

Academic Senate Minutes

Friday, October 25, 2024, 10:00-11:30 DW1001

[Meeting Materials](#)

Agenda and Blog: <https://blogs.iu.edu/senate/>

Constitution and Committees: <https://academics.iusb.edu/academic-senate/index.html>

Recent Senate Documents: [LINK](#)

Senate Archives: <http://institutionalmemory.iu.edu/aim/handle/10333/3376>

Members Present:

R. Adaikkalavan, B. Balthaser, E. Bennion, D. Blouin, R. Brittenham, J. Burch, L. Collins, J. Cory, J. Deranek, D. Economakis, S. Elrod, J. Essig, J. Feighery, B. Fong-Morgan, H. Froysland, P. Geels, S. Gerencser, S. Haithcox, L. Hequembourg, M. Holland, S. Hottois, S. Jang, E. Kelley, B. Labbe, A. Lidinski T. Liechty, C. Lisoni, E. Lucal, D. Marr, J. Maddox, A. Meisami, D. McMillen, S. Merken, S. Moore, J. Nashel, R. Olivier, O. Okanlami, S. Opasik, A. Pant, B. Pathak, J. Pearson, J. Resler, K. Ritchie-Fair, M. Roberts, A. Schmitz, K. Schwieterman, M. Shafii-Mousavi, S. Sigety, J. Smith, M. Sniadecki, C. Sofhauser, N. Somerville, T. Spencer, B. Spinda, A. Springler, K. Takanashi, S. Thomas, J. Thompson, B. Tourtillotte, J. VanderVeen, J. Wells, B. White, L. Zwicker

Premeeting Slides

See file: [2. October 24 meeting slides.pptx](#)

1. Call to Order

S. Gerencser called the meeting to order at 10:01 am EST after reaching a quorum

IU South Bend acknowledges and honors the Indigenous communities native to this region and recognizes that the campus was built on the homelands and resources of the Potawatomi, Peoria, Myaamia, Kickapoo, Kaskaskia, Mascouten and Meskwaki people: the past, present, and future caretakers of this land.

2. [1 min] Approval of September 2024 Minutes

a. Presented information:

i. FILE: [September Meeting 2024 Minutes](#)

Discussion

No corrections or additions.

Action Items & Follow up

Minutes stand approved.

No follow-up needed.

3. [3 min] Recognition and moment of silence for Paul Mishler

Presenter: Benjamin Balthaser

Presented information:

- Associate Professor of Labor Studies at Indiana University South Bend
- Passed away August 25th, 2024

- Obituary: <https://www.legacy.com/us/obituaries/name/paul-mishler-obituary?id=56203850>

Discussion

No discussion

Action Items & Follow up

No follow-up needed.

4. [10 min] President's Remarks

Presenter: Steven Gerencser

See file: [2. October 24 meeting slides.pptx](#)

Presented information:

- Academic Senate Web Page and Teams Site
 - **Teams:** The Executive Committee is working on developing a Teams site for the Academic Senate where every committee will have its own Teams folder. The process is complicated because of the dynamics of committee membership and turnover.
 - **Webpage:** Access to see the constitution, committees, buttons to Office of Vice President of Regional Campuses; blog link etc.
- UFC next meeting is 10/29/2024 in-person in Indianapolis
- Call to action and to engage in conversation about meaningful service
 - There is a proliferation of committees on our campus including standing committees, elected committees, task forces, campus advisory committees, etc.
 - Often getting requests for individuals to serve on various initiatives and committees. It is increasingly difficult due to the number of committees to get people to participate.
 - The committees are the executives in your roles, because you are rendering judgements on curriculum, positions, policies, etc.
 - I ask you to engage with each other over the next year to determine how do we prioritize those asks. Any time an administrator comes to me. I want a faculty member in that room. I do not want to say no and reduce our voice. On the other hand I want our participation to be meaningful.
 - I am not asking you to do more, but to think about how do we navigate having a meaningful voice going forward.
- Agenda potential change due to Chancellor Ford's schedule. As for provisional agreement to adjust on the fly to switch #8 or #9? Any objectives to a flexible agenda?
 - Passed by majority approval

Discussion

No discussion

Action Items & Follow up

Engage with each other over the next year for how do we prioritize the ask for participation in committees and taskforces.

