

# Academic Senate Minutes

Friday, January 17, 2025, 1:30-3:00 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, A. Alwine, C. Austin, E. Bennion, V. Bindroo, A. Borders, K. Burkholder, N. Bradley, D. Bryant, J. Burch, G. Casas, L. Collins, H. Davis, J. Deranek, A. Doyle, K. Ervick, J. Feighery, W. Feighery, H. Froysland, P. Geels, S. Gerencser, C. Gerken, S. Haithcox, C. He, C. Herbert-Annis, J. Hernando, M. Holland, S. Hottois, S. Imes, S. Jang, E. Kelley, V. Kwong, A. Lidinski, T. Liechty, C. Lisoni, B. Lucal, K. Ludy, M. Mancino, M. Marmorino, T. Martinez, J. Maddox, D. McMillen, S. Merken, B. Mociulski, S. Moore, S. Nichols-Boyle, O. Okanlami, S. Opasik, A. Pant, S. Pape, B. Pathak, J. Pearson, R. Reddy, J. Resler, K. Ritchie-Fair, C. Robinson, E. Roth, C. Schult, K. Schwieterman, S. Siety, M. Sniadecki, C. Sofhauser, N. Somerville, B. Spinda, A. Springle, D. Surma, M. Swintz, S. Thomas, J. Thompson, B. Tourtillotte, A. Tuell, J. VanderVeen, C. Vlaeminck, B. White, L. Szwicker,

## Premeeting Slides

See file: [Senate Preshow slides Jan 2025.pptx](#)

See file: [02. January 17 2025 Senate meeting slides.pptx](#)

## 1. Call to Order 1:31 om

S. Gerencser called the meeting to order at 1:31 pm 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 November 2024 Minutes

Presenter: Steven Gerencser

See file: [Minutes-2024-11-14 Academic Senate.docx](#)

Presented information:

No discussion

Discussion

No corrections or additions.

*Action Items & Follow up*

Minutes stand approved.

No follow-up needed.

### 3. [5 min] Interim Deputy Chancellor

Presenter: Andy Williams, Interim Deputy Chancellor

See file: No files submitted

Presented information:

- Thanked the senate for this opportunity
- Discussed who am I
  - Born and raised in South Bend (St. Joe High School)
  - IU Bloomington graduate 1999
  - IUSB alum MBA
  - Both parents are IUSB graduates as well
- Brian Pappas to begin July 1
  - Dean of Law School of University of North Dakota
  - He is from the Midwest with a family (St. Joseph, MI)
  - Message asked to pass along is “how excited, humbled, and grateful that he is coming here” He has said more than once that he left here thinking he could really make an impact and really wanted to be here
- Deputy William’s Goal for the next 6 months
  - Establish a healthy budget for new leadership
  - Turn over a situation on July 1 that we have positive enrollment cycle for fall 2025
  - Support faculty staff and students
  - To do our best in working with Rob DeCleene and others to send the message and ensure that the community understands that IUSB is not dormant over the next 6 months. We are just as vibrant as we always have been.
  - When offered the position he did not hesitate, because of the strong team that we have in place at IUSB and does not anticipate a lot of interruption over the next 6 months
- Administration and Finance Office during this time
  - Continue in role as CFO
    - Lars, Andrew, and Aaron are all strong and on board to get this done and do what we need to do to continue business as usual
    - Andy leans on his team significantly already and will continue due to the trust he has in their abilities and skills
    - Cabinet is strong and capable as well
  - Continue to Chair CBAC and CSAC
  - SSG is still on contract to consult and has been in contact for support navigating IU
- What will happen with PTR?
  - I don’t know what I don’t know. I do not feel comfortable doing the Chancellor review. As of now, Vice President for Regional Campuses and Online Education, Ken Iwama will do the Chancellor review for our campus.

Discussion

- Lots of moans as Anurag asked for a question → (with a smile) can we give bonuses more now than you could before?

- Answer: Not any more than I did before.

*Action Items & Follow up*

Continue forward with business as usual focusing on enrollment for fall, strong fiscal stewardship, and continue the work of the projects already underway so that new leadership can start with a robust thriving campus.

