

**Academic Senate Meeting Minutes**  
**October 23, 2020 10-11:30 am via Zoom**

**Present:** Raman Adaikkalavan, Tracey Anderson, Oscar Barrau, Elizabeth Bennion, Molly Block, David Blouin, Dee Bryant, Jerin Burch, Joe Campbell, Joe Chaney, Linda Chen, Yi Cheng, Nancy Colborn, Louise Collins, Hope Davis, Jenny Deranek, Carmen Dielman, Diane Economakis, Mallory Edmondson, Chancellor Susan Elrod, Bill Feighery, Julie Feighery, Thom Fisher, Tammy Fong-Morgan, Hayley Froysland, Steven Gerencser, Christina Gerken, Rebecca Gibson, Susan Haithcox, Terri Hebert, Jerry Hinnefeld, Marcy Holland, Kayla Isenbletter, Sharon Jones, Lee Kahan, Neovi Karakatsanis, Erin Kelley, Larry Lambert, April Lidinsky, Betsy Lucal, Monica Lynker, Gail McGuire, Doug MacMillan, Tami Martinez, Jake Mattox, Moe Merhi, Stacie Merken, Phil Mikulak, Nelson Mlotshwa, Barbara Mociulski, Molly Monroe, Jennifer Muniz, Jorge Muniz, Shawn Nichols-Boyle, Ryan Olivier, Scott Opasik, Elizabeth Paice, Anurag Pant, Sung-Jin Park, Bhavik Pathak, Connie Peterson-Miller Brenda Phillips, Kristyn Quimby, Rama K Reddy, Jason Resler, Chloe Robinson, Elaine Roth, Stephen Salisbury, Anna Savvopoulou, Carolyn Schult, AJ Schmitz, Deanna Shively, Matt Shockey, Jamie Smith, Cyndi Sofhauser, Yu Song, Barbara Spinda, Tom Stevick, Dave Surma, Kyoko Takanashi, Monica Tetzlaff, Susan Thomas, John Thompson, Jay VanderVeen, Josh Wells, Kari Wilson, Philemon Yebei, Lisa Zwicker, Erika Zynda, Lyle Zynda,

1. Call to order – President Elaine Roth
  - o Please enter name into chat for attendance
  - o Please wait to be acknowledged by member of Senate Executive Committee before speaking. (chat/raise hand feature in Zoom)
  - o Stop video to help with streaming capacity for all.
2. Approval of September 2020 Senate Meeting Minutes
  - o Anurag Pant notes that under the CARES Act Funding update from Chancellor Elrod (item #12) – a zero is missing for the \$500,000 disbursement for institutional expenses. The minutes will be corrected.
3. Voting update and election– Hayley Froysland -VP/ Elaine Roth-President  
**Special election results:**
  - Vote to update the constitution, section 6 to allow for 2 UFC representatives.
  - Vice-President Hayley Froysland provided the report on the ballot: 122 votes received with 114 yes and 8 no. The change to the constitution passes.
  - President Elaine Roth shares Senate Executive Committee nomination of Shawn Nichols-Boyle (CLAS) Senior Lecturer, to serve as the second UFC representative.
  - Floor opened for additional nominations. No additional nominations received. Nominations closed.
  - Shawn Nichols-Boyle joins the Senate Executive Committee as the second UFC representative by acclamation.
4. SGA President (2020-2021) address with PowerPoint- Kayla Isenbletter
  - o President Elaine Roth introduced SGA President Kayla Isenbletter, Kayla graduated in spring 2020 as an Honors student with major in Women and Gender Studies and a minor in Political Science. She is now a first-year MPA student.
  - o Kayla introduced SGA Representatives for the year (below).

## SGA Members 2020-2021

### Executives

- Kayla Isenbletter- President
- Rana Hamad- Vice President
- Christian Martinez- Treasurer
- Daphne Galloway- Secretary
- Cedric McCoy- Chief of Staff
- Nicole Haas- Parliamentarian

### Senators

- Brent Newcomb
- Sara McMahon
- Tahyia Alvi
- Amanda Parkinson
- Brayden Serna
- Taylor Worthington
- Naseem Alfadhil
- Benson Jengela
- Kerri Clark
- Cassandra Reyes
- Diana Delgado

### Justices

- Benjamin Eich- Chief Justice
- Torie Monahan- Associate Justice
- Molly Fox- Associate Justice
- Amber Owens- Associate Justice

- SGA is in the process of opening search and screen for senator seat so only 11 senators currently. Very proud to have one of the most diverse and involved groups in recent years.
- SGA Updates
  - Elections delayed in the spring because of the pandemic. Current administration has been in place for about a month and a half and committees are hard at work and making impressive progress.
  - Have taken precautions to prevent the spread of COVID including holding meetings online over Zoom, limiting the number of people in office, and offering an online office hour option for students not able to visit in person.
  - Meeting times over Zoom, 5:30-7:30 pm Fridays.
  - SGA Priorities and Projects
    - Key priority is food insecurity on campus. Shared priority among all IU campus SGAs, Board of Trustees, and IU Foundation. In a presentation to the Board of Trustees in August, student trustee, Molly Connor, presented data that showed 25% of IU students could face food insecurity this semester. This means that a quarter of our students at some point will not know where their next meal is coming from. In response, SGA is working on awareness and anti-stigma campaigns on each campus to make students more comfortable utilizing food pantries and other resources. On our campus, we are forming a small committee to work with Titans Feeding Titans to see how SGA can help them serve as many students as possible. These efforts should take shape over the next few months.
    - Fee information and transparency. During elections, student voters asked to prioritize things they would like SGA to address in the given year. Fee Information and transparency won by a landslide. Confusion about what the fees are, why they are being charged, and where the money goes. Situation with nursing program fee where students in the nursing program charged nearly \$100 fee/credit hour for nursing classes, including for classes outside the major. In partnership with the student nurses association, we have been assessing some survey data that shows nursing students are choosing to drop or forgo taking minor because of this fee and that is causing significant financial hardship. We are currently working with Student Affairs committee to find solutions to this

problem and keeping free transparency at the top of our list of priorities for the remainder of the year.

