

Academic Senate Meeting Minutes

November 18, 2022

Members present: R. Adaikkalavan, E. Bennion, V. Bindroo, D. Bryant, L. Collins, H. Davis, J. Deranek, J. Essig, J. Feighery, W. Feighery, P. Geels, C. Gerken, M. Holland, D. Hopkins, S.K. Jang, S. Jones, N. Karakatsanis, V. Kwong, B. Labbe, K. Ladd, A. Lidinsky, T. Liechty, C. Lisoni, B. Lucal, D. Marr, J. Mattox, D. McMillen, B. Mociulski, J. Muniz, S. Nichols-Boyle, M. Oake, S. Oldenburg, S. Opasik, A. Pant, S. Pape, J. Pearson, R. Reddy, J. Resler, K. Ritchie-Fair, M. Roberts, C. Robinson, A. Savvopoulou, C. Schult, H. Scott, W. Shrader, J. Smith, C. Sofhauser, N. Somerville, T. Spencer, A. Springle, D. Surma, K. Suttman, K. Takanashi, S. Thomas, B. Tourtillotte, J. VanderVeen, C. Vlaemick, K. Werner-Sanders, B. White, L. Zwicker.

1. The meeting was called to order by C. Schult at 10:00 am.

C. Schult asked that everyone speak into the microphones for questions and/or presentations.

2. The October 2022 minutes were approved.
3. IU South Bend Distinguished Teaching Award presented by EVCAA J. Pearson:

Christina Gerken, Associate Professor of Women and Gender Studies received the 2022 IU South Bend Distinguished Teaching Award.

4. 2023 Nominating Committee presented by C. Schult:

The executive committee nominated Henry Scott, Mallory Roberts, and Jeremy Linton. There were no further nominations from the floor. Nominations were closed. C. Schult mentioned that the nominating committee will be contacting faculty to serve on Senate committees next academic year and encouraged everyone to consider serving when they get a call. The nominating committee will bring candidates for committees in the next February Senate meeting.

5. Proposal from Library Affairs Committee for allocation of materials budget by C. Vlaemick (see [file](#)):

The proposal to eliminate the allocation of library funds to departments for book and DVD purchases was introduced in the October meeting. There were no questions and discussion was closed. Voting took place in the room. The proposal passed. No one was opposed.

6. Proposal from General Education Committee to add FYE Director(s) as ex officio member presented by A. Savvopoulou:

The proposal to add the director(s) of the First Year Experience program as an ex officio member to the General Education Committee was introduced in the October meeting. There were no further questions and discussion was closed. Since this proposal involves a change to the constitution, an electronic ballot was going to be sent out later that day via Qualtrics. The deadline to respond would be Tuesday, November 22nd at 5:00pm.

C. Schult pointed out that if there are any questions about the Qualtrics survey, they should be directed to A. Savvopoulou. She also reminded everyone to check their spam folder if they do not receive an email from Qualtrics in their inbox.

7. Proposals from Academic Affairs Committee presented by J. Smith:

- (a) J. Smith presented two motions coming from the Academic Affairs Committee (see [file](#)). The first motion is to extend the late administrative withdrawal for students enrolled in the Guided Pathways Academy (GPA) until the last day of class of the Fall 2022 semester. J. Smith clarified that this motion does not pertain to a late withdrawal initiated by the student rather it pertains to a withdrawal initiated by the faculty member. This policy had been in place for the last three semesters as well.

Question by E. Bennion: Are faculty trying to reach the student and talk to the student and if they get no response then they take advantage of the administrative withdrawal in place?

J. Smith said that this is correct.

E. Lucal added that instructors would try to contact the student, the Titan Success Center and Academic Success Coaches would try to reach the student and the administrative withdrawal would be the last resort in an attempt to save these students from themselves.

Question by J. VanderVeen: Is it easily identifiable who these students are somewhere on the transcript or SIS?

E. Lucal said that she notifies instructors in the beginning of the semester if they have GPA students in their classes. J. Smith added that sometimes there are enough GPA students that a whole GPA class is formed.

Comment by K. Ritchie: If appropriate consider giving an incomplete to some of these students.