#### 4. [5 min] AOD update-REM for CAS

Presenter: Steven Gerencser

See file: [02. January 17 2025 Senate meeting slides.pptx](#)

Presented information:

- The REM survey for College of Arts and Sciences is open 1/6-1/21
- Results will be summarized by the Executive Committee and presented to EVCAA and Chancellor
- The survey of the faculty went out earlier this week with complications and problems with the survey due to changes in the Qualtrics platform since the last REM department survey was ran, so it will be started over again. President Gerencser has spoken with EVCAA to negotiate an extension. We must work out what that extension will be, but one has been approved. The goal is to have a fresh survey that will allow people to leave and come back before they submit to adjust. If the survey has already been filled out, the comments will be held on to. Please do not resubmit.
- Keep an eye on the survey going to the junk mail folder. It does come from Qualtrics, not from someone with an @iu.edu email address.
- The purpose of the REM process is to allow faculty to have that voice and have the voice reflected to the administration. We appreciate patience as we work to establish deadlines and ensure we have the capacity to respond to this as the Executive Committee.

Discussion

No discussion

*Action Items & Follow up*

The impacted units should watch their email and junk mail for details about the survey and deadlines.

#### 5. [10 min] Advising, Admissions and Student Affairs Committee: Proposed Revisions to Policy on Academic Standing

Presenter: Stacie Merken & Special Associate Vice Chancellor Lee Kahan

See file: [Probation Policy Revision Senate 24.01.17.pptx](#)

See file: [Probation Dismissal Policy Draft Revision IUSB 24.01.06.docx](#)

Presented information:

- Global changes to terminology in the policy
  - “Academic Recovery” changed to “Academic Notice”
  - “Academic Recovery Program” changed to “Academic Resilience Program”
    - Notice is becoming widespread across many campuses

- Applies only to degree-seeking undergraduate students to make it clear that this is not for non-degree seeking students
- Excludes IU courses taken in high school to determine Academic Notice or Dismissal
  - High school work is NOT used to determine whether on dismissal
- Broadens Program Academic Standing
  - Removes the requirement for minimum GPA to only be licensure or certification programs to allow for a broader policy to all programs to establish a minimum GPA if appropriately warranted
  - Recognizes that there are other programmatic requirements that students must satisfy to remain in the program
- Adds a category of “*Academic Warning*” for students in good academic standing who earn a *semester* GPA of below 2.0 to be proactive before they get on probation
  - No consequences but will proactively allow a systematic way to reach out to students to get in success planning and avert dismissal
- New research has been released about probation policy and support
  - Our new policy aligns with the national trends and current research
  - Shift toward the required support for students on academic probation

### Discussion

- The original statement put boundaries around what they had to satisfy to meet the 2.0. Would it be possible to say, “programs can establish additional requirements to meet industry and disciplinary standards”?
  - Yes
- Is there a plan to deal with multiple expectations or a probation for a program as distinct from campus?
  - Yes. It has been discussed that we would need a set of holds. This would be at the program level to determine.
- In the slide that says not using high school GPA, are you talking about dual credit? Are we giving the students the choice to include it or not include it at all if it benefits the student?
  - We are only saying we are not using it (grades earned in high school) for the purpose of determining probation and dismissal. We currently have students who take high school classes who enter IUSB on probation.
    - What about students with a bad first semester, could they use their high school to balance their negative first semester?
    - Connie Peterson-Miller: When students transfer to us if transfer they don’t bring high school coursework toward our GPA. ACP coursework does get assigned grades and do accumulate for a GPA. I have seen many situations where they have dug a hole with poor performance on ACP courses.

### Action Items & Follow up

Review the linked research articles in the presentation for details on student support. Policy is available for review. The plan is to make this an action item for the next Senate Meeting. Reach out to the committee and chairs for additional questions along the way. Be ready to vote at the next meeting.