- Campus Policing. As the former chair of the SGA safety committee, I am particularly excited about this. In partnership with IUPD, we are forming a Chiefs Advisory Council where key parties on campus will serve on a board that advises Chief Matz. We hope to have representatives from SGA, Black Student Union, Queer Straight Alliance, the Latino Student Union, housing, as well as faculty and staff. The Chiefs Advisory Council was created in response to the police brutality and calls for racial equality we all witnessed this past summer, and will hopefully foster productive and positive dialogues between underrepresented students and campus police.
  - Spring elections receiving special attention this year because of constitutional changes taking effect this spring. Instead of all senate positions being elected at large by the student body, we will now have a representative in the senate from each of the colleges with six college senators and six at large senators. We hope this will help each school be more involved and represented in the SGA process and ensure a wealth of perspectives in our legislative body. Further communication will be coming from our judicial board/election committee in the coming weeks. Elections will occur in February 2021 to allow for better succession planning and training during the school year.
  - Student engagement. Given the circumstances with COVID, clubs asked to meet virtually and in-person events are severely limited. The SGA is normally very focused on student activities and the funding of those things and that leaves us with much ambiguity about how to support clubs, and ensure that campus community is not lost because we cannot physically be together. Last week, upgrade to club room was funded that will allow students to hold hybrid meetings. Partnered with RA's in student life to fund a socially distanced pumpkin patch for students to go to, along with greater campus community. Partnered with ADP and Political Science club for Party at the Polls and their debate watch parties. We plan to continue to find ways to make students feel connected at a time when it is difficult to be engaged and hope we will be able to do more for student activities in the spring.
  - Thank you for letting me present. Questions, please direct to [kisenble@iu.edu](mailto:kisenble@iu.edu); [studgov@iu.edu](mailto:studgov@iu.edu), IUSB Student Government Association on Facebook, @iu\_sga on Twitter, @IUSB\_sga on Instagram
  - President Elaine Roth thanked Kayla for her presentation and leadership.
- Announcement: President Elaine Roth asked attendees to enter their name in the chat for attendance and to wait to be acknowledged before speaking. Please raise hand in Zoom or use chat feature.
5. Report from University Faculty Council Executive Committee meeting – Scott Opasik
- UFC meeting for Oct. 19 was cancelled
  - Reporting on two items from the UFC September 29, 2020 Executive Committee meeting:
    - Reporting diversity activities in the annual report software. A task force created to review EDI used in Digital Measures Activity and Insight software for faculty annual review. Coming from IUB Kelly School as a need for more data that includes both pedagogy, such as recognized practices, and content. Presently in the system there is a box to check with the wording *Diversity Indicator*. There is a question mark next to the wording that gives this definition: *Defined as work*

*that supports the university goal of building appreciation for and retention of diverse university and world community. Check this box to indicate that this activity has a related component of diversity.* To some, with this definition they wonder which activities should be counted. Concern that there may be some underreporting of diversity activities. One option discussed during meeting was to include in the annual reporting system a menu of choices from which faculty could pick.

- Making student course evaluations optional again for fall 2020 semester. Discussion about doing this again because of dramatic changes to instruction caused by Pandemic. UFC committee split on the need to do so.
  - President Elaine Roth thanked Scott and asked for a brief discussion on use of student evaluations and having the option to not share student evaluations for fall 2020, as was true for spring 2020. Impacts all faculty, especially pre-promotion faculty. The student evaluations would not be included in dossiers, PTR considerations, annual reports and evaluations, and possibly merit pay considerations.
  - The Senate Teaching Committee asked to make a recommendation. Hope to have a recommendation at November Senate Meeting.
  - Floor open for 5 minutes of discussion.
- **Discussion**
- Josh Wells: seems like a good idea. Protects faculty in this moment. Have asked students how things are going. Everyone has a beef about something. There is some frustration but most realize we are doing what we can. Under the present circumstances, it should not hurt someone's professional capacity.
  - Chat from Rebecca Gibson: I am in favor of evaluation sharing being optional with the ability to change that option after having seen the evaluations.
  - Rebecca Gibson: In favor of evaluation sharing being optional with the ability to change that option after seeing them. If they are really great you should have the option to include them. But if they are not because of present circumstances and that bias is evident because of the current circumstances, faculty should have the option to keep them private. President Elaine Roth commented that she thought that would be the case, that faculty could choose.
  - Dee Bryant – Concern is that whatever we choose to do at this moment, we should also think about protections for junior faculty further down the line when we are not in the midst of it. Institutional memory tends to be short so we need to think about what to write into this provision so that when people have moved on, it is not recast as someone trying to do something nefarious or not being transparent when the current situation is forgotten. President Elaine Roth commented on this being a great point and suggests asking PTR committee to draft some language to be drawn upon in the future years from now when we cannot even remember COVID.
  - Chat from Elizabeth Bennion: Agreed
  - Chat from Louise Collins: How can we support our pre-tenure colleagues in building their teaching dossiers by other means?
  - Louise Collins: Dee is making important point. Second that suggestion of having Senate Committees work on language. Very aware that pre-tenure colleagues are working hard right now and appreciate Rebecca's suggestion that if someone gets terrific evaluations they should have the option of including those but also thinking if we can come up with other ways of supporting our pre-tenure colleagues and find ways to measure their teaching accomplishment in teaching through this very difficult moment, and to document some of that beyond

whether students were happy or unhappy; really thinking as we construct annual evaluations, what language can we use, what measures can we use as people are in progress to document how hard some of the pre-tenure faculty are working this semester.

- President Elaine Roth commented that we may turn to the Senate Teaching Committee for that.
- Chat from Molly Monroe: Adjacent to this conversation, is there some body on campus that works with the course evaluation questions and could suggest some questions (I understand they are optional at this point) to include on our evaluations?
- Chat reply to Molly from Carolyn Schult: Molly--the Teaching Committee will be suggesting some language, and UCET is available to help as well.
- President Elaine Roth noting Carolyn Schult's comment to Molly Monroe via chat that the Teaching Committee has also been tasked with developing some specific language for those optional student evaluation questions that could speak to this moment. Hopefully they will be able to circulate that language with us. The Senate Teaching Committee is busy this semester.

