

Minutes for Academic Senate Meeting  
September 18, 2020, 10-11:30 am  
Online via Zoom

IN ATTENDANCE:

Raman Adaikkalavan, Justin Amellio, Tracey Anderson, Krista Bailey, Michelle Bakerson, Elizabeth Bennion, Molly Block, David Blouin, Lindsey Brander, De Bryant, Vicki Bloom, Jerin Burch, Peter Bushnell, Joe Campell, Joe Chaney, Grace Chen, Linda Chen, Nancy Colborn, Louise Collins, John Cory, Hope Davis, Jenny Deranek, Carmen Dielman, Diane Economakis, Susan Elrod, Kelcey Ervick, Dona Eskew, Jennifer Essig, Bill Feighery, Julie Feighery, Thom Fisher, Hayley Froysland, Steven Gerencser, Christina Gerken, Rebecca Gibson, Hossein Hakimzadeh, Chu He, Terri Hebert, Catherine Herbert-Annis, Jerry Hinnefeld, Marcy Holland, Dawn Hopkins, Tina Hostetler, Sungkyu Jang, Sharon Jones, Lee Kahan, Erinn Kelley, Beth Kern, Kevin Ladd, Larry Lambert, Ilan Levine, April Lidinsky, Ryan Lohman, Monica Lynker, Dawn McGrath, Gail McGuire, Kim McInerney, Anne Magnan-Park, Matthew Mancino, Tami Martinez, Jake Mattox, Phil Mikulak, Mohammad Merhi, Stacie Merken, Clayton Michaels, Barbara Mociulski, Molly Monroe, Susan Moore, Jennifer Muniz, Jorge Muniz, Murli Nair, Dora Natella, Shawn Nichols-Boyle, Bunmi Okanlami, Kwadwo Okrah, Ryan Oliver, Scott Opasik, Anurag Pant, Sharon Pape, Sung-Jin Park, Bhavik Pathak, Charlotte Pfeifer, Brenda Phillips, Kristyn Quimby, Rama Reddy, Jason Resler, Kathy Ritchie, Shahir Rizk, Chloe Robinson, Elaine Roth, Anna Savvopoulou, Carolyn Schult, Matt Shockey, Jamie Smith, Cyndi Sofhauser, You Song, Barbara Spinda, Alisha Springle, Jeff Stahl, Kyoko Takanashi, Laura Talcott, Susan Thomas, Mihaela Vajiac, Jay VanderVeen, Josh Wells, Kara Werner-Sanders, Kari Wilson, Lisa Zwicker, Lyle Zynda

1. Call to order AT 10:00 am– Elaine Roth
  - Elaine gave instructions to attendees to enter the name for roll into chat, and to change their name on the screen. Also to stop video unless you are speaking.
2. [3 minutes] Approval of April 2020 Academic Senate Meeting Minutes
  - No corrections or modifications; minutes stand approved.
3. [5 minutes] Constitution Update [\[LINK\]](#): UFC Representative Scott Opasik and Elaine Roth
  - Scott Opasik, IU South Bend Representative on the IU Faculty Council presented proposal for amendment to constitution to allow for second UFC rep. Current constitution allows for only one rep.
  - New member on the IU University Faculty Council
    - The elected faculty membership shall be determined by each campus as follows:
      - Each regional campus shall have two representatives, one of which should be non-tenure track.
  - Background: March of 2020 UFC proposed to amend the constitution of the IU faculty. Proposed amendments approved by ballot in the spring. Purpose of the amendment is to extend voting rights to all full-time faculty regardless of tenure status and to ensure appropriate representation of non-tenure track faculty on the University Faculty Council.

- Rationale: Non-tenure track faculty are responsible for a significant part of the research and teaching mission of Indiana University. The proportion of non-tenure track faculty to tenure line-faculty is increasing on every campus. All IU campus faculty governance bodies extended voting rights and representation to non-tenure track faculty. Shared governance works best when it is broadly based and shared widely.
- IU faculty council membership amendment to constitution needed to allow for two voting members. Requires change in our constitution to Article VI. Executive Committee. See document below.

