

FACULTY SENATE  
INDIANA UNIVERSITY EAST  
December 1, 2015  
11:00 AM – 12:15 PM  
WHITEWATER HALL 132

**Presiding:** Ange Cooksey, Faculty Senate President

**Present:** R.Aldrich, S.Armstead, D.Baker, L.Baldwin, J.Barbre, P.Bauman, M.Blakefield, B.Brodeur, S.Brudvig, J.Buffington-Adams, D.Bullock, S.Burns, J.Carroll, A.Carmack, O.Cheung, A.Clapp-Itnyre, R.Clemons, J.Combs, R.Crane, E. Cruz-Uribe, G.Dam, K.Dempsey, L.Dilworth, G.Dixon, C.Farris, M.Folkerth, S.Fowler, D.Frantz, J.Harper, S.Harris, E.Helton, R.Itnyre, R.Kauffman, P.Khurana, A.Kim, A.Kraha, C.LaForge, J. Lafuze, Y.Law, C.Longley, E.Loshek, D.Lundy, C.Messer, K.Miller-Wolfe, D.Moneypenny, L.Nishihara, D.Olson, M.Parker, T.Perkins, S.Petersheim, R. Ramsey, S.Rankin, J.Raposo, K.Rees, R.Roswell, N. Sabine, W.Scott, L.Steiner, M.Thomas-Evans, W.Tobin, B.Trammell, G. Weber, S.Whitehead, F.Yates, L.Zhong, P.Kriese, M.Blankenship, C.Evans, D.Hicks, E.Miller

**Absent:** R.Alexander, S.Banga, J.Beal, C.Bow, G.Braxton-Brown, T.Breymier, B.Buckner, T.Chavis, S.Clamme, K.Clark, D.Dallmer, K.DeSantis, L.Dulemba, E.Fitzgerald, W.Goo, R.Holcomb, K.Johnson, R.Karki, J.Lamb, S.McFadden, C.Miller, W. Mohamed, P.Nelson, C.Nemcik, N.Rybas, A.Savoy, T. Scales, M.Seddighin, J.Simon, L.Simpson, D.Stanforth, J.Tolbert, T.Weyermann, J.Wilde, D.Williams, M.Williamson, Y. Young

**On sabbatical:** Marsha Jance, Hitesh Kathuria, Elvinet Piard

**Faculty Senate Secretary:** N. Schlichte

**Call to Order**

Quorum was reached and the meeting was called to order by Ange Cooksey, Faculty Senate President.

**I. Executive Session:**

- a. Approval: List of December 2015 Graduates (Confid. Cir. E34-16)
- b. Non-voting members were asked to step out during session
- c. No discussion, motion for approval
- d. List of December 2015 Graduates - approved

**II. Approval of Minutes – Faculty Senate meeting from November 3, 2015**

- a. Corrections to attendance section
- b. Add in corrections sent to Ange Cooksey per Laverne Nishihara
- c. Minutes approved as amended.

**III. Chancellor's Remarks – Kathy Cruz-Uribe**

- a. Tuition Announcement
  1. Tuition rates will be going to a flat-rate or banded tuition.
  2. This means students will pay one rate for basic tuition when they take between 12-18 credits.
  3. Students taking 0-11 credits will pay by the credit hour, 12-18 credits, students pay one rate, if greater than 18 credits, students will pay per credit hour.
  4. This will be effective for Fall of 2016, for the 2016-2017 tuition school year.
  5. Why? This is a way to help students graduate on time and overall, to reduce the cost of education.
  6. The Indiana Commission of Higher Education passed a resolution in August of 2014 that encouraged the state's public colleges and universities to move toward this banded tuition model, and IU agreed they would do this by the 2016 year. IU Bloomington already had this in place.
  7. What about online credit hours? If you have students who are in enrolled in an on-campus degree program, and they take online classes as many students do, this still fits in the banded tuition formula.
  8. If the actual program is an online degree plan, the student would pay by the credit hour.
  9. This does not apply to graduate students or summer session.
  10. There will be a link to our website with FAQs. There will be one communication going to the students, and one going to faculty and staff.
- b. Summer Tuition Discount
  1. The discount is being discontinued.