6. Update on Senate Committees– Vice-President Hayley Froysland

- Sharing list of Academic Senate Committees showing chairs and conveners. At September Senate meeting, conveners of Senate Committees asked to convene meeting to elect committee chair. Chairs recognized and thanked for serving. Still a few committees that have not yet met. Please convene and let Hayley know who will serve as Chair/Co-Chairs so the master list can be updated and posted on the website.
- Academic Senate Standing Committees
  - Academic Affairs – Jen Kazmierczak, Chair
  - Academic Personnel – Yi Cheng, Chair
  - Advising and Admissions – Theo Randall, Convener
  - Assessment Committee – Kathy Ritchie, Convener
  - Budget Committee– Jerry Hinnefeld and Kyoko Takanashi, Co-Chairs; Susan Thomas, Secretary
  - Campus Directions – Susan Moore and Dave Surma, Co-Chairs
  - Community Engagement – Jay Vanderveen, Chair
  - Curriculum Committee-Christina Gerken and Clayton Michaels, Co-Chairs
  - Facilities Management – Michael Scheessele, Chair
  - Faculty Welfare – Elizabeth Bennion and Nuran Bradley, Co-Chairs
  - General Education – Mallory Edmondson and Vincci Kwong, Co-Chairs
  - Information Technology-Mohammad Merhi and Barbara Spinda, Co-Chairs
  - Library Affairs – Sean Hottois, Convener
  - Non-Tenure Track Policy Committee-Erinn Kelley, Chair
  - Policy Committee – Steven Gerencser, Chair
  - Research and Development Committee – Matt Marmorino, Convener
  - Student Affairs Committee – Jennifer Essig and Stacie Merken, Co-Chairs
  - Student Publications Committee – Kelcey Ervick, Chair
  - Teaching Committee – Barbara Mociulski and Maryann Oake, Co-Chairs
  - Vendor Review Board – Andrew Swain, Chair
- Academic Senate Elected Committees
  - Athletics Committee – Maryann Oake, Convener
  - Faculty Misconduct Committee – Henry Scott, Chair
  - Faculty Board of Review – Louise Collins and Gail McGuire, Co-Chairs

- Promotion, Tenure, and Reappointment Committee – Andy Schnabel and Terri Hebert, Co-Chairs
- All-IU Committees – Recognizing faculty serving on all IU Committees with apologies if anyone has been left off this list. Please let us know if you serve on an all-IU committee so we may acknowledge your work and thank you for representing us on these all IU campus committees, and thank you also to all of those serving on committees. It is important work.
  - Budgetary Affairs Committee – Susan Thomas
  - Graduate Faculty Council – Lee Kahan
  - Learning Technology Steering Committee – Raman Adaikkalavan
  - Presidential Search Advisory Committee – Jerry Hinnefeld
  - Policy Review Committee – Steven Gerencser
  - University Faculty Council Course Evaluation Faculty Taskforce – Carolyn Schult
  - University Faculty Council Faculty Affairs Committee – Kwadwo Okrah
- President Elaine Roth thanked Hayley and everyone serving on these committees.

7. Report on the budget and CARES Relief spending – Philemon Yebei, Acting Vice Chancellor for Administration and Finance

- Shared PowerPoint slide showing the operating budget established with 5% expense reduction across the university; revenue assumptions built into budget were for enrollment trends and the impact/uncertainty of COVID.
- In 2019-2020 \$36,737,717 budgeted for fee income. First blue arrow shows state appropriations for the same year as \$28,234,776. For 2020-2021, student fee income budgeted at \$35,120,549 and state appropriations at \$26,969,818. Shows where reduction took place. Seven percent appropriation reduction listed as negative margin in budget of \$784,486. Listed under Reserves (Unallocated Margin). Still need to take this \$784,486 out of the budget this fiscal year.

Level	2019-20		2020-21		Amount Change
	FTE	Amount	FTE	Amount	
Student Fees		36,737,717		35,120,549	(1,617,168)
State Appropriations		28,234,776		26,969,818	(1,264,958)
Other Revenue		914,861		528,041	(386,820)
Indirect Cost Recovery		-		-	-
<b>Total REVENUE</b>	-	<b>65,887,354</b>	-	<b>62,618,408</b>	<b>(3,268,946)</b>
Compensation	471.56	42,957,697	461.04	41,326,259	(1,631,438)
Financial Aid		2,458,703		2,446,703	(12,000)
General Expense		10,405,985		9,962,635	(443,350)
Travel		264,207		173,680	(90,527)
Capital		759,530		759,530	-
Reserves (Unallocated Margin)		3,607		(784,486)	(788,093)
Allotments & Charges IN		(32,900)		(47,736)	(14,836)
Transfer INC		-		-	-
Allotments & Charges OUT		9,017,621		8,736,103	(281,518)
Transfer EXP		52,904		45,720	(7,184)
<b>Total EXPENSE</b>	<b>471.56</b>	<b>65,887,354</b>	<b>461.04</b>	<b>62,618,408</b>	<b>(3,268,946)</b>

- Shared PowerPoint slide for fall 2020 General Fund tuition and fees for Period 3, Sept. 30, which shows snapshot of revenue. Mixed news. Some tuition areas over-budget: Resident and Non-resident Grad side shows good growth as well as non-resident

undergrad, \$484K over budget. Offset by missed targets on resident undergraduates (\$509K under budget). Did not charge all lab fees because of change in instruction modality this fall, impacted fee levels.

- Tech fees – there is a transaction that needs to post at the end of October to correct a missed entry.
- Net OCC (Online Class Connect Courses) distribution is about negative \$83K.
- Anticipate being \$10K over budget. Close margin of error given that we are dealing with about \$17M in revenue. Overall pretty good for fall semester. Meeting target like this is good but it does not take away from need to decrease \$784 from budget, including some unfunded mandates.
- As a way to quantify this in terms of how much we receive in tuition revenue per FTE. FTE=full-time equivalency. FTE calculate by year or semester. For resident undergrad 3,374, FTE total tuition is about \$12.4M. which gives tuition/FTE ratio of about \$3,700. To quantify how large we need to grow to offset certain deficits, these are good ratios to use, but not precise because it does not factor in intuitional aid, different programs with different variability in volume, and instructional capacity so this will vary. Fee differences by program also impact this metric. Not a pure metric, but one way to illustrate what it takes to increase by 1 FTE. For retention/new students good measure to use.

