formal discussion today and then send them to vote.
  - Motion on the floor from Anurag Pant to make the changes to the senate committee memberships effective next academic year. Motion withdrawn.
  - Questions and Discussions from the floor:
    - Does this exclude associate deans and assistant deans? The answer is yes.
    - This may have implications on the faculty regarding their service activities. The intent of the proposal is to avoid multipoint influences on policy decisions, etc.
  - Motion to close discussion, no opposition. Motion passed.
  - A point of clarification, on whether these two will be voted separately, and the answer was yes.
  - An electronic ballot will be sent for voting.
  - Motion from Anurag Pant on the floor “If the constitution change on Senate Committee Memberships passes, it will be effective starting next year.”  
Seconded. Discussion. This will be effective July 1<sup>st</sup> for almost all committees. Faculty Misconduct Committee starts May 1<sup>st</sup>. Motion to close first, seconded. No opposition. Motion Passed.
4. [15 Minutes] Northside Task force and Facilities Management Committee Updates – Mike Scheessele

- “The taskforce shall gather information from facilities management and make recommendations on classrooms in Northside Hall that could be relocated to other buildings to help relieve the stress on the teaching/learning environment in Northside Hall. It shall also provide a roadmap for updating/enhancing classrooms and learning spaces in Northside. This would include analyzing classroom usage data (provided by registrar), technology (provided by UITS), and general space improvements (furniture, flooring, ceilings, carpeting, painting, etc.) provided by facilities management and other sources. The taskforce shall present their first set of recommendations to the Chancellor and Senate Executive Committee by April 30, 2019 and complete their work by the end of Fall 2019.”
- There was no data at the beginning. The taskforce members decided to divide the data collection to separate phases. The reason for this is because the state fund covers only certain areas such as the General-Inventory classrooms. “General-Inventory designation based on a 60% open schedule to all campus departments and 100% scheduled at all times by the Registrar's Office.”
- In Phase 1 (Fall 2019): the taskforce collected information regarding the 29 General-Inventory NS classrooms and the building climate.
- Phase 2: Plan to collect data regarding Unit/Dept. teaching/performance/research spaces.
- Phase 3: Plan to collect data regarding Faculty/Staff spaces: offices, conference rooms, etc.
- Phase 4: Plan to collect data regarding restrooms, lobbies, etc.
- The data for Phase 1 was collected using Qualtrics and walking tour. “Qualtrics survey: Of 103 of 244 who clicked on the survey responded for a response rate of 42.2%. Nearly half of respondents identified as “Student.” Northside Hall Task Force members did a walking tour of 15 of the 29 G-I classrooms.”
- They surveyed 15 different criteria and shared the top six issues (from PPT).
  - Ceiling, wall, too hot, too cold, noise, and student furniture
- The taskforce also shared selected students’ comments:
  - "Northside is the worst building to be in on campus. I actually try to avoid taking any class that would meet in northside. The temperature is freezing one day and as hot as the sun the next day. ... In my honest opinion, IUSB would probably attract and retain more students if it tore northside down and rebuilt this structure. It is embarrassing for the campus that we have this awful of a building. "
  - "This entire hall needs a renovation. The best description that I could give of how it smells is ""like battery acid and asbestos."" One of the most annoying things about Northside is how the building has more climate zones than our own planet. Seriously, in one hallway alone it was extremely hot on one end, then when I got to the other it was freezing cold. The classrooms don't feel inviting, they feel like solitary confinement rooms. I'm sure the rooms looked the same when my older family members went to school here."
- The taskforce produced a 40 pages report which will be shared with faculty. In the report, they offered seven recommendations (from PPT):