5. [20 min] Budget Update

Presenters: Andy Williams, VC Administration and Finance

See Slides: [Financial Update for Senate October 2024.pptx](#)

Presented information:

- Operating budget of \$62,314,898 shifts each year based on enrollment and funding model
 - Revenue
 - State appropriations make up 45% of the budget (usually fixed amount year over year).
 - Tuition and fees make up 54% of budget
 - Go into the year with an assumption of 1% enrollment decline
 - Expenses
 - Employee compensation 65% of total budget
 - General expenses and transfers include UA taxes and general operating supply budget
 - \$10M is UA tax to pay for personnel at UA level; with this in consideration compensation is around 80% of our budget
- FY24 Year end
 - Net position = \$1,523,484 majority due to enrollment boost last year
 - The planned use of \$1.3M cash to offset elimination of Distance Ed fee was not needed due to the enrollment boost.
 - Tuition and fees to cover the loss of the Distance Ed fee instead of cash
 - IUSB year end reserve contribution was the largest of any regional campus \$523,484; The reserve balance is catching up in relation to other regional campuses.
 - Campus furniture refresh \$750,000
 - Funds are sitting in an account waiting as we work with a consultant and IU interior design team on an assessment. The focus is on four buildings (Library, Northside, Wiekamp, Admin building). Priority is student facing and common spaces first.
 - Strategic Initiatives \$250,000
- Enrollment impact
 - 3.5% up in terms of credit hours. Preferred to not count heads rather than credits due to credit having a direct impact on budget; Heads do not always equate to dollars.
 - Hard to predict how much funds we will have at the end of the year. We can use last year as a guide. At census last year, enrollment was up at 3.1% to equal about \$2.5M. Hoping to be in a positive position at the end of this year if we continue the same trend as last fiscal year.
 - The starting line for the next fiscal year will be where we end at the end of this fiscal year. It is hard to predict. We know spring will be similar to fall, but it is hard to predict how much. Positive news that we are trending in the right direction.
- AOD Budgetary Impact

- As of October 2024 AOD has resulted in a base budget reduction of \$295,698 that we will experience every year
 - The change of 5 Deans (\$2.2M in compensation) down to 2 Deans and other leaders and administrative positions (\$1.9M)
 - Funds have been invested in other areas for underbudgeted items.
 - Total budgetary impact is hard to outline currently, as we are continuing to implement parts of the AOD.
- Impact of Fiscal Sustainability Efforts
 - Examples of what we have been able to do with the savings. Many at the top of the list are “have-tos”
 - UA tax went up \$400K
 - Increase summer faculty pay and adjunct pay
 - Honors program able to increase the funding for the increase in growth
 - Compressions and reclassifications being addressed
 - Established a \$25K recurring point of emphasis going forward to make sure we are addressing reclassifications and compressions for staff in the base budget
- Voluntary Faculty Retirement Incentive Program (VRIP)
 - Only at regional campuses
 - Retirement incentive applications were due at the end of September with folks notified about a week ago if their early retirement was approved
 - 11/26 applied and all approved
 - 2 retiring at the end of December and the rest (9) at the end of May
- Fair Labor Standards Act (FLSA) Implications (federal requirement to raise pay level of employees)
 - Minimum salary beginning July \$42,888 by January must raise to \$58,656
 - Compression
 - January FLSA is much larger with a much larger impact; as a system we will be consistent across regional campuses how we will address this. Raising all who qualify up to the level will be a big budget hit.
 - The other choice is to convert from exempt to non-exempt which means the reclassified staff are overtime eligible
 - As of now, there are a lot of unknowns, and we are trying to prepare for the largest expense
 - Reclassifications
 - Separate issue. Reclassification is needed to identify those that are misclassified. We are waiting for the final plan for the FLSA before moving forward with reclassifications.