### Fall 2020 GF tuition/student FTE (Period 03)

	FTE	Total Tuition	Fall Tuition/FTE*
Resident Undergrad	3,374.8	\$12,439,656	\$3,686
Non-resident Undergrad	246.5	\$2,262,055	\$4,746
Resident Grad	255.8	\$1,169,990	\$8,839
Non-resident Grad	31.1	\$319,247	\$10,265

- **CARES Funding Spending Plans (PowerPoint slide)**

- Plan put together in collaboration with teams across campus for \$1,290,000.
  - \$450,000 allocated to additional emergency grants excluding \$2.25K that went directly to emergency grants to students – The \$450,000 is in addition to that initial amount.
  - \$120,000 went to faculty development.
  - COVID expenditures in addition to other PPE for the institution estimated at \$500,000.
  - Technology for Teaching and Learning, making classrooms Zoom ready, about \$220,000
- What we have done so far (Disposition of CARES Act funding PowerPoint slide)
  - \$2,250,259 spent on student emergency grants – all gone to students. (18004(a)(1))
  - Institutional portion, \$1,014,624 of \$2,250,259 went to: Additional emergency grants for students (\$307,001); Housing refunds and other course related fees we had to give back for the spring semester (\$580,414); Technology, classroom equipment (\$88,597 paid) with encumbrances pending; Refunded travel expenses for cancelled trips (\$36,902) – still reconciling and moving expenses off the books; PPE/Cleaning supply estimate pending \$400K; \$120K for faculty development and training is ongoing.

- Balance of about \$1.2M. Think we will be able to spend as planned as we go through spring semester. Have until May 12, 2021 to spend funds. No cost extension is possible if we apply early enough.
  - 18004(a)(2) funding for minority serving institutions, have about \$219,541. Have identified veteran students and other student populations who may benefit from that funding, in addition to lost revenue from housing/dining services which would also be covered with the (a)(2) funding.
- FY 2021 Faculty Research Funding (PowerPoint slide): Reductions in budget resulting from removal of base budget from Faculty Research Funding. Slide describes process and how reduction is addressed. Reduction was part of overall 5% cut implemented across all units. Identified funding in non-general fund accounts, about 3.5M from academic RCs. Some of this amount is earmarked for very particular initiatives. Some of it is still unrestricted. Conversation with Linda Chen, believe funding is available to continue funding faculty research. The application process for those research activities will go on as usual. Transfers will not come out of general fund but from designated funds to fund research, scholarship, and creative activities. Will rebuild base budget through growth in revenue or if we have internal reallocations. CBAC document provides guidance on how we will reallocate and repurpose funding in a strategic manner.
  - FY 2021 Budget Reduction -next steps (PowerPoint slide)
    - Implement expense reductions guided by CBAC principles – will involve in depth evaluation of general fund accounts; will work closely with each vice chancellor, dean, director and the area that has budget oversight as we evaluate strategically where the reductions will take place.
    - Will continue to keep CBAC and other governance groups advised of edits or changes being made to budget. Need to process changes before we freeze base to prepare the bi-annual budget coming up. Reductions will be reviewed by Chancellor's cabinet and signed off by Chancellor before implementation with a target completion of December 15, 2020.

**Questions:** Senate President Elaine Roth thanked Vice-Chancellor Yebei and asked if there were questions.

Chat from Anurag Pant: Has this CBAC policy document been provided to faculty in the senate?

Chat from Raman Adaikkalavan: Question on the research funds: The base budget is reduced and supplemented by one-time funds? The only way to increase is through enrollment increase?

VC Yebei's response: Base budget is reduced and will be supplemented by existing cash. Cash can support this fund for several years, not just one year. \$40,000. Sufficient funding available to cover multiple years. In order to bring it back to base funding, we need to either grow revenue (state appropriations or new fee income) or through internal reallocations. Repurpose where we have structured expenditure budgets and are able to shift things around, we can build that back again.

Raman Adaikkalavan: What process was used to identify funds to remove from the base because it is a large cut? Was there any faculty input in reducing the research funding? What was the process used?

VC Yebei: Worked closely with CBAC and Cabinet. Timeline was short at the time. Discussed at cabinet level. Can provide breakdown on all individual accounts with reductions. Trying to



equitably distribute expenditure reductions. Fell on academic side of house to identify additional reductions. School specific reductions already done. Had to look where there might be additional places for cuts where activities could continue. We need to focus on rebuilding, to help us grow – all ships will rise.

Chat from Anurag Pant: Can you provide the breakup of where the 788K shortfall is coming from?

VC Yebei: Currently listed as a single entry in the budget. When state reduced appropriations it was a single cut in revenue –we had to find a place in the budget to book the negative, to balance the budget. Residing in Administration and Finance as single entry as a negative we need to remove from the budget. Not pushed to units. Just residing in Administration and Finance at the moment.

Anurag Pant: What is the plan? It has to come from the units.

VC Yebei: CBAC document will speak to specifics of where this amount will come from. Some will come from compensation, general expenses, hospitality, travel, etc. Will examine various opportunities for additional reduction in the budget.

Chat from Jay VanderVeen: Where is the CBAC document found? The website only has the membership and charge.

President Elaine Roth: Questions about CBAC document. When will it be released?

VC Yebei: CBAC document will be released soon; it is with the Chancellor. She is previewing and writing recommendations and that will be shared soon. No specific date.

Chat from Jay VanderVeen: In previous Senate meetings, we asked about the technology fees charged to students and how those are being spent. Not just IUOCC, but the campus collection of all the new money tied to online and hybrid classes. More information on that sometime, please?

President Elaine Roth thanked VC Yebei.

8. [Restart Steering Committee report](#) – Chairs presented report :Tom Stevick, Interim VC University Relations and Elizabeth Paice, Chief of Staff,
  - o Tom Stevick reported that the Chancellor charged a Restart Working Group this summer
  - o PowerPoint slide: Seven committees composed Restart Working Group: 1) Athletics, 2) Communications, 3) Employee Welfare, Health, and Safety, 4) Facilities, 5) Housing, Dining, and Parking, 6) Student Welfare and Services, 7) Teaching and Learning. Available on [website](#) with descriptions and charges.
  - o Chairs and co-chairs of these seven groups along with a few other people formed a Steering Committee.
  - o Throughout the summer and into the early fall, Working Groups and Steering Committees met almost weekly.
  - o Working Groups considered issues brought to them by campus members, from developing policies from IU on how to manage pandemic concerns, as well as state, local and national health conditions.
  - o Wide representation on Working Groups. Great way to share information.
  - o From Working Groups came a set of recommendation, almost weekly at the start. Recommendations discussed by Steering Committee and disposed of by passing on to