- Recommendation 1: Use this document and its supporting data to be the starting point for information pertaining to Northside Hall.
- Recommendation 2: Use Table 3 from the preceding “Results” section as an aid to prioritizing general inventory classrooms for needed work.
- Recommendation 3: Use Appendices D, E, F, G as a guide to understanding the specific problems and work needed for the various general inventory classrooms.
- Recommendation 4: Get temperature and humidity under control in Northside. Fix water leaks.
- Recommendation 5: Prioritize large Northside lecture halls for renovation/modernization now, in the event that money becomes available. In the meantime, invite the Mosaic team from IUB for a classroom development day for Northside lecture halls at IUSB.
- Recommendation 6: As areas come under reasonable temperature/humidity control, with minimal/no water leaks, replace stained/missing/damaged ceiling tiles and old lighting fixtures, paint the walls, and fix the floor tiles in the classrooms within those areas. Replace outdated and broken student furniture!
- Recommendation 7: Pending verification by the Registrar’s office of sufficient classroom capacity elsewhere on campus, take the following Northside general inventory classrooms out of service: NS 0036, NS 0037, NS 0039, NS 0041, and NS 0044.
- The taskforce members will be asking faculty to share feedback and ideas for upcoming phases. This will help prioritizing the issues. The report will then be submitted to the chancellor.
- Few faculty raised other issues and questions:
  - Communication issues. There was no warning that the work is going to begin in the building and no communication regarding what are the expectations and timeline. This happened in the previous years as well. Communication issues still lag and hasn’t stopped yet. It happened again last week.
  - How big are the issues and who is affected?
  - Sciences need to upgrade and keep their labs modern.
  - Faculty offices need to advise students. These offices need painting, carpet, etc.
  - These are retention issues as well
  - Why don’t we get fund from our R&R fund to fix the issues? It seems the state fund does not cover these issues.

5. [15 Minutes] Chancellor Address – Susan Elrod

- The Chancellor thanked those who participated in the installation ceremony.
- Many of the faculty are attending the coffee meetings with the Chancellor. These meetings have updates on various things and also a way to interact and hear from various stakeholders. These also allows her to meet as many people as she can. Chancellor and a team from IUSB just returned after attending the Coalition of

- Urban & Metropolitan Universities (CUMU) conference. The group will be debriefing to discuss what they learned and what can be used at our campus.
- Chancellor encouraged everyone to let her office know of activities and events happening on campus and she will try her best to attend them.
  - Updates on priorities that she established this year. There are eight priorities that she has identified with the cabinet.
    - First priority includes:
      - Retention: We reached a record high this year. We are almost 68%. We will continue to focus on retention issues. We are talking about having a retention taskforce.
      - Formed a functional enrollment management team. The team is meeting regularly. The team has come up with a list of priorities. The Chancellor will talk about them next week.
      - We have a contract with a company to help in the student recruitment effort.
      - Dr. David Yeager, growth mindset expert, will be on campus in November and everyone on our campus should attend this event.
      - Exploring support programs for students. For example, give a place for students who need help during winter break to stay at the residential hall.
    - Second-Marketing and communication. We are hiring a new director. This director will report to the VC of Advancement, currently, Tom Stevick. We are expanding our social media reach. We are updating our website to a new version. Also working to improve the campus signage.
    - Third-Diversity, inclusion, and equity. We will have a taskforce that helps with Hispanic students. We will be a Hispanic serving institution soon. We are also talking to 100 Black Men of America - South Bend to discuss the issues faced by African American students. Working on a new program on the support for foster students. In summary, the focus is on our students and who they are and how we can support them.
    - Fourth-Improving communication.
    - Fifth-Community engagement. We have a rich place that our institution is situated in.
    - Sixth-Facilities. We are moving forward with painting the Fine and Arts building.
    - Seventh-Budget. We need to improve budget literacy.
    - Eighth-Bicentennial. We are celebrating it.
  - Question from Anurag Pant: Any update on fundraising activities. Answer: We have a team that is working on finding donors. The Chancellor took some time to understand what the donors need from our institution. It will take us some time to build our donor base.
  - The Chancellor mentioned that she is about to send an email about Purdue Polytechnic Institute South Bend. PPI-South Bend is moving to a different facility. Students will move out and will not take our courses anymore. She

encouraged the faculty to let students know that we care about them and we love to have them.