In response to new UFC member,

Proposed Change to two paragraphs of the IUSB Constitution, Article 6:

The membership of the Committee shall consist of the elected officers of the Senate, the immediate past president, the two elected University Faculty Council Representatives and four members of the Senate, nominated and elected to two-year staggered terms in the same manner as officers of the Senate, except that the election shall be by plurality vote. The Parliamentarian shall serve as a non-voting member.

The election of the two IU South Bend's elected representatives to the IU University Faculty Council shall follow the provisions as described for the election of Senate officers, except that plurality vote will prevail. One of the representatives shall be tenure track. One of the representative should be non-tenure track. The representatives shall serve a two-year staggered terms, ~~staggered with the term of the President of the Senate~~, or otherwise as may be determined by the Senate's Executive Committee. The IU South Bend UFC representatives shall report periodically to the Academic Senate on matters of interest and/or importance (1/1996).

- Motion to amend the constitution arrives moved and seconded from the executive committee. Open floor for discussion of motion.
- **Discussion:**
  - Josh Wells: What would be the problem with this change? Would non-tenure track people receive flack or difficulty for this/be pressured or have their participation questioned? Just expressing this concern.
  - Elaine: Motion is from UFC. Not many possibilities for not participating. Some room for variance in highlighted sentence, if a non-tenure track faculty feels vulnerable, or don't have capacity to serve that position could be filled by someone who is tenure track.
  - Faculty question: Could be an issue for non-tenure track faculty if they are asked to consider tenure issues. Non-tenure track faculty on some campuses may be lower or higher so balance of representation may be out of whack for some campuses.
  - Anurag Pant noted that we could vote against this.
  - Corrections noted for wording. Need "s" added to representative in wording.
- Motion to close and second via chat. Approved to close discussion.

- Will send out ballot. Announce results in October. New UFC member will be able to attend November UFC meeting.
4. [1 minute] Moment of silence observed for members of campus lost this past year, for our nation in a state of loss due to the many lives taken by COVID-19, and for those among us who have experienced additional losses-Elaine Roth

Angelo Gatto, College of Health Sciences

Jackie Collins, College of Liberal Arts and Sciences

Linda Freel, School of the Arts

5. [2 minutes] Introduce Executive Committee Elaine Roth and Carolyn Schult

Elaine Roth, Senate President

Hayley Froysland, Vice-President – History/Director of General Studies

Susan Thomas, Secretary - Librarian

Scott Opasik, UFC representative - Librarian

Raman Adaikkalavan, former Senate President – Chair of Computer Science Department

Carolyn Schult, Parliamentarian – Psychology Faculty/Director of UCET

Cyndi Sofhauser, Member at Large –School of Nursing

Julie Feighery, Member at Large - Librarian

David Blouin, Member at Large – Chair of Department of Anthropology and Sociology

Joe Campbell, Member at Large – Department of Counseling and Human Services,  
School of Education.

6. [1 minute] Introduce Associate Faculty Senate Voting Members-Hayley Froysland

- Introduction of eleven associate faculty to serve a one year-term as members of the Academic Senate with voting rights
  - Lindsey Brander, School of Education
  - Pamela Carl, School of Business and Economics
  - Rebecca Gibson, Anthropology Department
  - Marcy Holland, English Department
  - Carlos Lisoni, Political Science Department
  - Dawn McGrath, School of Education
  - Charlotte Pfeifer, School of Education
  - A.J. Schmitz, English Department
  - Tom Spencer, History Department
  - Sorah Stein, Psychology Department
  - Kara Werner-Sanders, School of Education

7. [5 minutes] Introduce new Full-Time Faculty Members – video created by Joel Langston Introduced and welcomed by Senate President Elaine Roth who also thanked Joel for creating the video.