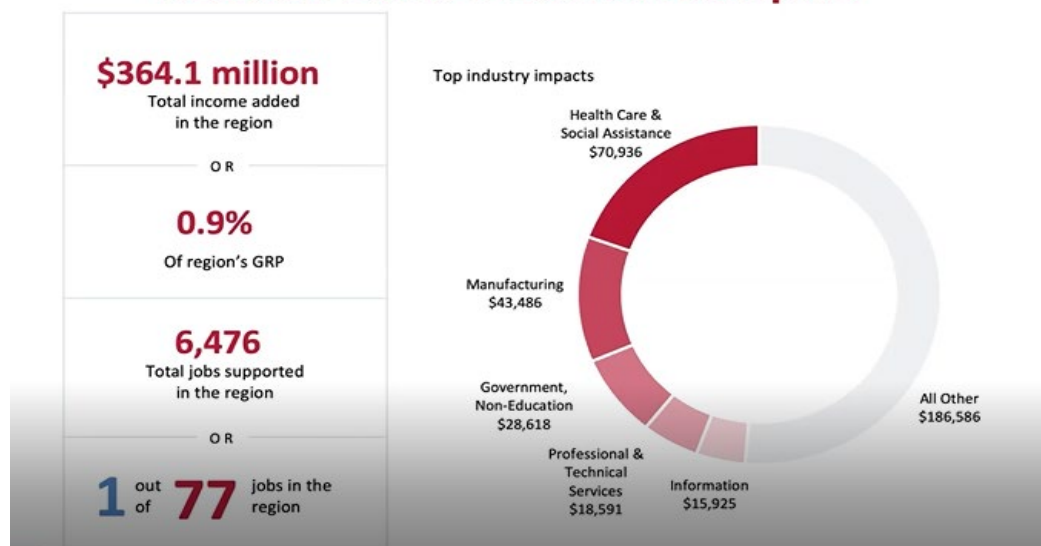
Cabinet for consideration, others sent to Academic Affairs. Recommendations were moved on to where they could be addressed.

- PowerPoint slide presented with the Restart Recommendation Process.
  - Elizabeth Paice noted that every week recommendations were coming from the Working Groups to the Steering Committee. This was needed to be successful. Mix of recommendations from week to week depending on needs, some were very specific and tactical, and others more strategic. Working Group charges and recommendations evolved over time as different groups brought up different things. For example the Employee Welfare Group considered safety modifications to address a de-densified campus. Part of the work was identify gaps in the initial charge.
  - Steering Committee met weekly over the summer, then bi-monthly, and now just monthly. Recommendations came to Steering Committee, were discussed, and then sent on as appropriate, or Steering Committee sought more information/clarification if needed.
  - Guidance also coming from IU, which was worked into campus recommendations.
  - Working Groups worked across Working Groups. If something came to Steering Committee that needed to go to another Working Group, it would be sent on to them.
  - Goal was to implement as many recommendations as possible as quickly as possible given the feasibility of resources available. Tried to communicate as much as possible in weekly communications and in Coffee with the Chancellor.
  - Report has a more robust discussion of recommendations. (PowerPoint slide presented with results and outcome examples).
- Elizabeth Paice presented a final PowerPoint slide regarding success of the Working Groups and everyone who contributed and helped with implementation and everyone who has followed the guidance. Thank you to everyone. You can see the success through the dashboard and numbers. Tom Stevick echoed those thoughts and commented that it was a wonderful experience to work with everyone from all facets of the University.
  - Elizabeth Paice noted that 75-100 individuals involved in Working Groups and Steering Committee.
  - Final PowerPoint slide: The success that IU South Bend has had to date would not have been possible without the dedication of the students, staff, and faculty who served on the working groups and steering committee as well as everyone across campus who played a role in implementation and following the guidance developed in this inclusive process.
  - President Elaine Roth asked if there were any questions and hearing none, thanked Elizabeth and Tom for their presentation.
  - Chat responses:
    - Dee Bryant: Amazing work in enormously difficult times. Thank you for your dedication.
    - Louise Collins: Fantastic work by all the committees. Do we have a communications plan as we move through pandemic fatigue in the spring?
9. Chancellor's Report – Chancellor Susan Elrod
- Expressed thanks and appreciation to everyone who participated in the restart process. Great example that showed how we can all come together to get something very complicated done. Through working together and those collaborations and communications, the sharing, honoring, respecting, tolerating that went on during that time period created success. Very gratifying process to watch and thanked Elizabeth and Tom for their leadership of the Steering Committee and again thanks to everyone for getting us to this point. Still have some ways to go but we laid a good foundation to continue moving ahead.

- PowerPoint slide: Updates on searches.
  - Vice Chancellor for Administration and Finance is in the final stages and hoping to make an announcement next week.
  - Executive Vice-Chancellor for Academic Affairs search is ongoing. Candidates visiting this week and next week. Please participate in the open forums. Candidates meeting with Senate Executive Committee and other groups in their (virtual) visits. If you attend a forum or meeting with the candidates, please submit feedback by Sunday, November 1<sup>st</sup> so the search committee can have that feedback as they finalize recommendations to send to Chancellor. Want to move quickly.
  - The Chancellor thanked the Search Committee, Justin and Vicki for their leadership as co-chairs, and everyone on the committee for all their work with this search. Strong pool of candidates. Looking forward to everyone's feedback on candidates to make sure we hire the best person for the work (exciting work) we have ahead of us as a campus.
- Hired new Business Office Manager for Chancellor's office, Valerie McCance – joining Monday. You may receive communication from her in the future. Excited to have her join us.
- Regional Engagement and Economic Impact (PowerPoint slides):
  - PowerPoint slide of State of Indiana - we serve eight counties: La Porte, Starke, St. Joseph, Elkhart, La Grange, Marshall, Fulton, Kosciusko.
  - IUSB is the oldest and largest of regional campuses of Indiana University. We are this region's public university, the public university. We have a very special mission, very special responsibility, and very special opportunity to serve the members of our community.
  - PowerPoint slide showing framework for IU South Bend as a community catalyst. Five areas that shape Chancellor Elrod's focus as she goes out in the community to talk about the University.
    - Education, Health and Business Partnerships. Broad categories mentioned (K-12 Schools, HealthLinc, North Central Indiana SBDC, Professional Development and Lifelong Learning).
    - Participate in local and community capacity building. Variety of programs for the community, like programs in the arts building cultural capacity; faculty building community capacity through sharing of their expertise/building different kinds of capacity in their interactions. Also economic and social impact.
    - Core strengths is our Academic Engagement in the community with community based projects, centers like the Civil Rights Heritage Center and the Elkhart Center. Provides ways for us to engage in community (spokes on our wheel).
    - We are a driver of economic and workforce development in our region—our role is to be an important contributor in the brain remain talent development pipeline. Distinguish from the brain gain talent development pipeline, which involves bringing people into the community to foster workforce, industry, and community organizational development. We serve students who are already here and mostly stay here after graduation. About 65% of graduates stay in our region (8 county service region). About 23,000 IU South Bend alumni, living in this eight county service region. We are an important contributor to the talent development pipeline in the region.

