

Faculty Organization Executive Committee Meeting
October 9, 2019
Library 110
9-10:30am
Minutes

In Attendance: Susan Zinner (President), Kris Huysken (Vice President), Bill Dorin (COAS), Scooter Pegram (COAS), Axel Schulze-Halberg (COAS), Surekha Rao (SOBE), Marshelia Harris (CHHS), Sharon Pratt (SOE), Scott Hudnall (Library), Mark Baer (At Large), David Parnell (Secretary)

1. Called to order at 9:03am.
2. Approval of minutes: September 6, 2019
 - a. Approved without amendment.
3. Susan Zinner, President
 - a. Faculty Org Committee Assignment: Susan and Kris are still tweaking these assignments and they are pretty much complete except for a chair of the Retention Committee. Chair reports from 2018/2019 committees have been posted on the Faculty Org website.
 - b. Faculty Org Committee Chairs: Susan met with the chairs of all the Faculty Org Committees and had an interesting discussion. As a result, the Election Committee process will be changing. In the fall, the committee solicits for the Faculty Board of Review and in the spring the committee solicits for Faculty Organization officers. The committee will send out faculty-wide emails to solicit for these positions instead of just contacting individuals. Faculty Comment: I think these meetings were a really good idea.
 - c. A Faculty Board of Review case is ongoing but pending the result of an investigation by the administration.
 - d. John Applegate, Bill McKinney, and John Sedinaj were here two weeks ago. In the meeting, we discussed the third tier of lecturers and how there needs to be specific criteria for earning promotion to that rank. Question: Has Faculty Affairs already been charged with this task? Answer: An email has been sent. The co-chairs are Mike LaPointe and Chris Young. We also discussed the test-optional policy and the need for both standards and flexibility. Applegate's office is working on retention and recommended looking at this website: www.eab.com. It has interesting studies on retention and other academic issues and we all have access with our IU accounts.
 - e. Regional Campus Faculty Org Presidents met on October 23rd to discuss IUOCC classes and scheduling. This was a dense and difficult discussion and none of the presidents feel like they learned much new by the end of it. One president commented that what was needed was a flow chart to clarify how the process works. This will be provided for their next meeting.

- i. Faculty Comment: I am not sure if there is a system, but it seems like IU East always wins on course scheduling, and I wish our administration could fight for us more. Susan: I believe the regional campus EVCAA's discuss and negotiate which campuses teach which classes.
- ii. Faculty Comment: It's always very challenging to determine which classes will go IUOCC and why IU East has so many. Susan: Maybe we need to create a faculty committee to deal with IUOCC matters.
- iii. Faculty Comment: It would help if IUOCC courses did not appear on our catalog until our own campus' courses were full or close to full. There needs to be a policy that is set. Faculty Comment: There may be policies that exist but they are so amorphous that we do not know them or understand them. Faculty Question: Maybe we could ask someone in CISTL? Faculty Comment: I think Vicki should know best since the EVCAA's regularly meet to decide on IUOCC classes. Faculty Comment: Okay we should ask her then. Some individual divisions seem to be struggling.
- iv. Faculty Comment: The competition that has been created among the campuses is a challenge and it distracts from the issue of faculty control of curriculum. IUOCC essentially puts administrators in the position of department heads over degrees and curriculum offerings. This is the bigger issue than the question of allocating revenues from online classes. This is something that should be handled by faculty. Faculty Comment: On our campus we pull IUN students out of IUOCC courses to put them in IUN-taught sections. Faculty Comment: This is not an official policy; this is just something we do.
- v. Faculty Comment: I think having an IUOCC committee would be good to handle any issues that crop up. Faculty Comment: The Computer Technology and Distance Education Committee combines both, so IUOCC would probably fall under this committee's purview. Faculty Question: who is the chair of that committee? Faculty Comment: The co-chairs are Daniel Kelly and E.J. Kim. Faculty Comment: This would be an additional charge for them. Susan: If we want to be explicit about this, we could revise the constitution to make this responsibility clear. Faculty Comment: I think we do not need to because distance education implies everything about online courses.

4. William Lowe, Chancellor

- a. I am here primarily to answer your questions rather than to give a report.
- b. Susan: We would like to hear about the searches for tenure-track faculty that are not going forward.
- c. Chancellor: In the budgetary process we have focused on prioritizing salary increases. They went through in this year's budget. What this should tell you is that we prioritized salary increases. There was not a connection or contingency to any other aspect of the budget. Our enrollment was going well all the way up until Tuesday of the first week of classes. We came out negative in total enrollment

compared to last year, not by much, but we did. This also means that we came out with less money by the way the university counts. So it was reported to the Trustees that we came up short on revenue. So therefore the pathway to adding anything new to the budget came up short. The positions were not cut, but they were not approved to go forward in the first place. They are still there when we can find revenue to support them. IUOCC numbers have already come in, which is much earlier than usual. This money comes in as “undifferentiated revenue” which means it is not budgeted at this point. This offends the sense of order to CFOs, because it is like finding money on the doorstep that is not planned for. This, combined with the 2.5% tuition increase, puts us closer to where we need to be for the Fall semester. There is of course another six months in the fiscal year. We did better than we are getting credit for at the university level because of the undifferentiated revenue from IUOCC. Early discussions of IUOCC focused on head count rather than revenue and credit hour equivalents. So more recent discussions will focus on these latter events to help streamline budgets. Being able to plan better is important. Overall, this is encouraging, but we are not there. We still lost head count versus Fall 2018. Retention must continue to be our focus, as it is our vulnerability. There is some evidence of stabilization, but we were not in the plus column, and this all must be explained to the Trustees. It would be nice to see our spring enrollments running ahead of last spring. Spring semesters can be quite volatile. But for right now, things look better when you include the IUOCC revenue and financially we are in better shape than the way the university counts things.

