Indiana University South Bend

Academic Senate meeting – Friday, Sept. 19, 2014 – Wiekamp 1001, 10 am.

**Attending:**
Adaikkalavan, Allison, Balthaser, Barrau, Bloom, Borshuk, Botktin, Bowyer, Brittenham , Castano Bishop, Bushnell, Chaney, Chen, K. Clark, Colanese, Colborn, Cress, Darnel, Dielman, Dinh, Economakis, J. Feighery, Fisher, Fong-Morgan, Froysland, Gerencser, He, Hernando, Hine-Johnson, Jinnefelt, Hottois, H. Jones, Kahan, Karakatsanis, Kwong, Lambert, Lucal, Lynker, Lynn, Magnan-Park, Marr, Mattox, McGuire, McIntosh, McMillen, Mettetal, Michaels, Mociulski, Moor, John Murphy, Nashel, Obata, Okrah, Parker, Jesler, Rusnock, Savvopoulou, Schrank, Schult, Scott, Sernau, Shlapentokh, Shrader, K. Smith, Stankrauff, TAkanashi, Thompson, VanderVeen, Vrajitoru, Watson, Wells, Willig, Wofram, Wright, L. Zynda

**I. Call to Order –** 10:05; President Scott Opasik welcomed the faculty to the new year. There was a quorum.

**II. Approval of the minutes from April 2014** – approved and seconded; no corrections.

**III. Administrative and Officer Reports**

A. Chancellor Allison

1. Enrollment and retention

Chancellor Allison welcomed faculty and staff, noting energy and excitement on campus, due in part to attracting more new students than in previous year. Overall enrollments are down but new students are up. Spectacular increase in retention for new Freshman – 4.7% increase. Chancellor Allison thanked faculty and staff.

Chancellor Allison noted student successes such as the NSF fellows. Additionally: a grad student in Leighton School won a NASA competition by designing an app. to predict changes in gardening zones. An IUSB MWS student won National Association of Social Work's Student of the Year for Indiana.

Chancellor Allison noted media promotions about the incoming class: 4 valedictorians, 2 Herbert Presidential Scholars, 43 in Honors Program with GPAs of at least 3.5, 326 Academic Honors diplomas, better recruiting of under-represented students; Latino students up over 35 percent, total number of students of color went up 23.7%, 21 century scholars went up 40%. Housing: up 26 students – 90% occupancy. Goal is 100%. New things in housing: Honors cohort there, freshman groups. Chancellor Allison noted that IUSB is the only IU campus that increased its grants for students.

Chancellor Allision noted that despite this good news, we are down in student credit hours – down 1 ½ %. Why? Graduated over 1000 students for third year in row. Students did increase credit hours from13.2 to13.7; message about students going more full time is working. This is a pipeline issue; we did better than some other regional campuses, but the reality is that because we didn't hit fall numbers, budget is under strain in the spring. Chancellor Allison does not anticipate another major budget realignment as we had last year. We'll have to look carefully at faculty and staff hiring and new commitments in that area. We are asking the state for more money; despite some good economic news, the state revenues have not come in at rate anticipated (tax structure has changed). All the regional campuses are joining together to ask legislators for more money for student support. We want to help our students graduate and many of our students need additional support. We are under-resourced and simply need to add more staff to help our students graduate.

Chancellor Allison noted upcoming events: Dedication concert for the Addicott and Joshi Concert hall in a week from today. Oct. 21 awarding the Chancellor's Medal to a significant contributor to the university – to the Judd Leighton Foundation. A Space and Facilities workshop coming up; plans to tear down Greenlawn Hall, address Northside space issues, looking at the Fine Arts building; looking at optimizing the space on campus.

Finally: Spirit week is next week – if you'd like a Titan Pin, contact my office.

Questions? None.

B. Executive Vice Chancellor of Academic Affairs Joseph.

EVCAA Joseph gave an award to Dr. Rebecca Brittenham, the IU South Bend Distinguished Teaching Award from the previous year, and announced the first Dean's Seminar of the year, Yuri Obata.

EVCAA Joseph: Two broad goals for the year: 1) Student retention and enrollment – to look carefully at recruitment; designing a plan to reach out to minority students, to make sure we're not missing students who might like to come here.

We need to change the narrative – recruitment is our job until census count. Recruitment and enrollment management, from census date until

commencement. Idea is to remind all of us – faculty, staff -- to bring all of us together around the goal, supporting our students.

EVCAA: We'll be looking more carefully at assessment. Fantastic that we've grown 4.7%. We need to keep trying to understand what is working; we'll take a social scientific approach to tease out the variables and find out how our strategies are contributing to student retention, and to find out what we're not yet doing that could help.