- We also participate in multi-organization, city and regional partnerships. A multitude of these like School of Education with the Schools. South Bend Elkhart Regional partnership, which brings together higher education institutions and industry organizations, to focus on developing a variety of aspects of our community.
- Think of our mission as serving “our region by leveraging our intellectual resources, capital assets, and human talents.” This means our faculty, staff, students and alumni come together in ways described.
- News story on [website](#). IU South Bend ranked 50<sup>th</sup> for social mobility in U.S. News 2021 Best Colleges for the first time; in the Top 50 for social mobility among regional universities in the Midwest, recognizing good graduation rates among students who receive federal Pell Grants. We do a really good job graduating students who are economically disadvantaged/Pell Grant eligible. The campus has been working hard to improve graduation rates and this shows that we are making a real difference for students who come from economically disadvantaged backgrounds.
- IU South Bend’s economic impact study recently released by IU. Story on news [website](#). Report shows all of IU and for IU South Bend.
  - IU South Bend created \$364.1M for region, 2018-2019.
  - One out of every 77 jobs in the region (8 county region) is supported by the activities of IU South Bend and its students.
  - For every dollar students invest in their education at IU South Bend, they will receive \$4.30 in higher future earnings.
  - For every tax dollar spent educating IU South Bend students, taxpayers receive an average of \$1.40 in return over the course of the students workings
  - The average bachelor’s degree graduate from IU South Bend will see an increase in earnings of \$21,000 each year compared to someone with a high school diploma working in Indiana.
- PowerPoint slide showing IU South Bend’s economic impact by industry. Example of information in Economic Impact report. Graph shows industries where we have a big impact: Health Care & Social Assistance, Manufacturing,

## IU South Bend’s Economic Impact



Government, Professional & Technical Services, Information, and all other, showing the variety of ways we impact the community.

- PowerPoint slide: What Chancellor Elrod is doing in the community. Goal for this year is to get out to eight counties in service region to meet people/hear from people/build relationships. Started in January, took break during COVID shutdown, but back meeting people virtually or doing presentations and meeting with people.
  1. Presentations to Rotary (South Bend, Elkhart, La Porte, Warsaw...)
  2. Chamber Engagements
    1. Serve on South Bend Regional Chamber board
    2. Served on economic, workforce and education panel with the Elkhart Chamber
  3. Focus is building relationships with:
    - Mayors, Convention Visitor Bureaus leadership, Tourism, Workforce/Educational Development, Organization leaders, K-12 superintendents across the region-an important pipeline for us.
    - Developing a plan to meet with and build relationships with key State Senators and Representatives, in coordination with IU Government Affairs not just for our own benefit but for the benefit of IU as an IU Outpost. Good to have those relationships for budget and other statewide activities.
    - Spending one day each month in Elkhart, meeting with stakeholders. Meet with people at Elkhart Center or where they are.
    - Developing plans for outreach to southwest Michigan. Students come from this area and there are some community colleges where we get transfer students.
  4. Developing a plan for strategic deployment of IUSB leaders on key organizational boards. Many people previously involved in various city boards, taskforces. Regain some of that focus, identify where people are serving to get an understanding of the landscape, and identify gaps. Make IU visible and present and part of the conversation.
  5. Bringing what is learned back to inform/improve our programs and outcomes. The EVCAA is critical in these conversations to connect faculty and students with needed programs and opportunities. New EVCAA will be a critical partner as is Tom Stevick who has been helping to develop plans in the regions as the Interim Vice Chancellor for University Relations.

### **Questions:**

President Elaine Roth notes that economic report – \$364M created by IU South Bend was the highest among all the IU regionals.

Jerry Hinnefeld: Is there an opportunity to extend official region to the east because of changes with PFW.

Chancellor Elrod: Thanked Jerry for asking this question. Informally/unofficially can identify some opportunities. Cannot recruit for health sciences because IU health sciences programs still offered at PFW campus. Have about a dozen students from three counties east of La Grange. Think about opportunities to bring them to our campus or to Elkhart Center. Have some graduate health sciences program at Elkhart Center, but there may be opportunities for computer science or business to connect with industry in Elkhart. We have opportunities. Need to figure out how to do it informally.

Chat from Elizabeth Bennion: Where does political education and mobilization fit into your framework of community engagement?

Chat reply by Chancellor Elrod: I think the best fit might be in local/community capacity building

President Elaine Roth thanked Chancellor Elrod.

10. Executive Vice Chancellor for Academic Affairs Report – Interim EVCAA Linda Chen
  - o Winter term: notice sent to all deans a few weeks ago about the possibility for faculty to sign up to teach during IU South Bend winter session. A five-week session beginning after New Year's and ending right before in-person classes start after first week of February. Classes specific to IU South Bend. Non-standard semester. Faculty who teach during this period will be able to use winter session course for 3-course teaching load for spring semester. Some interest from some of the units for this five-week session. Faculty interested should talk with their Chair/Dean for specifics, discussions of what might be appropriate, and how it may change teaching load. Interim EVCAA Linda Chen will send reminder to Deans to send to all faculty.
  - o Position requests: From Acting Vice-Chancellor for Administration and Finance, Philemon Yebei's presentation we know we will need to identify over 700K in cuts because of state appropriation cut, even though we did a great job with fall enrollment numbers. Will also need to view spring semester enrollment. Deans informed that new position requests will be reviewed in the spring semester. With regards to spring enrollment, Deans asked to identify target enrollments for their academic units for spring semester. As we begin the registration process for spring, continuing students and retention very important. Acting Vice Chancellor Philemon Yebei has also provided targets for what the budget numbers should be. Will discuss at next Academic Cabinet meeting. For continuing positions, faculty have a role to play in ensuring students re-register for spring semester, and also to bring in a good number of new students and transfer students. Admissions is working very hard to bring in new students and transfer students for spring.