2. Because this discount was used to help students finish, we are looking at doing a discount for students who are 21<sup>st</sup> Century or Frank O'Bannon Scholars to help them stay on track to continue forward making sure they can keep their scholarships, because many would not be able to attend without it.
  3. An announcement will be put together to explain the details.
- c. Executive Vice Chancellor search update:
1. The search committee and Kathy previously completed video interviews of eleven candidates prior to Thanksgiving break.
  2. The Chancellor expressed thanks to the committee chaired by Dan that included a variety of people from Faculty Senate, as well as staff, and our student government president.
  3. The committee met the Friday prior to Thanksgiving, and narrowed the candidates down to four people, who have been invited to campus.
  4. The announcement for the first candidate will be held this week, the remaining candidates will be on campus next week.
  5. For each candidate, there is one forum specifically for faculty, then a second open for anyone.
  6. Please attend a session if you are able.
  7. Dan sent out a message including a link to a survey where you can provide feedback on the candidates.
  8. We have an excellent pool of candidates, and would like to thank the search committee for all their hard work.
  9. Once all interviews conclude, input will be gathered, reference checks will be completed, and a recommendation will be made to the Chancellor.
  10. We want to be sure to welcome these candidates to campus for their interviews
  11. Anticipated start date depends on the chosen candidate's availability; however, the preferred date would be July 1, 2016.
  12. The announcement for the three remaining candidates will be sent out on Friday.

#### IV. Standing Committees

- a. Athletics Committee – Gene Cruz-Uribe
1. Proposed Soccer Resolution – Men and Women's (Cir. E35-16)
    - i. There is a large pool of potential athletes, as well as soccer coaches.
    - ii. If resolution is approved, IU East could hire coaches in the spring of 2016, with participation in our league's programs beginning during 2017-2018 season.
    - iii. There would be one full time coach per each 25 member team.
    - iv. Practice/Play location: Sports Plex here in Richmond has recently broken ground for complex that includes three fields; one of which will be all –weather play surface.
    - v. There were concerns and questions regarding insurance as there had been a change in rules for head hits due to safety concerns for concussions. Dan Dooley stated insurance is handled through our risk management group and at this time we will find out if the rates will go up once soccer is added.
    - vi. If senate passes this resolution, the university would certainly look into these concerns regarding soccer.
    - vii. Vote taken, motion carries – 88% approved.
- b. Faculty Affairs Committee – Laverne Nishihara
1. Information Items: The FAC has requested discussion time on the agendas for all schools and units to discuss the following:
    - i. Discussion of proposed revisions to the IU East Promotion and Tenure Policy and Procedures
    - ii. The revisions come from last year's P&T committee, where the last year's FAC discussed them, this year's FAC has also been working on revisions and finalized them for the moment.
    - iii. Please look out for the discussion either this month or in January.
    - iv. FAC will likely host a couple of open meetings as well early next semester due to the great importance of the P&T policy and procedures
    - v. The second discussion item that FAC has requested has to do with faculty presence. There will be 3 discussion items. These discussion were requested by the regional faculty caucus of IU, as well as the Executive Committee of UFC.
    - vi. What is your definition of faculty presence, are there formal or informal policies governing faculty presence on campus?

- vii. Related to faculty presence, is a question about collegiality – what is it? And how can we grow collegiality?
  - viii. Next, how do we create a community of scholars on campus? And what is being done already to create this?
  - ix. According to Exec. VP John Applegate, these discussion items are information only, and not to institute policies of regulating faculty presence. It is more for informational reasons. The FAC has been charged with gathering responses, and writing a report that is due Feb 1<sup>st</sup>.
- c. Graduate Affairs Committee – Jay Barbre
1. Last month in Cir.E-33-16 when Math M551 came through as a course activation, it was pointed out that listed on the form were the undergraduate campus learning objectives. Yu Kay was able to replace those objectives with the graduate education. Thank you, Yu Kay.