EVCAA: HLC visit coming up; we have a great leadership team. We need to use WEAVE Online; this is my second time working with faculty on WEAVE; advice to faculty – stick with it. It's about collecting data for a singular purpose – student success. Assessment/WEAVE is not to make administration happy; it's about you as a faculty member/dept. head to determine: Are you meeting your goals? How? How are you going to set new goals to keep assessment moving forward? Looking for a very positive HLC visit in the 17-18 year. Make the effort – you're doing this for your programs, your courses, for your student success.

EVCAA: Second big thing around student success in AAffairs – doing all we can to use resources effectively. Resources: people, and money. We're trying to pay our people more money. We want to look at resources we have, and to ensure that we're using them in the right places to do the right kind of work to support our students. Asking: how can we deploy our resources better, optimizing offerings, schedule. All deans have been asked to add these goals to their plans in their units.

To that end: Conversations this year about Titan Success Center, creating a space where students can ask questions and have an advocate.

EVCAA: We need to be thinking about how we use IU Flags. I know what it's like to have a new system thrown at you. We'll be looking at a system to ensure that we're responsive to the information that people are entering. We all hate busy work – so, if we're going to put material in IU Flags, we have a responsibility to look at it and respond. I will take responsibility to ensure that there's a person looking at what's going into FLAGS – helping with triage and to follow up with students. Part will come through Titan Success Center (in development). Starting now – please be diligent in putting data into the system. Why? 1) Compliance (recording FFN, grades) for federal guidelines; fines if we do not; 2) About the students: reporting in FLAGS helps us help students.

*Questions:*

Takanashi : you mentioned the Titan Success Center. What have you observed about how students have used the center?

JJ: It's still in the development phase. To implement it, you have to staff it. Still working on resources and funding to staff it. Now reviewing applications for director (Doug McMillan is directing the search; person will report to Linda Chen.) The idea: a center for students in need – starting with conditional admits. Need to figure out how we will assign students an advocate to be sure they do not fall through the cracks. Advocates will be the link between the rest of the campus, classes, FLAGS, housing, etc. Students drop out because of all sorts of issues – family issues, illness, parenting, etc.

Ken Smith: Could the 7 steps to FLAGS be shortened and could FLAGS be linked to the top bar of the Toolbar site – for students and faculty?

JJ: We've gotten that request before and we'll look into it. IU is a gift and a challenge. The access we have – technology, etc. are superior to many institutions of our size because we're part of IU. But also we have the burden of IU. We will work on trying to adjust. You make a good point.

Jake Mattox: I appreciate you speaking to using our resources for student success. Those decisions will affect classrooms, curricula, hiring and retaining faculty. Asking – in interest in shared governance – will faculty be a meaningful part of these conversations?

JJ: We've started that conversation this year. One struggle – the administration can see that the budget will be tricky; we hope and hope but often see that we need cuts. This administration can see that we're about to face struggles; at census, the numbers speak for themselves. First step – getting feedback is important – working with Deans and faculty governance to get feedback. We shared information through Box and asked for feedback. We've been doing to departments to have serious heart-to-heart conversations. At every level, at each point, like now, we welcome comments, questions, emails. We'll meet bi-weekly with Scott Opasik.

Cathy Borshuk – My question about not funding faculty replacements. Should we expect that the funding will be restored to replace those faculty next year, or are we downsizing, or waiting and seeing?

JJ: No, we cannot restore them because we don't have the funding to replace them. We're changing the narrative around replacement – if our first response is to replace, we cannot grow in new areas. Scott and the Deans have been sharing information with departments; we don't have the money to simply replace everyone who resigns or retires.

CB: Follow up – so, how to we avoid shrinking departments?

JJ: We can talk in more detail about individual departments another time.

Benjamin Balthaser: A follow up – Do you have a sense of what programs do you want to grow and want to you want to cut; can we see a plan?

JJ: We don't have plans to cut programs. I was giving a plan from the Chancellor, from a committee: an Academic Master Plan. If you haven't seen it, we'll be sending a link to the Academic Master Plan. The link to the master plan will be sent to everyone. Marvin Lynn: the final version is being prepared now and shared shortly. My responsibility is to do all I can to support the plan that you all prepared.

Rebecca Brittenham: The version that I've seen came from a survey from students asking about what new programs they'd like to see, rather than also asking what we're doing well. Will we see a plan that includes attention to successes of current programs?

JJ: My understanding of the plan is a growth plan. What you're describing is a different kind of analysis of curriculum; more along the lines of a program review. This was designed on assessing needs in the community that are not yet being addressed that we could benefit from by putting in place. It may be that we need to move in that direction, as well – assessing current programs and support for those programs that are doing well. Dean Lynn: that's correct.