E. Lucal said that if appropriate, yes, that should come first instead of a withdrawal. The motion on the floor affects students who have disappeared from their classes and fit the policy for an administrative withdrawal as it holds in the beginning of a semester. The faculty would have to initiate the administrative late withdrawal.

Discussion was closed. This motion passed in the room, no one was opposed.

The second motion brought forth is to extend the administrative withdrawal permanently until the last day of the semester for GPA students. This will be discussed and voted on in the next Academic Senate meeting.

- (b) The repeat grade policy proposal was brought to the Academic Affairs committee from the Executive committee. It was first discussed last semester and the other regional campuses are also looking into this. IUPUI has also been moving towards a repeat grade policy. This would bring uniformity across these campuses and reduce complications when students transfer across IU campuses. The current policy is it to average the grades of the course that has been repeated by the student. This is one of the options presented. The other two options are to keep the best grade of the repeated course and to keep the latest grade of the repeated course. It seems that most campuses favor the best grade as this would be the most student friendly option.

Question by A. Pant: What is the current policy?

J. Smith said that currently the grades are averaged.

Question by N. Karakatsanis: How is this different from grade replacement?

D. McMillen answered and said that one difference is the limit. The grade replacement has a limit of three courses or ten credit hours whichever comes first. The other difference is that with grade replacement the course is being X'ed and disappears from the transcript. With the repeat grade policy this will not happen and there will be no limit as to how many courses this policy could apply to.

Follow-up question by N. Karakatsanis: Will grade replacement be replaced by this new policy then?

D. McMillen said that we will need to have a discussion on this.

Question/Comment by L. Kahan: In the second option, the "best grade" option, the wording "previous attempts are excluded" implies that the best grade is the latest one but this is not always the case. For example, sometimes due to poor advising students retake a course and when they realize they did not have to they might stop putting in effort and end up with a worse grade than before.

J. Smith acknowledged that this is an issue and that the language should be changed.

C. Schult recognized all the work that the Academic Affairs committee is putting in and mentioned that the common calendar proposal is being tweaked yet again by the other campuses and is starting to look a lot like our current calendar. The Academic Affairs Committee will likely bring the final version to the January Senate meeting.

Follow-up question/comment by N. Karakatsanis about the repeat grade policy: As I recall the grade replacement allows for 10 credit hours or three courses and goes like this: the first grade stays on the transcript, the student retakes the course and the second grade also stays on the transcript but the grade that is being replaced is not being factored in the cumulative GPA calculation. I do not think that the grade which is being replaced is not showing up on the student's transcript.

D. McMillen said that he would need to clarify this with someone from the registrar's office.

R. Adaikkalvan said that with the old UFC policy a replaced grade of F would show up as FX on the student's transcript. The new UFC policy states that a grade of F will be replaced by X. This new repeat grade policy would affect the cumulative GPA calculation. For example, if a student receives an F, takes the course again and gets an A, the repeat grade policy would only use A for the cumulative GPA calculation and both grades would be on the transcript. In the same scenario if the student chooses to have the grade of F replaced then an X would show up on the transcript in place of the F grade and the A grade would be used for the cumulative GPA calculation.

Question/Comment by E. Bennion: If we are doing best grade, we are taking off the limit. How does this affect applying to Law school and graduate schools? Will there be a back-up transcript that shows what X is? It is important that this is being mentioned during advising.

C. Schult said that this policy will be discussed again in the January Senate meeting and all the points made will be addressed.

8. Proposal by Policy Committee presented by S. Opasik: ACA-17 (see [file](#))

S. Opasik presented SB-ACA-17 which was drafted to meet the requirements of ACA-17 Faculty Board of Review Uniform Standards. He pointed out what the Faculty Board of Review does and who can bring up a complaint and went over items mandated by the uniform standards. However, local decisions may also be made on certain aspects. The Policy Committee will move to adopt the new Board of Review policy and to rescind the current Faculty Misconduct and Board of Review policies. Updates to the current policies must be made by February 15th, 2023. The committee asks for feedback and the policy will be revised and brought back to the Senate at the January meeting.