**V. President's Report – Ange Cooksey**

1. Hello, and welcome back from Fall Break. Much faculty governance activity has occurred since we last met, so my report will be a bit more lengthy than usual. Thank you in advance for your extended attention.
  - i. On October 20, 2015, the Executive Committee of the University Faculty Council met by phone. John Applegate joined the last half of the meeting. President McRobbie was unable to attend due to a previous engagement. Our agenda included a discussion of the proposed changes to the Code of Student Rights, Responsibilities and Conduct and to the Code of Academic Ethics to align both with the Sexual Misconduct Policy that was approved by the UFC, and the Board of Trustees last spring. Also on the agenda was a discussion of Faculty Presence on campus, Transfer Articulation Agreements, and the agenda for the face-to-face meeting of the full UFC on October 26, 2015.
  - ii. Generally, the changes to the Student Code included adding references to the newly adopted Sexual Misconduct policy where needed, and deleting references to the previous Sexual Harassment policy. The changes also included aligning definitions with the newly adopted policy across the board. Additionally, a university-wide page was created in the 'Procedures' section, outlining procedures for complaints against students, as well as those against faculty and staff. These proposed changes were approved by the Executive Committee of UFC on September 22, 2015, and they were scheduled to be brought before the full UFC on October 27, 2015.
  - iii. The proposed changes to the Code of Academic Ethics were necessary to align it with the revisions to the Student Code, and again, the changes to the Student Code were made to bring it into alignment with Sexual Misconduct Policy that was approved by UFC and the Board of Trustees last spring. The executive committee voted unanimously in favor of the changes and in favor of bringing them before the full UFC for approval.
2. On the topic of Faculty Presence on campus, discussion ensued among the members of the executive committee about what that phrase actually meant. Specific questions raised were as follows:
  - a. What does Faculty Presence actually mean in the life of a campus in the 21st century?
  - b. If it could be defined, how would it be measured (dept. by dept....program to program)
  - c. Are we already manifesting faculty presence? If so, what does that look like on each campus?
  - d. What is the real goal of raising questions about faculty presence? Formative? Punitive?
  - i. At this point in the meeting, John Applegate joined the discussion and expounded on the topic of faculty presence by tying the concept to the Bicentennial Strategic Plan and the references to the spirit of a community of scholars. He fears that with the changing workstyles of the new millennium, we are losing community among the faculty, and he laments that once it is lost, it will be very difficult to get it back. He agrees that the concept is hard to define and the details of it difficult to sort out – teasing away the micro-managerial from the core of concern for the preservation of academic and scholastic comradery. In the end, John Applegate stated that Faculty Presence is less a matter of being on the job and more a matter of creating a quality experience for faculty, staff and students. More discussion is warranted.
3. On the matter of transfer articulation agreements, John Applegate took the lead in the conversation by stating that the arrangements put in place nearly two decades ago, now in the case of many programs are complex and difficult to understand and to navigate – for faculty and for students. He reported that work is underway to create a database that will streamline the process of transfer articulation for students. By using the easily accessible database, a student will be able to find out much more quickly how their courses will

count institution to institution across the state. He stated that he would have more specific information to report about this initiative at the Spring meeting of the full UFC.