## 6. [10 min] SGA resolution encouraging faculty to use Open Education Resources in the classroom.

Presenter: Chloe Garner, SGA President & Brooke Belork, SGA Chief of Staff

See file: [Resolution on Faculty's Use of Open Education Resources.pdf](#)

See file: [OER - Academic Senate.pptx](#)

### Presented information:

- Last semester the SGA put forward a campaign to promote a campus wide adoption of OER in the classroom.
- Data review (survey and petition) tabling was in-person so does not represent the entire campus
  - The price of textbooks has increased significantly (88%)
  - IUSB students spend an average of \$192.29 on texts in FA2024
  - 23% choose course sections based on textbook prices
  - 77% choose not to purchase or rent due to cost
  - 10% of IUSB faculty use OER
- The solution to the 77% obstacle is helping UCET to promote the adoption of resources
  - Includes lesson plans, course materials, and textbooks
  - Can be adapted and customized to their specific course
  - Can reorder text to any order you would like
- Faculty benefits → [check IUSB library website](#)
  - Adopting OER \$500 stipend
  - Modifying or updating OER \$1000 stipend (half when begin and half when submit)
  - Creating/licensing \$2000 stipend (half when undertake and other half when submit to OER)
- If cannot offer OER
  - Consider using older editions of text books
  - Offer copies of chapters (within copyright)

### Discussion

- Thank you for passing the resolution and promoting OER
- How are you deciding that 10% are using OER? I use OER in both of my classes. I didn't get a thank you, so it makes me think I wasn't on your list. How did you determine what percentage are using them and that you all know that we are using them.
  - We received the list from Jay VanderVeen from the year previously (unsure of how this was reported)
    - J. VanderVeen- that list was given to us by the bookstore who was reporting on what you provided to them. This process has changed this year. Now you can click "using OER" so the data is correctly collecting the information.
- Compliment and congratulate the SGA for making this effort. For faculty, this is an impactful decision you can make. There are many OER resources that are great that you can use for your course topics.

### Action Items & Follow up

Please consider using OER in your courses.

If using OER resources, be sure to check the box in the bookstore website for the semester

## 7. [10 min] UFC report

Presenter: Hayley Froysland, UFC Representative

See file: [UFC Report on December 2024 Meeting.docx](#)

Presented information:

- Consent agenda items passed- not controversial or for discussion
  - ACA-03 Faculty Representation at IU Board of Trustees meetings
  - ACA-15 Appointment to Graduate School Faculty
  - ACA-65 Procedures for Program Reviews
  - ACA-81 Undergraduate Master Course Inventory
  - ACA-58 Intercollegiate Athletics
  - ACA-62 Honorary Degrees
- President Whitten's Report Highlights
  - IU Remains Committed to DEI and she set up an ad hoc committee, the charge of which is to examine university's goals and determine outcomes (as far as DEI is concerned)
  - Policy task force established
- Office of the Vice President for Diversity, Equity, and Inclusion
  - \*Each campus will set up a Diversity Committee to be in compliance with SEA 202
    - Role is advisory in nature
    - Will review DEI activities, make recommendations and issue an annual report due to EVCAA (Provost) or Chancellor by May 1 and then to BOT
    - Does not replace any existing committees with DEI focus
- Stellic updates- February 3 is the due date for implementation
- Action Item: Proposed Changes to UA-03, Discrimination, Harassment and Sexual Misconduct – to prepare for implementation of the 2024 Title IX Final Rule to make sure IU is in compliance with the 2020 Title IX Final Rule—PASSED
  - Mostly procedures with appeal processes in place
  - One issue is what can the university do with volunteers or non-IU members that are not behaving in a way that is not in compliance with IU policy
- Research- Conflict of interest policy is not that great, and we must overhaul the policy, because the current policy puts IU employees at risk
  - IU has great research but because it is now part of IU2030 they are wanting to invest in STEM and put more efforts to put metrics in place to get sponsors and extra funding for research
    - Funding for interdisciplinary research
    - Established a copyright committee
- Action Item: Proposed Changes to UA-05, By-laws of the University Faculty Council of Indiana University—PASSED
  - Adjusting due to the changes to committees (mostly adding committees)
    - Removed policy committee (Whitten has created a taskforce to refine policies)
    - Changes to academic affairs committee to add representatives from the libraries

Discussion

- What was the date of this meeting?

