

Minutes for Academic Senate Meeting
January 17, 2020, 1:30 – 3:00PM
DW 1001

IN ATTENDANCE: Adaikkalavan; Bennion; Bindroo; Blouin; Borshuk; Burch; Bushnell; Campbell; Chen, L.; Cheng; Clark; Cleary; Collins; Davis; Deranek; Dielman; Economakis; Elrod; Eskew; Essig; Feighery, J; Feighery, W.; Fisher; Froysland; Gerencser; Gretencord; Haithcox; Hakimzadeh; Heck; Hinnefeld; Holland; Hopkins; Imes; Jang; Kahan; Karakatsanis; Kern, B.; Kern, G.; Kolbe; Kwong; Lambert; Levine; Lidinsky; Liechty; Lisoni; Lynker; Mancino; Marmorino; Marr; McGuire; McInerney; McMillen; Merhi; Merken; Mlotshwa; Muniz, J.; Nair; Oake; Olivier; Pant; Park; Pathak; Phillips; Ping; Popescu; Reddy; Riggs; Roth; Schmitz; Schnabel; Schult; Shrader; Smith, K.; Smith, J.; Sofhauser; Song; Spinda; Takanashi; Thomas; Tobey; Torkzadeh; VanderVeen; Vlaeminck; Vrajitoru; Werner-Sanders; White; Willig; Wooden; Zhuang.

1. Call to order at 1:30 p.m.
2. [3 Minutes] Approval of November 2019 Senate Meeting Minutes
 - No corrections or modifications from the floor; minutes stand approved.
3. [8 Minutes] Community Engagement Updates – Gail McGuire
 - Last spring IU South Bend submitted the Carnegie application but did not get it. There is a need to put more practices to get the application approved. The things that are missing in the application submitted are:
 - Lack of campus wide assessment.
 - Lack of central access to the engagement.
 - Lack of awards.
 - Progress Made by Preparing Carnegie Application
 - Created a process to identify community-engaged courses.
 - Offered professional development.
 - Increased visibility and communication.
 - Created a directory of faculty engagement.
 - Created a Facebook page and a blog.
 - Had a fall semester celebration.
 - Extended engagement outside of coursework. Lecture series are being offered in the Lang lab.
 - Created Engage IU South Bend Internship Program. This program provides stipend of \$1,600 for students to pay for their intern. Since summer 2019, 28 interns have been awarded.
 - What's next:
 - Identify impact of community-engaged courses on learning outcomes and student success. Gail collected data from students who were enrolled in community-based courses.

- Understand our community partners and identify ways to maximize our community impact.
 - Neovi Karakatsanis: You did a fantastic job.
 - A question from the floor: Is IU South Bend going to re-submit an application again? Answer: We should do it in 5 years.
 - Ken Smith: Faculty of this campus decided to submit an application to Carnegie before IU made a decision.
 - Anurag Pant: Is the report of Carnegie available to all of us. Answer: We will announce that once we receive the report.
4. [8 Minutes] Campus Campaign – Joseph Chaney, Dina Harris, and Molly Sullivan
- In the past year, the campaign collected over \$80,000 to the campus. 24% of full-time faculty; 16% of full-time staff participated in the campaign.
 - Participation in this campaign is important because it shows that we care about important things and helps us generate more money from donors.
 - Because of the funds, students do not have to work for many hours and study at the school. This makes students professionals.
 - New funds that might be supported. Some funds are scholarships or for departments and colleges.
 - Gretchen Anderson: We have raised so far \$21,000 for that fund.
 - Student Emergency fund: Students can apply for extra \$300.
 - Student Pantry.
 - Women of IU South Bend.
5. [20 Minutes] Updates – Chancellor Elrod
- Dr. Darryl Heller is back to be the Director of the Civil Rights Heritage Center.
 - Paige Risser is our new Director of Communications and Marketing.
 - The search for EVCAA is launched. Everyone is invited to share their thoughts about the qualities and characteristics that they think the next EVCAA should possess through the survey link sent by Chancellor Elrod.
 - Link to committee: <https://iusb.edu/chancellor/executive-vice-chancellor-search-and-screen.html>
 - Feedback on the qualities and characteristics: <https://www.surveymonkey.com/r/IUSBExecutiveVCAASearchSurvey>
 - Chief of Staff interviews are underway and we have many applicants.
 - We will have an Interim Director of Titan Success Center.
 - Chancellor's 2020 Learning Group has been formed. Chancellor wants to get feedback and hear from faculty and others that she does not meet regularly.
 - <https://iusb.edu/chancellor/transition.html>
 - Anurag Pant: We are paying for new building and hiring new position but what about other faculty positions? Answer: We are not paying new money for the building or for the new hire. EVCAA Linda Chen is working on the faculty positions.
 - Chancellor shared the new administrative structure that has been effective since Jan 1, 2020
 - <https://iusb.edu/chancellor/administrative-structure.html>