4. On October 27, 2015, at 10:00am, the Regional Faculty Caucus met on the IUPUI campus in Indianapolis. The meeting began with a discussion about the Bicentennial Strategic plan. Specifically, in this conversation led by Michael Rushton, from the Bloomington campus, the presentation focused upon sections of the plan targeting faculty and their campus presence being expressed as this Community of Scholars. As it had in the UFC executive committee meeting, the exploration here again took up the questions of what this community of scholars would look like, how it could be formed, retrieved or nurtured, and what role it had to play in reaffirming the message that Indiana University campuses were real campuses – not just repositories for the rudimentary elements of online learning or a virtual school. It was decided that each campus' Faculty Affairs Committee would take up the charge of studying Faculty presence on their respective campuses – what it is, how it works, and where it might develop - and report these findings in time for sharing at the Spring meeting. It was also decided that Faculty Presence should be a recurring topic for discussion as it is a complex concept in need of further discussion and deliberation.
5. The RFC also discussed enrollment and retention, noting that all regionals are dealing with the reality of shrinking enrollments, making retention more important than ever. Conversation turned to the prediction of future flattening of the number of high school graduates across the state, and an examination of what regional collaboration might look like in the face of this new reality. Discussion ensued of the formation of Faculty Networks across the region – as outlined in the Bicentennial Strategic Plan. At this point, Bill McKinney joined the discussion and provided an overview of the emerging idea to develop a Regional Grand Challenges grant program wherein the campuses would join around a larger project targeting statewide issues like education, healthcare, or economic growth. More information about this will be forthcoming at the Grand Challenges Summit planned for mid-January.
6. The next point of discussion in the Regional Faculty Council meeting was Admissions and the use of a common application and a cascading of admission status across campuses. According to John Applegate, the Board of Trustees would like to see a student admitted to Indiana University be one who is simultaneously admitted to all campuses. He stated that there has been a common application for a while – but not a formal cascade of admissions. He sees the creation of such a structure as an excellent opportunity for cross-regional collaboration around a tangible and meaningful goal.
7. This conversation led to the final topic of discussion for the morning, and that was the Model for Collaborative Online Education. In particular, what was presented and reviewed were Strategic Objectives for IU Online Education and its Operating Principles. Among the strategic objectives are the offering of familiar online degrees with clear evidence of students demand, leveraging the special strengths of IU, making sure degree components are accessible and stackable – meaning diverse, multiple credential may be earned simultaneously – and that at every turn, focus is clearly on retention, degree completion, and innovation. Among the operating principles are open collaboration, voluntary participation, and no internal competition between or duplication of fully online programs unless there is a clear distinction between them. All students will be assigned a home campus of enrollment for purposes of registration enrollment data, general education, fees and other administrative purposes. Online students will be supported through shared service environments. Faculty of participating campuses will develop disciplinary curriculum, while the Office of Online Education will identify those programs wherein this curricular development will occur. Some details remain to be worked out in the delivery of online courses and full programs. It was decided that much like the topic of faculty presence, the topic of online education is one which would be revisited in the Spring of 2016 and beyond.
8. At 1:30 in the afternoon on October 27<sup>th</sup>, the full University Faculty Council convened on the IUPUI campus in Indianapolis with President Michael McRobbie presiding. After approval of the minutes from the meeting the previous Spring, the present gathering proceeded with the discussion of the Memorial Resolution for Byrum Carter, distinguished servant-leader and noted contributor to Indiana University. After reviewing Professor Carter's numerous accomplishments, the council voted unanimously to pass the resolution. Discussion then moved to the Bicentennial fund raising campaign – with President McRobbie, noting that it is the largest and most ambitious campaign yet. He urged everyone to support the endeavor, and to encourage their colleagues to do the same. After this, the Council then reviewed the Executive Committee Action on the Student Code of Rights, Responsibilities and Conduct and the Code of Academic Ethics. Once reviewed and discussed, the proposed changes to both documents – bringing them in line with the Sexual Misconduct Policy - were affirmed by the full body of the UFC.