Question by S. Jones: I am concerned about the fact that the majority of the members need to be tenured. In the College of Health Sciences (CHS) there is a limited number of tenured or tenure-track faculty. Second question: Will membership not carry any kind of admin load? Is this a criterion for membership?

S. Opasik said that IU uniform standards indicate that no one with 100% administrative appointment may serve on the committee, and IUSB policy says no one with 50% or more may serve on this committee.

Comment by S. Jones: I wish there could be some leeway with the membership. As it stands I see that would be a problem for CHS.

C. Schult pointed out that the membership is not 100% tenured and that broader representation will be sought.

D. McMillen commented that tenure is protection for the people who will serve.

9. Proposal from Athletics Committee presented by D. Hopkins: (see [file](#))

D. Hopkins spoke on behalf of T. Randles, chair of the Athletics Committee. She was not a member of this committee last year but was willing to present and apologized in advance if she would not be able to address questions very well. Last year the committee thought that its duties should reflect what the committee actually does. D. Hopkins went over the proposed changes (see [file](#)).

Question by E. Lucal: Long time ago I served on this committee and I have concerns that the committee can no longer set policy for scheduling and for eligibility. For example, in the past there were no games scheduled during finals week and our eligibility rules were slightly different. Has the NAIA taken back authority away from campuses?

D. Hopkins said that she did not know but she would inform T. Randles.

E. Lucal said that teams should not be playing during finals week. D. Hopkins agreed but she reiterated that she did not know what the rules are.

K. Werner-Sanders said the NAIA leaves autonomy to campuses. However, most institutions follow NAIA's eligibility requirements otherwise they may end up with complicated situations and potential lawsuits filed against the universities for not following national guidelines. Our conference has a statement in place for competitions during finals week. However, sometimes games had to be rescheduled because they had been postponed due to COVID or weather. Eligibility requirements have

changed slightly in the past ten years. Although there is autonomy there are legal concerns and eligibility requirements should not differ much from the NAIA's and the conference's.

D. Hopkins pointed out that last year some softball games had to be rescheduled due to weather but they were not originally scheduled to be played during finals week. The team had to complete these games by a certain date.

C. Schult said that this will come back in January and since it involves a change to the constitution it will go out by electronic ballot.

C. Schult commented that on the Chancellor's website there is a link now called "Campus initiatives" that has information about the Academic Organizational Design task force. [LINK](#)

10. Academic Organizational Design Task Force Update presented by J. Resler and D. McMillen:

D. McMillen said that the next town hall meeting will be held on Thursday, Dec. 8th at 10:00am in SAC 221-225 (see [file](#)). Multiple models for the academic organization of the campus will be presented. D. McMillen encouraged everyone to attend and offer input and then the models will be refined before the final presentations. There were no questions.

11. Enrollment Update for Spring 2023 presented by R. Adaikkalavan:

R. Adaikkalavan provided an update on spring 2023 enrollment (see [file](#)). A comparison was made between Spring 2022 and Spring 2023 enrollment at the respective points in time. It was emphasized that the spring 2023 internal target column is showing enrollment projections, not budget projections. It seems that this year similar trends to last year are exhibited. An unofficial comparison by individual cohort headcount and cohort credit hours was presented. In the categories of undergraduate beginners and undergraduate transfers the numbers show a significant positive change in comparison to last year. Help is needed by faculty in the category of continuing students. It was also noted that some programs for example some graduate programs have not done their advising yet which also affects these numbers. Faculty can help encouraging students to register for next semester. After finals it is hard to reach students and once everyone is back from the break it might be too late.

Question by A. Pant: What is up with the graduate program beginners numbers?

R. Adaikkalavan said that we need to keep in mind that some programs have not finished their admissions yet. Timing must be taken into account.

Question by H. Davis: Just a clarification, are the headcount by cohort numbers at census or at the end?

R. Adaikkalavan said that this is point in cycle comparison. They show 60 days prior to census comparison for the last couple of years.

C. Schult said that although we are doing okay more work needs to be done.

12. Q & A with J. Pearon:

Question by A. Pant: "We need to discuss centralization of advising. Who initiated this and when was it discussed? How do we coordinate?"