- Northside update: The Chancellor thanked the taskforce for their work on the report and also mentioned that the administration has provided a response to that report which will be distributed.
  - EVCAA search: We have contracted with Storbeck Pimentel & Associates to help us with the search. We will be ready to advertise before Thanksgiving. The report of Dr. Welty is ready to be released next week. A Qualtrics survey will be released next week to give feedback on the Welty's report.
  - A note from Mike Scheessele on the communication: We need to learn ahead of time on who is going to be affected by the construction and for how long. Chancellor: Yes, we need to give an update two weeks ahead of the work, and the NS construction update newsletter will be able to address this issue.
6. [10 Minutes] Health care costs – Faculty Welfare Committee – Elizabeth Bennion
- Open enrollment is Nov 11-22, 2019. Make sure you update and submit your applications.
  - The tobacco affidavit needs to be done every year to get the discount.
  - After you make the changes, make sure to get a confirmation. You can make as many changes as you want before the deadline.
  - A new program for diabetes at no cost for patients who have diabetic. There is also a new benefit on Hearing-aid. It is a free service.
  - The deductible has increased. We are looking to check if the insurance fees are increasing at IU whether these increases are being passed on to faculty and staff.
7. [15 Minutes] Retirement plan changes – Faculty Welfare Committee – Elizabeth Bennion and Raman Adaikkalavan
- Details about the changes: <http://hr.iu.edu/benefits/retirement-rfp.html>
  - IU is moving to a single record keeper for retirement plans, and has chosen Fidelity. IU will not have contract with TIAA-CREF and not support the current funds/plans in Fidelity. Unless the investments are in certain funds/contracts, IU will be liquidating and moving the amounts to the new investment menu. We will only have a new investment menu options under Fidelity. The claim is to lower the fees charged by them.
  - Raman has raised several issues about the timing of the rollout, lack of consultation with UFC/RFC, the transition plan details, and how it may affect all current employees and retirees. He has been in discussions with other IU Faculty Presidents. He thanked EVP Applegate and Chancellor Elrod for connecting him to IU VP for HR John Whelan to discuss these issues. Raman spoke with VP Whelan regarding these questions, has also sent them via email and he is waiting for a response. He also read the questions during the meeting.
  - Fidelity and IU HR are coming to our campus on November 8<sup>th</sup> from 10 a.m. to 11:30 a.m. and from 1 p.m. and 2:30 p.m. for information sessions. They also have other online webinars.

- Raman: The take away is to attend the sessions HR/Fidelity are going to have or the online webinars. Also contact your financial advisor for a 1:1 meeting as soon as possible so that you can learn about your options and plan accordingly.
8. [5 Minutes] President's remarks – Raman Adaikkalavan
- Raman requested faculty to send an email if someone is willing to be considered to serve on the EVCAA search committee.
  - Third Lecturer rank implementation –Teaching Professor: Units are currently in the process of creating criteria for this new rank. If you have any question, contact PTR of your unit. We most likely will start the implementation in the academic year 2021 given all the complexities surrounding it.
9. [2 Minutes] Announcements and motion to adjourn
- Carolyn Schult: UCET will have reading sessions leading up to David Yeager's talk/visit on Nov 7<sup>th</sup> and 8<sup>th</sup>.
  - Library: The Race Card Project is underway. Book sale next week.
  - The first year Writing Program will be holding the first listening program on next Wednesday in Wikemap to listen to other departments and work together towards students' success.
  - April Lidinsky: Next week, Alan Guebert will talk about changes in our food and farm systems.
  - Elizabeth Bennion: Reminder on the local elections. You can also learn more about where the candidates stand on different issues.
  - Erika Zynda: Dean Seminar today at noon at UCET.

Motion to adjourn; seconded; approved by voice vote. Meeting adjourned at 11:27a.m.