- Molly Block Assistant Professor of Criminal Justice
- Sharon Pape, Clinical Associate Professor of Occupational Therapy
- Alisha Springle, Assistant Professor of Rehabilitation Sciences
- Allison Miller, Visiting Clinical Assistant Professor of Occupational Therapy
- Chloe Robinson, Assistant Professor of Criminal Justice
- Andrew Doyle, Visiting Clinical Assistant Professor of Health Sciences
- Grace Chen, Visiting Assistant Professor of English
- Darryl Heller, Assistant Professor of Women’s and Gender Studies
- Tina Hostetler, Visiting Clinical Assistant Professor of Nursing
- MacKenzie Shireman, Visiting Clinical Assistant Professor of Nursing

8. [2-5 minutes] Update on Standing Committees – Hayley Froysland

- VP Hayley Froysland gave a few reminders for standing committees.
  - 1) Chairs from last year’s committees need to submit annual report from 2019-2020. Send to either Hayley or Susan Thomas or both.
  - 2) Senate committees should be up and running. Committees have conveners and members should have received an email in June. Committee membership and conveners is posted on Academic Senate website. Some committees have already met and elected a chair and this is reflected on the senate website. For those committees that have not yet met to elect a chair, conveners, please convene the first meeting of the committee to elect chairs/co-chairs, and then let Hayley know the names of chairs/co-chairs.
  - 3) Please also remember that Ex officio members are members of the committee; please include them in meetings. Up to committee if they may vote.
- A few openings on senate standing committees. Volunteers requested at this time. Please come forward.
  - Budget Committee: Justin Amellio
  - Gen. Ed. Committee: Tony Randells
  - Optional openings
    - Academic Personnel Committee – prefer SOE rep. Kwadwo Okrah

- Vendor Review Board – Krista Bailey
    - Question about part-time faculty members serving on senate standing committees. Need to review voting access. They can serve but need to determine voting rights. Will follow up with Lindsey.
9. [5 minutes] Elected Committees – Special election to fill vacant spot on Senate PTR for one year term. –Elaine Roth
- Christina Gerken (CLAS) serving in an interim one-year term after appointment by Executive Committee this past summer. Senate President Elaine Roth thanked Christina for her service.
  - The Executive Committee nominates her to continue in this position.
  - Accepting additional nominations from the floor at this time. No additional nominations received.
  - Chat question about status-must be a tenured person who can vote.
  - Floor closed and seconded.
  - Vote taken. Christina Gerken unanimously elected to continue in this position.
10. [10 minutes] General Education Committee\* – Mallory Edmondson and Vincci Kwong, Chairs
- Mallory presented the 2 motions introduced at April 2020 Academic Senate meeting
  - Motion #1) The Gen-Ed Committee proposes that the new IUSB General Education program go into effect in the fall 2021 semester. Motion arrives approved and seconded from the General Education Committee.
  - Floor open to discussion.
    - Chat discussion: Are we ready? Should we push to fall 2022? Mallory notes that we are ready to start. No major reason to hold on starting in the fall 2021.
    - Josh Wells- Ready bureaucratically. We may be ready in terms of framework. Can we be ready under the current circumstances? Will there be issues communicating to students who want to move into the new gen ed for their degree programs so students are oriented properly. Very different environment we are currently working in.
    - Mallory Edmondson - Many unknowns. A lot of groundwork laid over the past three years. PR piece in the works to transition forward. Course tagging has been worked out. Implementation essentially moving from higher level of Gen Ed courses into lower number so it is not a complete rebrand or new courses. Taking what is already in existence; what is already working, and refining it. With this vote, will be able to tell students the start date.
    - Josh Wells–Concerned about the last mile. Are the faculty prepared, do we have the logistical energy to move forward with this, to accomplish what you want us to accomplish. Make sure we are allocating monetary and human resources to get this done. It is possible, but we need to figure out the how.