## Questions

Anurag Pant: Are we projecting any recovery/increase in enrollments post-COVID?

Interim EVCAA Linda Chen: Need to review data from fall melt –how many students withdrew this past fall compared to the last couple of falls. Overall IU picture not positive. Need to review data just for our campus. New Tableau reports with updated data. Census made, 4,898 to make budget. However, dozens of students have withdrawn.

Chancellor Elrod commented that as a regional campus, we have an opportunity that other larger residential campuses do not have. Outlook for us is positive, but we have to

determine how to take advantage of the opportunities, create new programs, and think of other ways to bring new students in. Struggled with new freshmen enrollment (this fall). Returning students came back strong. Good opportunities – just need to figure how to leverage.

Mallory Edmondson: Opportunity to hire. Will they be visiting positions or is there an option?

Linda Chen: It will be dependent on the budget and what we can support. Good question. It will be considered later when we have a better sense of the budget.

President Elaine Roth thanked Interim EVCAA Linda Chen.

#### 11. General Education assessment and HLC report – Kristyn Quimby and Lyle Zynda, Gen Ed Directors

- PowerPoint presentation showing process of Gen Ed assessment:
- Background and Context:
  - HLC will review progress of Gen Ed assessment in January 2021. Postponed from September 2020 review because of COVID. In 2018, HLC remarked that we need to improve Gen Ed assessment in various ways. This has been an ongoing project over the last couple of years.
  - Require that we have common student learning outcomes (SLOs) for each Gen Ed category, that they are on every syllabus for all classes in all categories, and that we are using these to assess Gen Ed.
  - HLC will review in January our SLOs, all Gen Ed syllabi, curriculum maps, our rubrics for assessment, and data gathered to date for assessing every Gen Ed category – including how this data was used to improve Gen Ed. We have not yet closed this loop. Lyle and Kristyn are working on this. Closed in some areas such as writing.
- Accomplished so Far:
  - Elaine Roth and Kristyn have accomplished much over the past few years. Lyle has taken Elaine's place to complete process for this year. SLOs are defined for all categories, and rubrics are either being used (and data gathered) or are scheduled to be tested in pilot programs.
  - This semester will complete the project for our current/continuing requirements, with two full first-time assessments (quantitative literacy and critical thinking) piloted in the spring before COVID and implemented this fall, and pilots for the last five current categories (diversity in US society, non-Western/global cultures, computer literacy, visual literacy, and health & wellness).
  - Pilots for new components beginning next term such as financial literacy, which is just starting now, and tagged information-literacy courses, which are in progress.
  - Completed drafts of the report to the HLC and Assessment Plan are completed and are being reviewed by the Senate Gen Ed Committee, Assessment Committee, and the Interim EVCAA, Linda Chen.
- To summarize. Have had a good response on gathering syllabi this semester with SLOs. With pilots, good number of volunteers but could use more.

- The following table summarizes the process from the end of the assessment plan, the history of what has gone on, in terms of piloting and implementing. The green area goes through spring 2021, the last pilots and full reviews will be done. Will have covered every area of the current Gen Ed and starting new areas like financial literacy next semester. Blue area represents when new Gen Ed will be implemented in the fall. Envision that each semester about one third of Gen Ed categories will be assessed on a rotating three-term basis, which can become a permanent schedule so that people will know when to expect to do assessment. Will become a predictable pattern of assessment once the implementation process is completed.

## Gen Ed Assessment History & Timetable

Category	Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022	Fall 2022	Spring 2023	Fall 2024	Spring 2025
Writing	Pilot	X					X			X		
Oral Communication	Pilot	X						X			X	
Quantitative Reasoning			Pilot	COVID-19	X			X			X	
Critical Thinking			Pilot	COVID-19	X			X			X	
Information Literacy				COVID-19		Pilot		X			X	
Computer Literacy				COVID-19	Pilot	X			X			X
Visual Literacy				COVID-19	Pilot	X			X			X
Art, Aesthetics, and Creativity		Pilot	X				X			X		
Human Behavior and Social Institutions		Pilot	X				X			X		
Literary and Intellectual Traditions		Pilot	X				X			X		
The Natural World		Pilot	X				X			X		
Non-Western (Global) Cultures				COVID-19	Pilot	X			X			X
Diversity in U.S. Society				COVID-19	Pilot	X			X			X
Health and Wellness				COVID-19	Pilot	X			X			X
Financial Literacy						Pilot		X			X	

- Kristyn Quimby: Will be piloting five of the categories Diversity in US Society, Health and Wellness, Computer Literacy, Visual Literacy, and non-western cultures. More volunteers needed to pilot each of those five categories. If you are willing to participate in a pilot, please let Kristyn and Lyle know. Specifically need computer literacy faculty to participate in pilot assessment. Goal of the pilot assessment is to examine rubric and make sure it works for the courses and to note any semantic differentials that can be incorporated into rubric and make changes before implementing full-fledged assessment.
- Kristyn thanked all the faculty who a) teach Gen Ed, it is greatly appreciated; b) have reached 85-90% of all syllabi being collected this fall. Many sending syllabi before semester starts. Thank you for sending your syllabi. If you are not sure you submitted a syllabus, reach out to Kristyn and Lyle. Need all syllabi with Gen Ed learning outcomes posted for the HLC report. Please reach out to Kristyn and Lyle if you have questions.
- All of quantitative reasoning and critical thinking faculty are aware of the needs for the assessment to be finished this semester; please reach out to Kristyn and Lyle with questions.
- President Elaine Roth thanked Kristyn and Lyle for their presentation and work on Gen Ed, noting that we are running out of time for the meeting. If there are any questions about Gen Ed, please post in the chat and we will work to address after the meeting.