Discussion

- A. Pant Do housing profits get figured in the budget?
 - No this is an auxiliary meaning there is income coming in and expenses going out directly from the account.
 - The housing account has a fair amount of money at this point, but we do have a need for a lot of renovations coming. The money is separate from our general budget.
 - At the board meeting in a few weeks are asking for a 3% increase in housing rates to make sure we are not underwater.

- E. Bennion: What is campus hospitality? There is an increase in the budgeted amount, who does that cover?
 - \$37,000 total that is divided up among cabinet members. I think each had \$5-\$10K.
- E. Bennion: Honors and faculty retirement.
 - The honors base budget increase of \$25K, does that include director stipend, staff time, etc.
 - These items are out of a separate budget. They could have some one-time money. There are several funding sources that Honors is pulling from.
 - The Honors Program does have a base budget for funding. Honors put forward a request for additional funds and the \$25K is what was requested.
 - Retirement program. My understanding is that part of that incentive is that some of those positions would not be refilled and that is part of the campus reorganization.
 - There really are no targets with specific numbers of positions other than as much savings as we can. Some of the positions are much harder than others to fill or live without. The VC and Deans are sorting through what can be reallocated versus savings.

Action Items & Follow up

No follow-up needed.

6. [8 min] Hispanic Serving Institution Steering Committee Report

Presenter: Kory Vitangeli, VC for Student Engagement

See file: [HSI Planning - Senate Update 10-24.pptx](#)

Presented information:

Committee membership shared

- Raman Adaikkalavan
- Ana Carmona
- Alondra Coria
- Jesus Garcia-Martinez
- Ann Grens
- Isel Herrera
- Luis Varga
- Kory Vitangeli

Subcommittees

- Campus Policies & Advocacy (Chair – Sally Norton)
- External Funding, Benchmarks and SEAL of Excelencia Process (Chair – Susan Thomas)
- Faculty Training, Curriculum & Academic Policies (Chair – Jenny Deranek)
- Staff Training & Support (Chair – Misel Vasoli)
- Student Support & Advocacy (Chair – Kevin Griffith)

Data presented by Raman

- Look at 2024 below yellow highlight line at 24.1% on the slide; if you look at our growth you will see that we have bumps in certain years
- On the right side you can see Northwest data. Their overall headcount went down but their percentage continues to be 30.3%
- As a projection we are thinking we will hit 25% in fall 2025. Once we hit the 25% threshold in fall, the next spring we submit data which translates to a few years before we can submit for grants
- Where are the students:
 - Health Sciences
 - Business
 - Education
 - University division highest
- Moving forward the subcommittees will be developing their goals and priorities
- Planning on coming out with a master plan, grant/funding, etc.

Discussion

No discussion

Action Items & Follow up

No follow-up needed.

7. [15 min] Low-enrolled Management Plan Q&A

Presenter: Jill Pearson, EVCAA

See file: [2024_10_25 Senate Presentation Academic Affairs.pptx](#)

Presented information:

- Why are we still doing this? Asked Raman and Pedro to share data for why we are continuing this work if our enrollment is up
 - State level information <https://www.in.gov/che/college-readiness-reports/college-readiness-dashboard/>
 - Statewide the number going to college is now 52.8%
 - The issue is the number of students who get degrees to be college eligible.
 - Core 40 earners decreased from 69% to 40% go to college
 - Honors used to be 90% now 86%
 - St. Joe County
 - Core 40 decreased 75.9% to 40%
 - Honors 85.5% to 83.6%
 - Elkhart has similar trends
 - Students going to college has reduced, so looking at feeder schools to figure out whether a 9th grader will go to college from historical data
 - Look at the data retention 1st→2nd grade 2nd→3rd grade. No big changes other than more students dropping off at 11th grade. So split data into three categories (see chart on slides)
 - Model slide : Actual & Projected Number of Students Graduating from HS in our Primary Service Region
 - Expecting general decrease by 11-14.6% depending on the scenario we face