- Kristyn Quimby-Foundation laid over the last few years; reducing gen ed/by and large it stays the same/shift in name from Non-western Cultures to Global Cultures. Students will be given a choice for extended literacies – can choose 3 credits, from computer literacy, visual literacy, health and wellness(3 or 2 credits)/financial literacy (1 credit). Most of current gen ed is being carried forward. Not many new courses are being added. Still some behind the scenes work with course coding which is in progress.
- Anurag Pant- Feel that we already approved the start date. Passed gen ed proposals with much debate. Launch date mentioned as fall 2021. Don't need this motion. Need another motion if we want to postpone to fall 2022.
- Josh Wells - Not advocating against it – just making sure that we recognize the logistical effort to make it happen. Concerned that if we were to vote against it or do it wrong, our accreditation may involve some re-working. We need to get it right.
- Discussion closes (moved/seconded)
- Zoom poll used to vote. Motion passes with 92% in favor of beginning the new gen ed curriculum in the fall 2021. 8% voted no.
- Motion #2) The Gen-Ed Committee proposes the adoption of newly developed language for Essential Characteristics of five General Education Requirements (Computer Literacy; Visual Literacy; Health and Wellness; Global Cultures, and U.S. Diversity)(see attachment A)
- Mallory presented motion 2 from the Gen Ed committee which is adoption of newly developed language for the essential characteristics of five of the general education requirements. This is based on the work of the cluster groups for gen ed requirements. Look for vote to approve the standard format to have consistency in describing courses and what is expected.
- Discussion
  - Concern about being able to see attachments. Documents available on senate web site. Elaine shared through Zoom during the meeting.
- No questions or comments.
- Discussion closed (moved and seconded)
- Zoom poll used to vote. Motion passes with 97% in favor, 3% opposed.
- Elaine notes that the HLC report is due soon and it will be good to provide an update on the campus general education curriculum.

#### 11. [10 minutes] Incoming Students – Interim EVCAA Linda Chen

- Presented an overview of admissions data for Fall 2021. Data comes from Tableau reports that are available for review.
- Enrollment figures from census, August 31, 2020, represent the official number of students. Numbers are from census; numbers have declined a bit since census as students enroll and drop out. Will analyze melt to see if it increased or decreased compared to last year. We exceeded target, 4,889 to make budget. Total enrollment since census is 4,942.

- Details of enrollment: percentage change shows slight decrease from previous year. Decline in continuing and new undergraduate students. Growth in graduate programs and non-degree students. Overall down 2.95% from previous year. Look at numbers and consider areas of growth, especially with regard to graduate programs.
- Last two years have faced challenge of bringing in students admitted. Need to look at how can we reverse? What other student populations can we seek, especially students we have not traditionally sought?
- Transfer students, same downward trend – fewer applying/fewer enrolling. Needs more analysis.
- Retention based on 1<sup>st</sup> to 2<sup>nd</sup> year 2019 beginning cohort 855; 553 returned for a total retention rate of 64.8%. Previous year 2018 retention rate was 65.9%, an all-time high. Still struggling with retention to get to higher percentage. Can aim for this when considering strategic enrollment management. Not bad given current situation with COVID
- Admissions – decreasing number of applications/population data shows a decline. Have tried to counter the trend by admitting more students.
- Linda presented information on full-time beginners. Six years of data, showing number of incoming students grouped by High School GPA. 60% of students entering this year have 3.0 GPA or above. Not looking at test scores because we are going to test optional.
- LatinX population has increased to 20.4%. Should continue to grow.
- Caucasian American students will most likely continue to decline.
- Seeing an increase in diversity of student body.
- Majors of incoming students presented. Top majors in CLAS: Exploratory, Psychology, Biology (BS), Computer Science, Criminal Justice. Filter Tableau reports to get information about specific majors.
- Question about Marketing initiatives this year. – using Sales Force, Admissions has a schedule they use to reach out to students. Marketing also involved in helping to jumpstart our admission process. Marketing helped to reach out to students over the summer.

12. [10 minutes] Searches, Budget, CARES – Chancellor Susan Elrod

- Good news. IU South Bend ranked in top 50 of regional Midwest universities for social mobility – we are doing better than in the past in terms of graduating students who are Pell Grant eligible. Helps with graduation rates.
- Leadership searches update:
  - Three finalists for VC for Administration and Finance – virtual campus visits starting next week.
  - Information on the candidates can be found on the [VCAF search web page](#).
  - Open forums scheduled for
    - Tuesday, September 22, 11-Noon
    - Friday, September 24 11-Noon
    - Thursday, October 1, 11-Noon
  - Recordings of the candidates' presentation will also be posted to the search website after each virtual visit for those unable to attend.