RB: It seems like this master plan being used to make decisions about program growth or shrinking what we have…

JJ: You're describing a link that may not be there —that if we grow something that we'll have to shrink something else. The question is: are we meeting functionality in the program with existing faculty? We're not taking from individuals to give to other individuals.

Chancellor: some of our programs have already shrunk; we recognized this in the budget process. Some schools have noted that they have shrunk and they recognized that they don't have the students; the shrinkage has already come. We'd love for every program to have a growth plan. Where are we getting the resources? In part, we're getting the resources from people leaving where enrollment wasn't there. Looking at investing one-time funds to grow new programs. If we have programs that can grow now – grow! One thing I say to people in our region: we have a low college completion rate. There is an opportunity for us to grow broadly. Lot of room for growth if we're successful in reaching more students – we'll find a way to make sure you have funding if you have a growth plan. JJ: We are doing everything we can to get more

students to campus. All of us have to work together on retention and graduation.

Dean Lynn: when I compared other campuses in Education, those who are growing are innovating. Innovation is important if we all want to grow. In terms of process: Deans took surveys back to departments and worked with faculty about plans; the list you see is from the deans, and we also asked the community.

C. SGA President, Justin Chupp

Chupp: Thank you all for giving me the opportunity to speak. Relating to Chancellor Allison's reference to energy – this comes down to leadership and those of you in this room. The people on this campus play a role in helping the university move forward – thank you!

Next: Spirit week – starting Sept. 29: Encourage all of you to be involved in events.

Next: Agenda for the year: 1) Build the community not just of leaders, but leaders developing other leaders; 2) Student involvement – Titan Tour, a new program with a "passport" to get students involved in student life. Students get small rewards for participating, and an opportunity to compete as "campus leaders" for a drawing for a Kindle. At the end of the year, I'll collect the passports and will share the data with the administration.

Constitution committee in SGA working on revising the constitution; will be eneficial to add some additional cabinet member positions; wanting to serve student body more efficiently.

Finally: Quoting IU Board of Trustees member Patrick Shoulders: "I U WE." We and together we can truly make a difference.

Lesley Walker: Do you have a website: Titantour.iu.edu

I Sheffer: Could you talk about Student Philanthropy Council?

JC: Titans supporting Titans; we'd like to raise enough money to provide up to 160 patients with dental services. Anyone can donate to build culture of philanthropy on campus.

D. President Scott Opasik

Opasik: I asked for your cooperation for communication amongst ourselves. Please post agendas for senate committees to ensure that faculty members who might be interested could attend (though only members of committees can participate/vote, etc). Please post agendas on the Daily Titan. In same vein, please send minutes to April Lidinsky to post minutes on Senate website. Please try to post minutes within 10 days of your senate committee meetings. We must be transparent among ourselves.

Opasik: Exec. Committee, especially Vice President Henry Scott, has worked hard to get committees together; thank you for conveners. The student Affairs and teaching committee are understaffed; please consider helping or encouraging someone you know to

Call for a new Parliamentarian; present parliamentarian is now taking on the Directorship of General Studies; please consider it. C. Schult is willing to work with you and train you; it's time for someone else to take on that responsibility.

Finally: a request; bring along a colleague not present here today to our October senate meeting.

Questions? None.

E. University Faculty Council Report: Susan Cress

Cress: Met in September. McRobbie's IU Strategic plan rolling out in October; will be presented to IU Trustees in December.

At this year's budget session, faculty will submit information for the legislature on their areas of expertise. IU is a cooperative entity; no expectation for new money, but McRobbie requested 2% cut from last year to be restored. Student Welfare initiative focused on sexual violence issues; VP Applegate working with campuses; supporting victims, Title IX regulations, bystander intervention programs, and using resource website: Stop Sexual Violence.IU.edu

Post-tenure review on agenda of UFC because of Ball State; not initiated by IU. Asking if current policies are still working effectively.

Discussion of IPFW; no action taken by NE Indiana Business Council that IU will take over management of IPFW. Any discussions will start at the invitation of Purdue

Motion approved to take two separate amendments to the faculty for a vote about language specifying that post secretaries must come from IU, IUPUI, and a regional campus, and the second was to change the titles of those

secretaries to co-chairs. . We'll have a hearing on the proposals and then a vote.

Questions?

Opasik: Our own Becky Torstrick talked about the establishment of the office of student completion and success, working at the enterprise level. FLAGS can be improved; you can send in comments for improvements. There's a link on F'LAGS for comments.