J. Pearson confirmed that we are moving towards a centralized model in advising. There have been discussions about this for the last few years. Literature shows that this is a best practice in supporting students. The plan has not been developed yet so she could not share more at the time. There will be a lot of issues to work through. Anyone who has done this has said that the transition will be hard and needs to happen carefully. L. Kahan and R. Adaikkalavan have been gathering information. There will be more conversations and a lot of planning. We need to do this efficiently to support the success of our students. She acknowledged that A. Pant asked some great questions and these are the types of questions that will be worked through with a lot of people and a lot of conversations.

A. Pant said that he would also follow-up and send her an email.

Question/Comment by A. Lidinsky: "I have so much in my head that I'm going to try to put it together, but one point is just trying to describe what faculty are experiencing right now. Teaching at this moment in the pandemic, and I hope other people will weigh in, but our regular jobs, had none of these other four initiatives come crashing down on us, our regular jobs are harder than they have ever been. The incoming class is more wounded than I have seen before. They're in mourning. I don't know if it is because they were younger when the pandemic hit and they had three years of virtual instruction where their instructors were exhausted. But the value that we are bringing right now in terms of personal relationship building is incalculable, what's happening in our first year seminars right now where students are saying to us, this is the first time I made friends in three years. It's deeply moving and also is emotionally exhausting. I measure in Kleenex boxes the tears in my office from students, undergraduate and graduate students, I'm halfway through my second box. I mean, this is serious. I know faculty are wounded. We are in mourning. And so what feels like is happening--and I'm sorry that I'm emotional but I'm also not sorry that I'm emotional--the things we value most about this campus is we are not cogs in IU's moneymaking machine. A few years ago we decided our campus motto was that we are a community catalyst. We have a role in our community that is decades long, that our graduates are rightly proud of, that are built on relationships with faculty.

Everybody in this room knows and loves that Christina was given this honor today for work that many of us do that goes so far beyond what we can do in the classroom and I worry deeply that these initiatives, these meetings, which to many of us feel dishonest: Why we need a re-organization? What is the real purpose? The capacity model, which does not recognize the potential cost to everything that I said that we value, that we celebrated in Christina's achievement, and we celebrated in Distinguished Teaching Awards over the years, that is, innovative pedagogy, archeological digs, burying pigs, study abroad. These initiatives have the feeling of divesting of that faculty creativity which takes time and emotional energy. And I worry that the effect is going to be a quiet quitting, that faculty will understandably say fine, I'll teach four online classes, show up once a week, IU has given up on us. And I don't want that to happen.

I'm going to say one more thing then I really am going to ask you a question. It's going to be increasingly hard for the public to understand what's happened to this beloved institution. It's going to be impossible for Rob DeCleene, a hero in my estimation, and his wonderful staff to go into the community and say, please invest in this empty campus with a bunch of online classes. What we do here is really unique, so I guess my question is, can you talk a little bit about, you know, how can we resist some of this? To what extent is our administration 100% behind these IU central initiatives that seem to profoundly

misunderstand our mission to community and our commitment to our students, the costs of teaching right now, and what we all need which is support.”

J. Pearson thanked A. Lidinsky. She said that everyone feels the same way and that she is feeling what faculty are feeling and understands that there are many things that faculty are trying to manage at once. She shared that she canceled the Academic Master Plan meeting on December 2nd and will reschedule for late January. She said that administration is slowing down in order to give ourselves more time to do this important work and feel comfortable. She emphasized that there are reasons to do things and that administration listens to faculty and collaborates with faculty because faculty are the heart of this institution. The campus is connected to the community in such a real way that is important to our mission and this is vital to who we are and what we do and faculty’s relationships to our students and to the community are essential. The capacity model proposal is not on the table yet, it will come back next semester. Advising is in process which is a conversation. So much of this is happening fast.