- EVCAA – committee reviewing applications and have selected a list of about a dozen semi-finalists. Interviews will be conducted soon. Campus visits with a subset of finalists will be scheduled in October.
- Mitigation testing: Evolution of COVID response. Strong compliance with testing- 56.65% compliance rate from last week. Everyone across IU is participating. Thanks to Maureen Muldoon and everyone involved for making our testing center strong. Results returned in about 48 hours. Strong faculty and staff compliance. Student Affairs addressing student non-compliance. Good news for our campus, only about 1% positivity rate from mitigation tests. Across IU 4.5% positivity rate. We are in great shape as a campus community. For mitigation testing, will receive email on Friday to sign up for time slot the following week. Set up a time for test on Tuesday or Wednesday in University Center 120. Sign in with Ap ahead of time. It is possible to be called several weeks in a row. Participation is required unless you meet exemption criteria. Can complete exemption on registration form if you are not able to go.
- Strong compliance with contact tracing, greater than 97%.
- Symptomatic test numbers and capacity continue to be manageable.
- Classrooms are proving to be very very safe environments. – not seeing spread of virus.
- Quarantine and isolation utilization in River Crossing remains very low
- Public dashboard continues to be refined, <https://fall2020.iu.edu/dashboards/> Updated once a week. Still refining how some data is reported.
- Planning for winter retreat period with more virtual classes. Will continue to de-densify. More offices will be open than during the spring. Important for enrollment and admissions. Need to continue to be accessible for students. For spring semester, do what we did in the fall except start remote at the beginning. Winter period designed as a way to protect the population during flu season.
- Restart summary report coming soon –restart committees still meeting
- Remember to get your flu vaccination. Health and Wellness center doing something soon.
- Coffee with Chancellor September 23 at 3:30 pm. Celebrating accomplishments of our faculty, staff, and student award winners and others.
- Campus directions committee working on our strategic planning process. Town Hall meeting scheduled for 10.9.20 at 10:30 am. This will be an opportunity to provide input on topics central to the strategic planning process.
- Launching virtual monthly birthday celebrations. Those with birthdays in a given month will be invited to a virtual birthday party with the Chancellor. Another mechanism for us to stay connected and get to know colleagues. Will receive notification to attend event.
- Budget Fall 2020 YTD budget updates.
  - General Fund tuition and fee income is strong. It was a tremendous effort made by hundreds this summer to bring in enrollment numbers, and it is so important to help meet our mission in serving students and the community, and also to help us with our revenue. We are therefore in a better position because of that.
  - Non-GF revenues, i.e. housing, are down a bit as expected
  - On track with actuals and encumbrances keeping with budget plan submitted over summer with the 5% reduction
  - CBAC working on recommendations for strategies and principles to address additional negative margin due to 7% appropriation reduction and develop

revenue generating approaches. Recommendations from CBAC to go to cabinet and then to Chancellor. Goal to create a final document that contains principles and recommendations for moving forward to address those reductions. Critical component of what CBAC has been thinking about is developing revenue generating approaches. Focus on new ways to deepen revenue sources.

- CARES Funding spending plans –summary slide
  - 1.3 Million CARES funding from Federal Government
    - \$450,000 to students as emergency grants and awards
    - \$120,000 invested in faculty professional development
    - \$500,000 institutional expenses, COVID Testing, PPE
    - \$220,000 spent on technology applications for teaching and learning, like outfitting rooms with technology for Zoom.
    - Does not include student portion of CARES awarded in the Spring/Summer, or refunds for housing and other student emergency grants.
- Questions?
  - Comment from Anurag – Don’t penalize schools already cut over 5%.
  - Chancellor Elrod comments that Deans and Directors work on their own proposals to manage the cuts and we will continue this process as we go forward.
  - CBAC is recommend principles and strategies. Philemon and Linda will work together with the schools and colleges to figure out how we will manage cuts within Academic Affairs.
  - Second Josh’s comment about enrollment. Started 20% behind in enrollment with the other regionals and ended in the middle. Tremendous effort.