- December 10, 2024. This will be interesting with the Indiana change and elimination of DEI. Whitten emphasizing that we must be in compliance with the law. No discussion of the executive order at that time, unsure if anyone knew about it at that time.

*Action Items & Follow up*

Review the [full report](#) or visit the Senate webpage to click the link to the UFC page.

## 8. [10 min] Online Academic Programs Policy presentation

Presenter: Shawn Nichols-Boyle, UFC Sub-committee Representative

See file: [Establishment of Online Academic Programs for consultation - 12-16-24.pdf](#)

See file: [Flow Chart of Approval Process.pdf](#)

*Presented information:*

- Flow chart and policy document presented
- Main proposal differences from how the process it. The full policy and flow chart are in Teams if you want to review in detail.
- Policy draft- asking for feedback to revise the policy for creation and approval of IU online collaborative programs; not online programs that are one campus. (must have 2 or more campuses participating). We have been asked to expand the policy to include online collaborative minors etc. Right now they're only looking at major programs and graduate programs
- The reason is to ensure all campuses can providing meaningful participation and feedback prior to faculty approval; ensure faculty are getting governance processes and oversight over the program and to make the approval process more efficient
- Reviewed the current process (stays the same as it currently operates)
  - IU online will do a market analysis and provides it to the campus Chief Academic Officer, CAO. Then the CEO consults with the academic unit and IU online and then decides whether the campus will proceed with developing this program or not
  - Then the campus CAO at all the campuses review the proposal, and the market analysis, consult with the academic units and faculty
  - The one change here is that we wanted to make that consult time a specific timeframe. So we said, 45 days before. We wanted to make sure people had time to look at the proposal and decide whether they want to participate in developing and delivering the program, if they don't want to, or if they have concerns, they would also relay their concerns. If there's a duplication of existing online programs or a viability concern of the programs.
  - Before each campus curriculum committee approve or make changes which would become a cumbersome process also there was some issue with some campuses, perhaps participating that really didn't have the resources. So what we are proposing instead is that participating campuses, first certify that they have the resources to contribute materially to the program.

*Discussion*

- Given that each campus is separately accredited have they determined if this will be kosher with HLC?

- because there already are IU online collaborative programs, that this is something that's built into that memorandum agreement, or to kind of check that out through IU online and make sure that there's alignment with accreditation. But I don't know. So I can make that a note.
- (answered later in discussion but moved up in the minutes for clarity) HLC question, our experience with HLC has been, as long as we are documenting that the faculty have approved then we will be fine. The standards require us to demonstrate how we adhere and follow through with *our* policies rather than just *having* the policies. The documentation of following our policy will be important.
- This echos the need to have a single committee to get this done. I don't know if I missed it in the first reading, but the additional step to go back to campus at the end is the same as with ICHE to review as the last step by the campus groups. Maybe we can have curriculum committee in this role to check similar to departments with remonstrance?
- Is the Office of Collaborative Online Programs going away? Initially when these programs started it was presented to the various departments as "you better get on board, or we will lose. Is that still the driving force here? Will programs be under pressure to do things that they don't really want to do?"
  - I cannot answer that. This committee is composed of a lot of often skeptical faculty with good faith effort that when programs do come up to get enough feedback to get it going.
- I love the new model rather than going through every campus. Recently we went through the current process. It does tie the hands and if one committee doesn't approve and asks for edits we have to re-go through all of the other curriculum committees. We have not had an issue with accreditation (CCNE) on our own campuses. Because we must meet the same standards for our accreditation, it works for us, and it is not a problem.
- We are trying to avoid the 18 months to 24 months to get online programs approved.

#### *Action Items & Follow up*

Please respond directly to Shawn due to the quick turnaround of Tuesday January 21 for feedback to be able to give to the committee.