- Aside from graduates how does that translate to applications and admissions
 - Can see trends that have been confirmed there has been variability and recovery but from the pipeline we expect to see a decrease in applications
 - Same trend is expected for admissions
 - We have seen an increase in market share unexpectedly after COVID we are getting more of the market overall; up to 11.3%
 - This tells us that we expect a decrease in the number of students total, but we are seeing an increase in market share
 - 2018 we were at 10% and gained back in market share
- Indiana diplomas are changing
 - New diploma is not going to make it easier for our student demographics
 - Concerned with the reduction of courses and experiences before classes (see slide for comparison)
 - 1st generation students might not understand the impact of the diploma choices; by the time they need to start thinking about college they are behind on course work

	CURRENT INDIANA CORE40	FUTURE NEW INDIANA DIPLOMA
ENGLISH	8 CREDITS	8 CREDITS <ul style="list-style-type: none"> • 2 credits: English 9 • 1 credit: Communications-focused course • 5 additional English credits
MATH	6 CREDITS <ul style="list-style-type: none"> • 2 credits: Algebra I • 2 credits: Geometry • 2 credits: Algebra II 	7 CREDITS <ul style="list-style-type: none"> • 2 credits: Algebra I • 1 credit: Personal Finance • 4 additional math credits
SCIENCE, TECHNOLOGY, AND ENGINEERING	6 CREDITS <ul style="list-style-type: none"> • 2 credits: Biology I • 2 credits: Chemistry I, Physics I, or Integrated Physics • 2 credits: Any Core 40 science course 	7 CREDITS <ul style="list-style-type: none"> • 2 credits: Biology I • 1 credit: Computer Science • 2 additional science credits • 2 STEM-focused credits
SOCIAL STUDIES	6 CREDITS <ul style="list-style-type: none"> • 2 credits: U.S. History • 1 credit: U.S. Government • 1 credit: Economics • 2 credits: World History/Civilization or Geography/History of the World 	5 CREDITS <ul style="list-style-type: none"> • 2 credits: U.S. History • 1 credit: U.S. Government • 2 credits: World Perspectives (Flexible options, including advanced world language or world-focused social studies courses)
PE/HEALTH	3 CREDITS <ul style="list-style-type: none"> • 2 credits: Physical Education • 1 credit: Health & Wellness 	2 CREDITS <ul style="list-style-type: none"> • 1 credit: Physical Education • 1 credit: Health & Wellness
DIRECTED ELECTIVES	5 CREDITS <ul style="list-style-type: none"> Any combination of World Languages, Fine Arts, and/or Career & Technical Education 	N/A
PERSONALIZED ELECTIVES	6 CREDITS	12 CREDITS <ul style="list-style-type: none"> Students are encouraged to utilize the new readiness needs to align these personalized electives with their unique goals. Personalized electives can include a variety of courses, such as CTE, Performing or Fine Arts, and World Languages.
COLLEGE & CAREERS	N/A	1 CREDIT
TOTAL	40 CREDITS	42 CREDITS

- Summary
 - K12 pipeline is changing; there is growth in our region for market share positively but based on what we have we are predicting a decrease
 - We must make programs to attract their attention and to keep every student that we have; the “why” is still very relevant.
- Chancellor: Thank you for the analysis we were at 5K student’s pre-pandemic; the growth is not to where it was; the benefit of the market share cannot be understated; we have worked very hard to make the argument that it is compelling to come to college and specifically to IU South Bend.