9. The next item for discussion was the Faculty Ten over Twelve Month Payment Option. This portion of the meeting was led by Joan Hagen, Associate Vice President and University Controller from Bloomington. According to Ms. Hagen, a team of experts had completed an initial review of the impact and scope of implementing an option to distribute 10 month faculty pay over 12 months – referred to as 10 over 12 payment option. It has been determined that implementing such a change would be complex and tedious as multiple considerations would have to be addressed. Issues such as the involvement of multiple offices, payments made on contract, and tax calculation all complicate the matter, along with the fact that the move to such a model would be costly without resulting in much gain to offset that cost. Accordingly, it has been determined that instead of shifting to an alternative pay model, what will be put in place is a Paycheck modeling tool. This is an interactive online application that will allow faculty to run ‘what if’ scenarios on their actual paychecks, using actual pay information from the payroll system. The paycheck modeler will calculate how much money faculty would need to save out of future paychecks to simulate receiving a paycheck in June and July. The estimated timeline for delivery of Phase 1 of this tool is the end of the first quarter of the calendar year 2016.
10. With no old business to discuss, and no new business introduced, the meeting of the UFC was adjourned.
11. On Tuesday, November 17, 2015, the Executive Committee of the UFC met once again. This time the agenda was modest, but the exchange quite lively. The telephone meeting began with a discussion of the Freedom of Speech Directive of the university wherein all campuses are asked to examine their official policies and procedures to ensure clear statements are made about everyone’s right to freedom of expression. Executive Committee members were directed to charge their respective Faculty Affairs Committees with surveying their campuses for such statements, making recommendations for revisions or additions to university policy and procedure where appropriate or necessary. The discussion then moved on to IU Online, and specifically, faculty oversight of curricular development. The members of the executive committee expressed concern that too many specifics and details had yet to be worked out insofar as exactly who would be responsible for curricular development, modification, and oversight in the case of broadly shared programs. The concern was voiced that too little had been asked of President McRobbie and John Applegate at the full UFC meeting in regard to IU online and these detailed explanations, and it was decided that more inquiring and more deeply probing questions needed to be brought before the President about these matters.
12. The next item discussed was the new tuition structure, and again, members of the executive committee voiced their concern that this new fee structure had been presented as a ‘fete comple’ without an opportunity for faculty discussion or input. It was decided that this topic, too, needed to be probed more thoroughly with the President at the group’s earliest possible convenience.
13. Finally, the topic of post-tenure review was discussed, with the discovery being made that very few campuses have such a policy, and those that do are either currently reviewing that policy or are discussing doing so. The committee resolved to compare existing policies on their respective campuses and to remain in contact about the resolutions to the revision and reviews.
14. Questions or concerns brought forth by faculty senate members:
  - a. Discussion regarding the transfer of students – during the discussion by the Regional Faculty Caucus, enrollment was mostly discussed as it focused on new matriculating undergrad enrollment, with a nod to transfers being providing a tool students can use to see the impact of transfers across campuses. This also included Ivy Tech transfers – there are several pathways bring outlined, as well as the state mandating that some articulation occur in some programs leading to the office of Transfer in Bloomington.
  - b. Banded Tuition – Concerns were mentioned regarding the 4 year completion as there may be students who might not be able to handle taking that many hours. There were conversations that the banded tuition is more expensive for those who choose only 12 hours, as well as the timing of tuition switch which could be mid-way through a person’s college career...there are still many unanswered questions.

**VII. Academic Affairs Report – Interim Executive VCAA, Mary Blakefield**

- a. Financial Literacy Workshop
  - a. Being held today and led by Frances Yates and Tonya Breymier.
  - b. This workshop is to help students tackle financial literacy in their own lives.
- b. Compliance Issue Reminders
  - a. As we near the end of the semester, we are required to assign a failing grade to decide whether it is a true F, or whether the student has not attended at all (FNN – not attended at all) or if they have attended

somewhat, but disappeared (FN). Financial Aid is required to look at all these students, and if they have not attended all their classes, and they received financial aid, we would have to return some of their financial aid. This is significant, so accurate reporting helps us out. Mary will send out a paragraph explaining the process as a reminder.

- b. Book orders:
  - i. When students register for classes, they need to know what books are required for those classes.
  - ii. If there are book order requirements for Spring or Summer still not completed, please get them completed as soon as possible.
- c. Follow-up question: Summer program. This program is targeting students who have to hit their benchmarks of 30-60-90, these are important for 21<sup>st</sup> Century Scholars and for students who receive Frank O'Bannon scholarships. If they don't hit these benchmarks, they lose these very substantial financial awards and generally, we lose them as students because they cannot afford to go to school without them. Financial Aid is working through this program and will most likely offer some free classes to students who are slightly below those benchmarks, so they can catch up in the summer. Financial Aid will identify those students, and communicate the information about the program and what they need to do. Financial Aid will also get with the advising council because the advisors will need to work with those students as well. That will happen in the spring, once we know when students are closer to those benchmarks.

**VIII. Old Business - None**

**IX. New Business – None**

Meeting is adjourned: 12:10pm