12. Campus Strategic Plan update. Campus Directions Committee Chairs, Dave Surma and Susan Moore. Dave Surma reporting with PowerPoint presentation. Susan Moore unable to join today.
- The Campus Directions Committee is responsible for directing the periodic development of the campus strategic plan in collaboration with University Administration.
  - Current strategic plan set to end in 2020. Link for [current strategic plan](#).
  - CDC began working on new plan in October 2019. Goal to have new plan drafted and to Chancellor by end of April 2021. On target.
  - Progress: In consultation with Chancellor Elrod, the CDC Committee hired Dr. John Welty, a strategic planning consultant. Also hired a consultant during the last strategic planning process.
  - Four subcommittees formed: 1) Steering; 2) Mission, Vision, Values; 3) Research; 4) Communications). Of the four, the Mission, Vision, Values subcommittee has worked very hard. Reviewed all feedback from recent town hall meeting. Lot of work done by this committee in the past month.
  - Dr. Welty visited campus last February 2020. Held numerous meetings with various small groups, and also went to Elkhart for a reception. He talked with lots of people with the intent to gather input that would be shared.
  - Had hoped to schedule initial town hall in March 2020. But cancelled because of COVID. Some work was continued. Additional Groups continued to meet with Dr. Welty. More data brought in. Work completed by Communications Subcommittee. But no town hall meeting.
  - Restarted in August. [Strategic planning website](#) was launched. Readily available as link from Chancellor's page. Last strategic plan listed. This site will grow as more things are added. Web site is a good way to stay up to date.
  - Town Hall Number 1 held virtually. Focused on Mission, Vision, and Values. Broke into small groups with over 100 attendees/participants. Lots of data collected from small group discussions held through breakout rooms.
  - Data was analyzed and reviewed by CDC subcommittee along with Dr. Welty, and the Mission, Vision, and Value statements were revised.
  - Next steps: revised Values, Vision, and Mission statements will be posted on the website Place to enter comments. Wide range of input needed.
  - Goal categories are being articulated and task forces created and assigned to each goal category, like enrollment management. Each task force will determine goal statements and desired outcomes. In previous strategic plan had over nine goals, which was felt to be too unwieldy. Will look at five goal categories. Task forces will determine goal statement and desired outcomes which will be discussed and disseminated at Town Hall #2, December 4<sup>th</sup>. For updates, check strategic planning website, watch for announcements in Daily Titan, and emails.
  - President Elaine Roth thanked Dave and Susan. For questions, please enter into chat.
13. President's remarks – Elaine Roth
- Happy to hear about restoration of funds to the senate research and development committees. Hope that in the future we can always communicate about these decisions. Faculty recognize the budget climate we are in but are glad to be part of the dialogue.
  - We find ourselves in a very unusual moment, in the midst of a once in a lifetime pandemic which has had a huge effect on the Presidential election which will be held a week and a half from today. I hope that we ourselves can participate in the civic engagement that we encourage in our students and in the words of the 90's dance band, Deee-Lite, "Vote Baby Vote!"
  - Are there further announcements. Many announcements coming through chat.
  - Please check the chat for the announcements of all the activities that IU South Bend is engaged in even in the midst of a pandemic. So much going on.

- Will post all of the power points in Academic Senate folder.

## 14. Announcements

Chat from Tracey Anderson: Today Dr. Huanan Xu from the Leighton School will present her research “OPT Policy Changes and Foreign-Born STEM Talent in the U.S.” Please join us over the noon hour if your schedule permits.

Chat from Erika Zynda: Link for the Deans' Seminar zoom <https://iu.zoom.us/j/93176192536>

Chat from Sharon Jones: Reminder to attend the EVCAA presentation at 1 PM today, <https://www.iusb.edu/chancellor/authentic/executive-vice-chancellor-finalists.html>

Chat from April Lidinsky: The MLS Program invites everyone to the Oct. 29 8 pm Zoom talk, with a DEI theme, “Cultivating Culture as a Garden.” To RSVP and receive Zoom log-in, email April Lidinsky: [alidinsk@iusb.edu](mailto:alidinsk@iusb.edu) Facebook event here: <https://www.facebook.com/events/680236942621211/>

Chat from Carolyn Schult: Ways to document teaching effectiveness without relying on student course evaluations: <https://iu.box.com/s/ovsne5hdhz241687s9sqx5xv1vsr1f9c>

Chat from Mallory Edmondson: The Center for Health Equity at Indiana University and IU South Bend Dental Education Program invite you to attend the free online Optimal Health for All workshop on Disability Sensitivity and Competency in Health Settings on October 24 from 9 a.m. – 12:30 p.m. ET as part of our annual Carol D. Minichillo Lecture Series. [https://iu.co1.qualtrics.com/jfe/form/SV\\_exP7dwIbmWygtxj?fbclid=IwAR2Kd1IC-ZsM2V4hWgRNH4ed0-c8kqitDltHXaYmIxx3PexOMfANd9-GBuY](https://iu.co1.qualtrics.com/jfe/form/SV_exP7dwIbmWygtxj?fbclid=IwAR2Kd1IC-ZsM2V4hWgRNH4ed0-c8kqitDltHXaYmIxx3PexOMfANd9-GBuY)

Chat from Carolyn Schult: Current faculty development programs funded by CARES money: <https://academics.iusb.edu/ucet/index.html>. Click on What's Going On at UCET.

Chat from Neovi Karakatsanis: Please join the Honors Program, Sustainability Studies and South Bend Venues Parks in Arts on Oct. 30 and 31 as well as Nov. 6 & 7 at Veterans Memorial Park for four days of service!

Sharon Jones –reminder get your flu shot through the Health and wellness center. Call to make an appointment if you cannot make the scheduled times.

Chat from April Lidinsky: The Flu shot experience is SO FAST and good. Well done, all!

Elizabeth Bennion: ADP email coming, please share with students. Party to the polls on Saturday 10:30 am outside student housing. Free t-shirts, free masks, fun photos, all socially distanced and safe. Will go to county city building during Vote Early Day to cast ballots, faculty and staff welcome in addition to students.

Chat from Josh Wells: CERES Online Presence workshop next Wednesday, repeats Thursday <https://blogs.iu.edu/dailytitan/2020/10/22/iusb-ceres-online-presence-workshop/>

Chat from Hope Davis: SoE Drive-in Teacher Induction Ceremony will be taking place tomorrow morning in the SAC parking lot, so, if you're coming in tomorrow, parking there may be a bit unusual.

Chat from Jerry Hinnefeld: IUSB Town Hall re: IU President Search on Nov. 5, 3:30-5:00. Registration link at <https://trustees.iu.edu/presidential-search/submit-comments/index.html>

15. Motion to adjourn. Adjourned at 11:32 am.