Discussion

- B. Lucal- Why is the state making this change? Why have we not heard more about this?
 - R. Adaikkalavan The first time I heard about it was earlier this year. A lot of universities are upset. The state changed based on their feedback. This is not the first version. Public comment is still open for this current version.
- A. Lidinsky- Commented on the work of the team and appreciated that we are all part of an ecosystem. Can programs on the LMP block from last year, have our colleagues weigh in to support one another?
 - Programs can survey for themselves to pull that data, or we can do a campus effort. It is up to the program as they prepare.
- A. Pant- Thank you for this data. While we are focusing on grabbing the shares that are going to college let's not forget those not going to college. There should be some market for those students. Can we put out a "go to college campaign" at strategic parts of the year?
 - Information will be shared to Jim
- J. Wells- Where are those that are not entering our market share going?
 - R. Adaikkalavan- Immigration and migration that is why we look at 1st grade, 8th grade, and 9th grade. If that is a factor we would expect to see more students entering in a particular year.
 - Where are these students going? A college education is not required for every job. They want some post-secondary credential. Will these jobs require college credentials in the future? They will look at convenience...online, evening, or weekend classes for convenience.
 - A low unemployment economy results in many out in industry and not looking at college.

Action Items & Follow up

No follow up needed

9. [15 min] Chancellor search update Search Chair

Presenter: IU Southeast Chancellor, Debbie Ford via Zoom

Presented information:

- The search is proceeding as expected; when we were on campus in September for listening sessions the next step was to make sure we had a quality, qualified, and interested pool of candidates. Thank you for recommending candidates. We have a robust and qualified pool.
- Please thank your colleagues that are serving on the committee
- The screening process will begin in November
- I have had an opportunity to keep in contact with VPRCOE Iwama and President Whitten to provide updates on the search. They have reemphasized with me, and I will with our committee next week, we are looking for the BEST candidate not the first available to succeed and build upon the leadership there at IUSB.
- When will we hope to bring candidates to campus?
 - There is never an ideal time. As we look to do the screening interviews in November, our hope is to bring finalists to campus the first week of December. We will follow up as we know more. We are tentatively targeting that timeframe.
- Why wouldn't we wait until spring semester?

- If interviewing in November and don't bring to campus for 60 days, we might lose our best candidates. We want to make sure we are first in line particularly for our top candidates.
- When will a new Chancellor begin?
 - That is too early to know the answer for as well. Folks know this opportunity is available at the beginning of 2025 and all of that will be negotiated with the candidate who is selected.
- So, what happens when the Chancellor retires?
 - VPRCOE Ken Iwama Is working on that.

Discussion

No discussion or questions.

Action Items & Follow up

No items to follow up on

8. [10 min] SEA202 Campus Resources

Presenter: Steven Gerencser

See file: [SEA 202 Senate Presentation 10-25-2024.pptx](#)

Presented information:

- Unable to present due to time. We are doing fine. This is a law that we must respond to it. We can have confidence that we are a skilled faculty that are doing what is best to serve our community and students. I believe we can do this in a way that aligns with the law.
- We do have to figure out a way to incorporate SEA202 into PTR decisions.
- Working with policy committee to respond to SEA202 currently and then in spring when PTR workload lightens up they will be invited to join the conversation.

Discussion

- No discussion

Action Items & Follow up

President Gerencser will make time for this presentation in the November meeting.

10. [5 min] Announcements

- Next public forum talk is next Friday with Daryll Heller, See Daily Titan for details
- Tri campus collaboration bringing 11/12 on How to Make Funny Feminist Film
- See bookmarks for events
 - 11/14 All the Ruined Men
 - Elements training (new DMAI) is in the works
 - APA academic writing on how to access and use it
- UCET Theme Care Kindness Creativity
 - Report thanks an instructor program that worked spectacularly so about 70 responses saying nice things about faculty → will be shared after final grades submitted

- UCET Staff give presentation for Deans seminar at noon on how to make online courses better to make more engaging
- Save the date 4/11 SoTL Keynote is Kate Denial Pedagogy of Kindness
- Lang Lab events <https://www.langlabsb.com/events>
- Last night was debate watch for Governor debate can watch online
- 10/30-11/2 Scholarship Art sale! Please purchase art!
- Summer 2025 registration starts 11/4 please announce and make sure they have been advised and enrolled
- Arts are doing lots of events: <https://events.iu.edu/iusbarts/>

Adjourn 11:35 am

Respectfully submitted,

Mallory Roberts (secretary)