A. Lidinsky followed up and asked J. Pearson to explain what she meant by slowing down the capacity model.

J. Pearson said the actual development of this model for how we are going to do this on our campus has not been decided yet. This will come back in the spring and work with the senate together to finalize the model. What the Deans are doing right now is not the capacity model as we do not have one in place yet. They are trying to understand how research release time has been used or what the plans are to use this release time in the future and what might have impacted productivity.

Comment by L. Collins: “I very much appreciate your compassionate response to Dr. Lidinsky’s comments. We’re sitting here feeling empathetic, sympathetic, compassionate. Personally, I feel angry. I feel that I am being accused of time theft by an institution where I have worked for 28 years. I have never, ever slacked off, but I’m being told, tactfully, compassionately, and kindly to justify what I’ve been doing for example, during the last three years, which was a pandemic. We were told by the administration, by our administration, the top priority was to take care of our students. And that’s what we did. And now it’s fine to say, Oh, well, we had to readjust the model, we don’t really have a model—the damage has been done.

I am trying to articulate my personal outrage for the way this ill-conceived plan has been rolled out. I believe some of this was under this administration's control and I think it was done badly.

Some of my colleagues have experienced tremendous trauma, and even raising the idea that they should cast their mind back three years to what was happening in their lives for that time has done incredible damage. And being compassionate and empathetic is not enough. It’s unjust. And it needs fixed.

And I want to articulate, perhaps I’m the only person in the room who is angry, but I. Am. Angry. And I’m not just angry with IU central, I feel our upper administration has not been doing a good job. Thank you.”

J. Pearson said that she appreciated the honesty and candor. She said that she would feel comfortable with a process put in place that people agree to and can move forward with demonstrating how time is being used. She agreed that the last three years were in no way normal. There was nothing normal. Which is why we advocated to acknowledge the two years moving forward not just the past three years

and no one is accusing you of needing to have done something differently the last few years. This is not what the Deans are doing. She advocated for what she believes is ethical which is setting standards, making them clear and holding people accountable moving forward, not looking back.

Question/Comment by C. Sofhauser: "I want to address some of the comments regarding online education. At the all campus meeting in IU Kokomo, Susan Sciame-Giesecke said that she is all about online and I want to know if what she told us is different from what you are hearing now. She told us, unless I misunderstood, is that she wants to increase online enrollment by 25,000 and she wants to create new programs and hire lecturers to teach in these programs and then she asked how she can get faculty on board with this. I later went up to her and told her that if you want faculty on board with this you have to send the message that online education supports face-to-face education because we do not want to lose face-to-face and that is what A. Lidinsky was saying. We are embedded in this community and our students are here because they want to have face-to-face education. My question is: have you heard anything different from this?"

J. Pearson gave a quick update. She said that all ideas have not been developed yet. The online initiative started with the new IU president, president Whitten. The current plan is not with new programs but with five or six existing programs. BS and BA programs are in the mix, Computer Science and Informatics, Psychology, Mathematics and Criminal Justice are the programs that the focus is on right now and will be shared among the regionals. There are also a few new programs with IUPUI, she just heard about those within the last week, and there will be a couple programs with Bloomington that will be online as well. The details have not been shared yet. How this is all going to work, we do not know yet. There is no plan yet. The main question is how this may be scaled up while supporting the on-campus programs. We are all on-campus institutions. IU has a presence requirement and we all need to be here a certain amount of time. That is why there is a remote-work agreement policy if someone is going to be remote. We are community-centered in our mission. The goal is to support the on-campus programs. She does not know how this is going to work. There will be a group put together that will address these challenges.

Question/Comment by J. Mattox: "My appreciation to professors Lidinsky and Collins and everyone else who spoke and expressed their frustration. I have a more focused question. I appreciated what you said about slowing down the process for the faculty capacity model. It is alarming that this and other initiatives have been bypassing meaningful faculty governance. The Deans are doing the work that they need to be doing and gathering information. Just to be clear, I understood from your remarks that we are not implementing a capacity model yet because we will talk about it more in the spring. Does this mean that Academic Affairs will not assign any single faculty member a 4-4 teaching load in the fall?"