- Major change is moving enrollment management functions to Academic Affairs from Student Engagement and Success.
 - We will have two faculty awards.
 - Chancellor's professorship is an existing one.
 - Designed for faculty who have been full professors for a minimum of four years with ten years of overall service to IUSB. Selected nominee will design a project in consultation with the Chancellor. Call for nominations will be posted shortly.
 - Faculty Leadership in Service Award will be the new one.
 - Designed for faculty who have demonstrated excellence in campus service and leadership with a focus on junior and/or mid-career faculty. This award will be prioritize nominations of faculty at the assistant professor, associate professor, senior lecturer ranks along with the clinical ranks, although will be open to faculty at all ranks.
 - Working with faculty leadership on Spring 2020 participation in Higher Education Research Institute's (HERI) Faculty Survey
 - We have new work order submission system that is being piloted in January.
 - Campus space planning committee will be launching in February.
 - We have new Isaac P. Torres Family Data Analytics Lab from a generous donation from the Torres Foundation. This is a \$300K project and it is on time and on budget.
 - Another project is repair and painting of the Fine Arts Building. This is a \$90K project and it is on time and on budget. To be completed by summer.
 - Northside Hall \$2.5M project remains on schedule and on budget. The faculty biology labs are still scheduled to be available in May. Renovation of NS 125 will commence after HVAC work is completed. A contract is about to be awarded for a \$250K upgrade of the NS bathrooms near the Dean's Office.
 - Spring enrollment update: We are 114 students less than last spring. Students are still enrolling and we'll have more details next week. We had Saturday open house.
 - Provided budget update as of 12/31/2019. We are developing new budget dashboards for regular planning and analysis. We are going to have more budget forums in the spring and continue in the fall. Publishing an annual budget book, published each fall. Will be including budget information in annual reports, published each fall.
 - Next coffee with the Chancellor is on January 30 @ 3:30 p.m.
6. [45 Minutes] Salary Taskforce – Doug McMillen
- **Members:** Elizabeth Bennion (CLAS, Political Science, Co-Chair Senate Faculty Welfare Committee), Laura Harlow (Director of Institutional Equity), Jerry Hinnefeld (CLAS, Physics, Co-Chair Senate Budget Committee), Phil Iapalucci (Vice Chancellor for Administration and Finance), Beth Kern (LBE, Associate Dean, Accounting), Doug McMillen (Associate Vice-Chancellor for Academic Affairs), and Lars Schlereth (Director of Fiscal Affairs)
 - **Charge:** To benchmark IU South Bend salaries against peer institutions and to provide a report and broad recommendations to the faculty and administration of IU South Bend.