## 9. [10 min] Spring Enrollment report

Presenter: Raman Adaikkalavan, Associate Vice-Chancellor for Enrollment Management

See file: [2025-01-17 Spring 2025 Enrollment Progress - Senate.pptx](#)

#### Presented information:

- Official census is not until January 20
- Spring enrollment as of 1/16/2025
  - Headcount 4299
  - Credit hours 49,860 (up by about 4% from the following year)
  - Down in undergraduate beginners
  - Up in undergraduate transfers
  - Down in graduate beginners from 1 year ago, but up 104.2% from 2 years ago
- Online (completely online programs)
  - 30% increase in completely online programs
- Compared to all IU campuses, we are green

- Be sure to thank the SEM team for enrollment and retention
  - Provide feedback in SER so we can reach out to students to support them
- For fall point in time comparisons
  - 1<sup>st</sup> time (high school students) down 8.5% compared to fall 2024 numbers
  - Trending like fall 2023 numbers
    - We are working to catch up and working towards this.

#### Discussion

No discussion

#### *Action Items & Follow up*

Keep doing what you are doing. Use the SER to report students who are not showing up so we can get them the support they need.

## 10. [5 min] Update on Board of Trustees Diversity Committee and Dean of Student's Search

Presenter: Kory Vitangeli, VC for Student Engagement

See file: [10. SEA 202 - Diversity Committee Update - SP 25.pptx](#)

Presented information:

#### *BoT Diversity Committee Update*

- 9/13/2024 IU's Board of Trustees approved a resolution authorizing the creation of diversity committees consistent with SEA 202 at each campus. Must add the "cultural and intellectual diversity"
  - IU South Bend Regional Diversity Committee is the name of our campus committee
  - The Regional Campus Diversity Committees will each consist of five (5) members (names are due at the end of the month to big IU. Waiting on the faculty senate for names):
    - two (2) faculty
    - one (1) staff
    - one (1) administrator
    - one (1) student identified by the Chancellor or designee in consultation with campus leadership. The Chancellor will collaborate
    - with campus leadership to identify one member to serve as chair (Elizabeth Paice).
- Role is advisory in nature working with people who already do this work (review, recommend, and issue a report)
  - Charge of the committee:
    - *Review and recommend* faculty employment policies concerning **cultural and intellectual diversity** issues.
    - Review faculty and administration personnel complaints concerning cultural and intellectual diversity issues.
    - Make recommendations to promote and maintain cultural and intellectual diversity among faculty members.
    - Make recommendations to promote recruitment and retention of minority and underrepresented students.

- Issue an annual report stating the findings, conclusions, and recommendations of the committee to the Board.
- **Does not replace/oversee** the role of individual campus administrators and supervisors, and HR personnel in reviewing SEA 202 complaints concerning cultural and intellectual diversity issues. Does not prohibit this committee from working with already existing committees.
- **Report:** the report will be more statistical in nature and will not list names etc.

*Dean of Students Update:*

- Thank Susan Thomas and the rest of committee who have moved this forward.
- Had 80 candidates and will get down to 20 to do phone interviews. There have been a lot of applications, and the holidays have fallen in the middle of this

Discussion

- In the context of the legislation, how are they defining cultural and intellectual diversity, how does that map how we currently operate?
  - A lot of those details have not been provided. We have asked for the details. I will be happy to share when we get that to show what we are required to report.

*Action Items & Follow up*

No follow-up needed.

## 11. [5 min] *Elements*

Presenter: Jill Pearson, EVCAA

See file: [11. 2025 01 17 Senate Presentation EVCAA.pptx](#)

Presented information:

- IUSB is part of the workflow pilot & input will be requested so we can influence how the system will work in the future (what worked well and what did not work well)
- Multiple PDF summaries of workflow are available see slides. These are for the people in the workflow pilot.
  - As part of the workflow we will be able to add attachments
- Canvas course is available for an overview but does not include all relevant workflow information due to needing to be designed for all users within IU
- Implementation Team Site is available via links in the presentation

Discussion

- See below

*Action Items & Follow up*

Reach out to your Dean or leadership with concerns

## 12. [5 min] EVCAA Questions

Presenter: Jill Pearson, EVCAA

See file: [11. 2025 01 17 Senate Presentation EVCAA.pptx](#)