Also – We'll post the RFC minutes on our Senate page.

Linda Chen: Several of us went to Indy to talk about new technologies in place to be used for early alerts. We'll call a public meeting to talk about degree maps; will talk about FLAGS development; we'll have specialized people to fix FLAGS, degree maps, student success collaborative. This coming year, we hope to ramp up looking at these technologies and to use IU FLAGS. We'll have meetings about that to talk about what we've learned. That's coming down the pike.

**IV. New Business**

Opasik: Our constitution states that in case of vacancies in the PTR, the Exec. Committee can fill those vacancies, at the approval of the senate at the next meeting. We had three vacancies; we replaced them with three individuals, Morteza Shafii-Mousavi (CLAS), Matt Marmorino (CLAS), and Matt Marmorino (CLAS). Open floor for further nominations.

*Motion to close nominations; seconded. Vote by voice; in the opinion of the chair, vote carries.*

*Now voting on this ballot as it stands: Vote by voice; in the opinion of the chair, vote carries.*

**V. Old Business**

Opasic Last meeting, we tabled definitely to reaffirm IU South Bend's prohibition of associate faculty being assigned more than 50% of a full time load. Asking for motion for reconsideration of this resolution.

*Moved, seconded, carried.*

Discussion:

John McIntosh: Title doesn't seem accurate; seeing it described as over 50% could lead to confusion.

S. Gerencser: Has the number of those teaching more than 2 classes increased? Is there a particular issue now?

McIntosh: No, there hasn't been a big change. This is trying to address the change in FTE calculations, and not using that full ability. You're essentially saying that you oppose the IU policy and that you'd use this policy instead. New calculation; Doug McMillan states the new IU policy.

R. Brittenham: As I understand it, we hire more faculty to teach 3 3-credit courses. That's been the directive for the last two years – we cannot hire part-time faculty to teach more than 6 credits. Doug: in past, they could teach 8 credit hours. Now they can teach 9 credit hours.

J. Hinnefeld: As I recall the discussion from last spring; the resolve was not to assign faculty members more than teaching beyond 50% credit hours except in emergency situations. The concern is that this practice might happen in situations that were not emergency. This is a resolution to affirm something that is in practice at IU And on those campuses – limiting part-time faculty to 50 percent. In a sense this resolution would not change the policy; it's an attempt to reaffirm this policy, in light of the new FTE.

Mettetal: What we're trying to say is that we like the policy the way it's been. Despite the fact that Bloomington would like us to play fast and loose with numbers, we're saying no, we like the practice as it is.

J. Joseph: Why a resolution? Was it broken? Are you amending? You're changing the words … what is this body's notion of "exceptional" emergency? Who makes the call? What was an exceptional emergency then and now? As written the resolution does not add anything to the handbook.

Dean Dunn: Respectfully request that we table this. What's changed is the FTE … If there's going to be a resolution, we need to define emergency vs. exceptional situation, since something different comes up every year, and do we want to get into the business of that. I respectfully ask the body not to get into the business of defining this, and to ask if the deans and the Academic Affairs office can be entrusted with this.

Dunn: I move to have this tabled and have the language reconsidered in light of the actual intent. Second: Peter Bushnell

*Vote by raised hands: Ayes: 52 Nays: 10 Motion to table resolution passes.*

**VI. Announcements:**

Gail McGuire: WGS invites folks to talk by Betsy Lucal on October 3, noon, in DW 1135. Betsy recently won national teaching award in sociology for which she wrote this lecture.

Susan Moore: Photographer Kerry Connell coming on Oct. 2. Faculty exhibition begins October 3.

Jen Colanese: Kaufman lecture – National and international speaker on IPV. Nov. 3, 6:30 . Student acvities the week before. Workshop for first responders on Nov. 3; contact WGS if you know people who might like to attend.

Jeff Wright: Exciting events in music, piano recital tomorrow night, Muniz's premier coming up, Oct. 10 fundraiser for music scholarships.

Alison Stankrauff: Oct. 2, 5th floor of library at 3 o'clock, Panel on Ferguson; point of the panel is to talk what happened in Fergusen and connections to South Bend.

Benjamin Balthasar: Table outside with information on AAUP.

Cynthia Murphy: Consider giving a mini-lectures for showcase day – Nov. 21; take a flyer and let us know if you have a 20-minute lecture to engage students, come see me.

Josh Wells: Quidditch tournament: Oct 4-5 – all day, both days.

*Motion to adjourn, seconded.*

**VII. Adjournment**

Meeting concluded at 11:37.

Respectfully submitted,
April Lidinsky, Senate Secretary