- The data come from CUPA-HR DataOnDemand (2018-19 Salary Data) (<https://www.cupahr.org/surveys/dataondemand/>); and IU Salary Database (<https://one.iu.edu/task/iu/indiana-university-faculty-and-staff-salary-listing>)
 - Selected Peer Comparison Institutions
 - Insufficient Data:
 - (1) UIRR IU South Bend Peer Institutions (<https://uirr.iu.edu/resources/peers/index.html>)
 - (2) Public Comprehensive Indiana and Michigan Colleges and Universities
 - Selected Peer Group:
 - Carnegie Group – Master’s
 - Affiliation – Public
 - U.S. Census Region – Midwest & South
- At the end, the taskforce found 45 comparison peers
- Related CUPA-HR and IU South Bend Salary Data:
 - Classification of Instructional Programs (CIP) Codes:
 - CUPA-HR CIP Codes <--> ICHE IUSB CIP Codes
 - Used 2-Digit CIP Codes
 - CIP Code Examples:
 - 40 – Physical Sciences
 - 40.05 – Chemistry
 - 40.0501 – Chemistry, General (ICHE IUSB CIP)
 - 40.0502 – Analytical Chemistry
 - 40.0503 – Inorganic Chemistry
 - 40.0504 – Organic Chemistry
 - **Summary**
 - IU South Bend full-time faculty suffer depressed salaries across all ranks compared to faculty at our CUPA selected peers and at the other IU regional campuses.
 - IU South Bend full-time faculty suffer significant salary compression.
 - Salary depression and compression is most significant at the full-professor level.
 - **Recommendations**
 1. Provide fair and equitable compensation for work done by faculty:
 - i. Develop a multi-year implementation plan to bring faculty salaries to CUPA peer institution averages at each faculty rank by 2025.
 - ii. Review and address salary compression issues within each rank.
 - iii. Review and address salary equity issues.
 2. To accomplish goal 1, the campus should:
 - i. Proactively set aside base funds so that it is in a position to award the maximum salary pool permitted each year by the University.
 - ii. Explore the option of setting aside a designated portion of the salary raise pool.
 3. Annually review and establish starting faculty salaries that are competitive with comparable institutions.

4. Consider establishing a minimum salary at each rank (e.g., for a promotion in rank, a promotion increase or minimum salary level, the higher of the two.)
 5. Develop a systematic annual review process of faculty salaries and promotion increases, including the awarding of annual raises for meritorious performance.
 6. Submit IU South Bend faculty salaries to CUPA-HR to allow direct comparison of faculty salaries across a range of demographics.
- **Challenges**
 1. Financial Limitations:
 - i. ~\$1.2 million dollars to just adjust faculty salaries to peer institution averages at each faculty rank.
 - ii. Faculty salary increases of 3% require ~\$500,000 annually (doesn't include salary increases for administrators and staff).
 2. Establishing a comprehensive model that can encompass adjustments for depressed and compressed salaries while accounting appropriately for historical meritorious performance.
 - Question from the floor: Should we look at the staff too? Answer: That will be an HR study and not Academic Affairs.
 - Question from the floor: Why did IU South Bend get to this position? Answer: Some colleges and departments decided at some time to hire at lower level. Also, the salary raises over the years have been minimal.
 - Question from the floor: I would like to see std. deviation on the graph to see the variability. Answer: Yes, we have the data.
 - Question from the floor: To what degree are we going to prioritize the recommendations? Answer: This is still in discussion. The committee needs to talk to the EC and Chancellor.
 - Question from the floor: Can this presentation be shared? Answer: Given CUPA-HR restrictions, it may not be possible at this time but we will work on it.
 - Question from the floor: You used data from CUPA; however, B&E uses AACSB data, did you use data from AACSB? Answer: Yes, we did and found that those CUPA universities that are AACSB have higher salaries.
 - Question from the floor: Could the administrators have the same raise as faculty, in the past faculty have 1 % raise and the administrators had more?
 - Chancellor Elrod: I am willing and looking forward to working with everybody into solving this important issue.
7. [3 Minutes] President's remarks – Raman Adaikkalavan
 - Test Optional: The Senate Admissions and Advising committee is working on this. If anybody has any question, contact Theo Randall, Chair of the committee.
 - Proposed updates to ACA-66 and other related policies from the UFC Policy committee has been posted to the Senate Box under zOther Documents -> UFC Policy Call for Comments. Faculty were requested to read the related documents.
 - Discussion about replacing current policy of FX with just X on the transcript.

- Question from the floor: If we give the exam back to the students, are we exempt? Answer: At least to my understanding of the current proposal, if the students pick up their exams, then those faculty would be exempt.
 - Question from the floor: How is the dishonesty grade reported? The faculty has to report any dishonesty or violation of student code of conduct to the Office of Student Conduct.
8. [3 Minutes] Announcements and motion to adjourn
- Elaine Roth: If you are teaching a Gen-Ed course, put the SLOs on the syllabus and send it to Kristyn and/or Elaine.
 - If you are interested in a new Study Abroad course or FYS, now it's the time to start working on that.
 - Chancellor Elrod: The Members of the Campus Direction Committee recommends to move forward with developing a new strategic plan for the campus.
 - Midwest SoTL Conference proposals deadline is January 31, 2020.
 - Motion to adjourn; seconded; approved by voice vote. Meeting adjourned at 2:56 p.m.