## Discussion

- Not about Elements → can you update the LMP process and what programs are coming up next and attached to that is the survey to do about the AOD? It seems that those are linked in my mind and have been for me. We have to know what we are doing with one and the other.
  - LMP process for this year is complete.
  - Those programs with to-dos are working on that for this year. The next phase is next fall when we will again review the data for the programs that haven't been through the process. Those that have already been through the process will be done and will not have to do this again in the fall. Those that were not selected may be reviewed again based on the new number or criteria.
    - How did the survey we filled in the fall about LMP impact the process?
      - Severely impacted the process. We started with Actuarial science and Math separate. The survey helped us to see what they are intertwined and overlap. I strongly recommend you read the reports about the work that people are doing including feedback on what people are doing.
- Elements → Almost everything came over incorrectly. Everything is listed as invited. If they are going to be using the system to pull reports and this is inaccurate. Everything that was put in as peer-reviewed came over as not peer-reviewed. Hoping I can just edit what is in there instead of entering it all manually. Hoping with feedback it will fix this in the first import
- Is the January 31 deadline, how hard is that deadline?
  - I suggest highly in elements to check to see how many issues there are for you. If you have concerns about the January 31 deadline for yourself. Reach out to your school leader for yourself. There is not an infinite time limit. The deans evaluating merit pay in time to do merit pay is a concern.
  - Bottom line → talk to your dean if concerned.
- LMP → reports generated were based on the information received. The links are all there in the email that came out from Jill Pearson in the fall

### *Action Items & Follow up*

No follow-up needed.

## 13. [5 min] President's Remarks

Presenter: Steven Gerencser, Faculty Senate President

See file: [02. January 17 2025 Senate meeting slides.pptx](#)

### Presented information:

- Thanked the Chancellor search committee members for their service
- The Executive Committee, on behalf of the Senate, will be sending a small IUSB branded gift to welcome Chancellor Pappas to our campus
- The nominating committee has done a lion's share for their work to identify nominees for elected committees. They will bring a slate of nominees to the February meeting along with open nominations at that time.
- On February 10, IU Online will be meeting with our campus faculty. I strongly encourage you to participate to bring your concerns forward. We have done well with preparing concerns on our campus, so they show up to be able to address our concerns.

## Discussion

- No discussion or questions.

## Action Items & Follow up

No follow-up needed.

## 14. [5 min] Announcements

### Presented information:

- S. Thomas- see bookmark for library events
  - 2/11 & 12 book sale in library
  - Right now inundated in LPs 4 for \$1 in lobby of library
  - March 11 annual trivia night again
- C. Sofhauser
  - Remind you it is that time of year to nominate FACET members
  - Providing workshop on April 3 on new ways to demonstrate excellence in teaching.
  - Reach out to Cyndi if interested
- G. Heidemann- workshops 2-5 in-person on Wednesday and virtual open on Friday. If students attend the whole workshop series they will be running for \$100 scholarship as long as they complete the actual workshop series. In Daily Titan on Tuesday.
- A. Martinez-Montavon- UCET QM Coordinator to invite you teaching online to offer a new workshop “Improving your online course 2/28 we provide lunch practical hands-on leave with ideas that you implement right away and get to talk to colleagues to see what they are doing in their online courses. If you are online then register for that using the UCET calendar
- J. VanderVeen
  - Midwest SoTL conference is April 11 on campus “ Care, kindness, & creativity” Keynote “A pedagogy of Kindness”
    - Either register or forth a proposal to present
- E. Bennion- Check Daily Titan for the Office of Community Engagement to review the newsletter. Please complete a brief survey to help me to know what you’re doing so we can let you know about grants, partnerships, etc. across campus
  - If you don’t do community engagement still fill it out so I know if you are interested or not interested in doing community engagement so that we can support you to do the work you’re doing
- A. Williams- 1/27 welcome back breakfast in the grill (Monday) 8:30 and program starts at 9:00 am. It should be a light agenda that is more celebratory.
- R. Olivia & S. Moore- when it is cold outside, come inside to create joy. On Tuesday if you want to warm up the Euclid quartet will be bringing the heat and concerts throughout the semester. Also the student and alumni exhibition open on the 27<sup>th</sup> with reception on 2/6 with is a great opportunity to meet the artists and alumni that come back with their art.

## 15. Motion to Adjourn 3:02 pm

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Respectfully submitted,

Mallory Roberts (secretary)