J. Pearson said we are moving towards the capacity model and we will determine this process and plan together. The Deans are collecting information, if people say that research is not their focus right now and want to be teaching 4-4 then they can shift to that. Or if someone does not share any/enough information with their Dean about how their research release time has been used or will be used in the future, then they will be moving towards a 4-4 teaching load. We do not know how this will be implemented in the long run. Everyone should be having conversations with their Deans. We need to get information back from the Deans first. The intent is not scolding.

J. Mattox followed up and respectfully said that it sounds like that we are not implementing the model but we are implementing it.

J. Pearson said that a capacity model to her is a permanent process whereby faculty would request time for research and would say how that time was used and what they did with that time. Right now is the moment when faculty can share all their plans and nothing has to change. It is up to the faculty.

Question by S. Jones: “Since we are student-focused, any movement on IU commencement at 10:00am on Tuesday morning?”

J. Pearson asked E. Paice to weigh in.

E. Paice said that commencement is scheduled for Tuesday, May 9th at 10am. The SGA has not shared concerns yet.

Comment by A.Pant: A. Pant made a motion to change the commencement date and not hold it on a weekday when most of our students and their families are working.

C. Schult pointed out that all motions need to be put on the agenda first. Nonetheless any further comments about commencement scheduling may be directed to E. Paice.

13. UFC report presented by C. Schult:

The ACA-33 report was shared with the meeting’s agenda (see [file](#)). The UFC has been working on updating the code of Academic Ethics which will be renamed Academic Appointee Responsibilities and Conduct to separate it from other codes of ethics that address separate issues. The proposal sets the standards of behavior for academic appointees and emphasizes being a decent human being and a good professor. The proposal will be voted on in the UFC’s December meeting. There is a mechanism to submit feedback which is described in the file. The committee is soliciting comments at this time.

14. President’s remarks presented by C. Schult:

In regards to the regional research task force, there is a TEAMS site set up for the Chancellors, Executive Vice Chancellors for Academic Affairs, and Regional Faculty Caucus to comment on proposals about the scope and the membership of the task force. They are looking into a group that will have broad representation but will be small enough to promote efficiency. One proposal is to have disciplinary groups formed that will meet separately and bring forth what creativity and research activity looks like in said discipline. The goal is to have the working group start in January and have a report submitted to Susan Sciame-Giesecke, Vice President for Regional campuses and Online Education, by May. We will keep you updated as things develop.

In regards to eliminating a Senate Committee, this has happened once in 25 years or so. The last committee to be eliminated was the General Studies committee which moved to the College of Liberal Arts and Sciences. In January C. Schult will ask the Vendor Review Board and the Budget Senate Committees to look at their charges and see if they may be combined. The goal is to not overburden faculty unnecessarily. If you have ideas for other committees that may be consolidated or eliminated let C. Schult know. Committees are doing important work as they help our students succeed, help our campus function and articulate our values. We need to make sure their work continues but at the same time we need to recognize that we need a break.

15. Announcements:

L. Zwicker: Today at noon there is a pie fest at the Grill which is part of the International Education week. A reminder that the application deadline for study abroad programs is December 1st.

A.M. Martinez-Montavon: Two faculty members, J. VanderVeen and K. Quimby have had their courses approved by Quality Matters. This is a big achievement since Quality Matters is nationally recognized. If anyone is interested in learning more about Quality Matters, reach out to me as there are funded opportunities.

S. Thomas: The Library prize for undergraduate research is due February 10th, 2023. Inform your students who have been doing research. If there are any questions, email me directly.

E. Zynda: Today's Dean's seminar is by M. Roberts who will be presenting her research at noon. No ZOOM link available for virtual attendees.

K. Griffith: In this room starting at 11:45 the staff of the Student Counseling Center will be available to discuss faculty in regard to student mental health issues in the classroom. An updated community resource guide will also be shared.

J. Resler: The Fall Department of Theatre and Dance Musical "I Love You, You're Perfect, Now Change" is continuing through the weekend. It's a musical made up of vignettes about love and relationships. It will also be a continuation of the Scholarship Art Sale.

16. Motion to adjourn was moved and seconded at 11:21am.

Submitted by,

Anna Savvopoulou (Secretary of the Senate, 2022-2023)