### 13. [5 minutes] President’s Remarks – Elaine Roth

Noting that given the profoundly unfamiliar circumstances we find ourselves in, IU South Bend has handled the pandemic well as an institution. And this is particularly worth noting given other universities responses; we can think of our neighbor up the road as well as other regional IU campuses. In the spring, IU South Bend asked how faculty wanted to teach their classes in the fall and then honored those responses, which allowed educators to proceed based on their own health situations as well as the disciplines in which they teach. IU South Bend then worked to address each of those responses. This required enormous work from facilities who went through every classroom to de-densify and equip with hand sanitizer; it required enormous work from our understaffed registrars office to change all of those courses in the schedule of clases; IT wired the classrooms with new technology; Meanwhile, faculty were figuring out how to teach their classes differently in the fall, relying on UCET for help with that. The University assembled seven working groups and ensured that faculty, staff, and the people most directly connected served on those groups. Those groups met all summer figuring out IU South Bend’s response. All of this required elaborate collaboration. It is worth noting that it is just not how many other universities responded. In my opinion, regional public universities like ours might be uniquely

well positioned to address the challenges of the pandemic in that we are not financially dependent on sports, or on housing; instead, we deliver education and we were in a position to focus on that this summer. By contrast, with IU South Bend, many universities employed top down decisions that proceeded without consultation with the people involved. It is worth noting that that process is not as healthy, nor as democratic, nor as beneficial, but it is faster. We instead proceeded deliberately and that might have been one of the reasons our enrollment numbers were down in the middle of the summer. We rallied, assembled a team, launched a campaign to address that issue, and figured out new virtual ways to register students over the summer and met those enrollment numbers. It was truly a remarkable campaign. I am really glad to teach at an institutions that valued a careful, thoughtful and deliberate response, and all of the attendant work and time that that response requires. The results are simply better. We are providing a robust range of safe educational experiences for our students; we have met our enrollment numbers, and we are committed to communicating with all of our constituencies across campus. This commitment takes more time. And it encounters road bumps. Note the road bumps in order to avoid them in the future and also recognize that the fundamental principles of the process have been sound. This restart project is a valuable enterprise, one worth being proud of. Thank you to everyone involved and everyone involved is basically everyone on campus. I look forward to continuing to figure out how to proceed together this year. Thanks.

#### 14. Announcements:

- Elizabeth Bennion: Get Out the Vote. American Democracy Project asks that faculty reach out to students through class announcements, presentations to classes, and ADP can provide materials/presentations to classes to encourage students to vote. Last day to register is October 5. An important deadline for students to know. Debate watch parties coming up for president/vice-president, Indiana Governor, and congressional debates where we will joint with students nationwide and across IU campuses. Students can visit the American Democracy Project website or Facebook page for details.
- Elizabeth Bennion: Several lectures coming up: 1) Civil Discourse in an Uncivil Age 9.22.20, 7:00 pm, and 2) History vs. Viral Deception, 9.23.20, 8:00 pm. Moderated by Alexander Hefner, host of PBS, *The Open Mind*. Delighted to have multiple sponsors for these events.
- Elizabeth Bennion: Civil rights Heritage Center will be the site of a school board debate and county council and state senate races comping up too. Gave around 250 constitution themed bags on Constitution Day. Watch Daily Titan for announcements from ADP.
- Carolyn Schult. UCET workshops scheduled through end of September. Would like to know what would be useful to you. Send email to UCET at [UCET@iusb.edu](mailto:UCET@iusb.edu). UCET can provide a workshop for department or school. Reach out and let us know what you need.
- Erica Zynda: First Dean's Seminar today, September 18. Murli Nair. Associate Professor of Biology/Bionformatics presenting research on "Delineating Heterogeneity in Cancer. More information [Dean's Seminar webpage](#) or can email Erica.
- Dean Vicki Bloom. Veteran Book Club will hold virtual Zoom meeting. October 28 at 5:30 pm. Book is *Slaughterhouse Five*. <https://iu.zoom.us/j/92872099826>
- Susan Moore. Gallery is open. School of Arts faculty currently showing their work. Hours of Gallery, 12-5 Monday-Thursday.

15. Motion to adjourn/seconded. Approved. Meeting adjourned at 11:36 am.