- d. Faculty Question: What would have to happen financially for these positions go be approved to go forward? Answer: The fall semester is encouraging, and I would like to see what happens in the spring semester. Those are my druthers. I understand the importance of having these positions approved. What I would ask Vicki and Michelle to do is take a look at these positions, prioritize the positions, and make a recommendation to me. My preference is to see hiring in Spring 2020. Faculty Comment: I would be worried about that; hiring is easier in the fall because the fall is when ads for jobs go out. And I worked at Druthers Restaurant once. Chancellor: I understand that, but it is not my only responsibility. I do have to think about those of you who are here now. We have protected employment, we have not had layoffs, and we have mostly been able to maintain salary increases. I do not see that changing as my priority going forward. Are there other priorities and do we need people in other positions? Yes. I do understand these things. And I am skeptical that we have to get out early with ads given the shape of hiring in the country. Faculty Question: Can you give us a time frame? Vicki: I need to go back to the deans, look at the frozen positions, and think about whether the classes can be covered. The positions are in SPEA, English, and Anthropology. English already had one search, so it was believed a second one could be paused for now. Faculty Question: So there is already some process of prioritization at play? Vicki: Yes. The list that went through the budget committee is the same list, but three of the positions on that list have been frozen after consideration of priorities. Faculty Question: Is the SPEA position the health-related position that we did not fill last year? Vicki: That was the position, but I

think it will not necessarily be health anymore. Faculty Question: These three that are being frozen, what percentage are they of the hires approved? Vicki: I believe there were seven new hires in the budget. Faculty Question: How does the IUOCC credit faculty for teaching students at other institutions? Chancellor: There is a formula for revenue, and soon we should have one for credit hours as well. Faculty Question: The budgeting process did not include IUOCC revenue? Does the budgeting process need to be more conservative? Chancellor: I think that our process has been very conservative which has earned us credit with the Trustees. We need to fix the problem of IUOCC undifferentiated revenue; it needs to be solved so that we can continue to have an accurate picture going forward. Faculty Comment: You and your team deserve a lot of credit for accurate projections. Chancellor: Yes, there are people working hard at every level and it is my job to take those projections seriously.

- e. Faculty Question: Is it a trend to hire more clinical faculty? Vicki: It is my preference to hire TT faculty. Bloomington is arguing that a TT faculty is a 30-year commitment and we might be facing a cliff. There have been other decisions made specific to the department needs and the salary available. We have also had to manage some faculty by switching them from TT to Clinical based on their research capacity. The teaching workload is also an issue. Faculty Question: There are a large number of adjunct and part-time faculty in COAS. What percentage of full-time faculty is ideal? Vicki: We've reduced the number of part-time faculty over the time I've been here by placing downward pressure on low-enrolled classes. COAS programs are not individually accredited, and therefore can employ adjunct faculty. This is not ideal but is the case. Faculty Comment: Perhaps the financial savings of assigning adjuncts to gen ed classes sometimes has a negative impact on retention.
- f. Faculty Comment: We, the faculty, would like to be on a team with the administration. We would like to help make decisions together and understand the sacrifices that need to be made. It is frustrating to have attended the town halls and the faculty meetings and to not have heard that limits on hiring could be part of the decisions. Faculty Comment: Members of the budget committee do not recall any discussion of frozen lines. Vicki: All of the 7 positions are replacements. This does not represent replacing all faculty who have left—decline in enrollment means that not every faculty member needs to be replaced. These 7 were identified because of a need in the department. In July we identified that we needed \$180,000, and so we identified these 3 positions to freeze. The faculty response to this issue has made a difference and he seems open to considering unfreezing 1 or more of these positions.

5. Vicki Roman-Lagunas, EVCAA

- a. Thank you all so much for your kindness, the plant, and your kind words. You have given me a gift.
- b. School of the Arts: All Campus Tenure Committee –resolution 2 –department committee made up of tenured faculty –I don't want to go to other schools. I recommend that we not go to other schools. I suggest School Committee (SOA

faculty and related fields), COAS Committee (with SOA representation best practice), SOA Dean, All-Campus. Resolution 3 –no enrollment goals, proportional funding, \$17000 innovation grant was received by SOA, no new Academic Affairs money. SOA and COAS budgets are being separated. A study is underway regarding 5-year budget reallocations. Shared administrative costs are being maintained (such as the budget officer). Resolution 4 –Internal assessments are being done by SOA. This is ongoing. VCAA requests that a group be put together to address conditions for removal of the dotted line relationship between COAS and SOA. Deans and diverse faculty should participate.

- c. Parking and Pizza –Free parking available for registering between Oct 28 and Nov 15. Nov 4-7 there will be tables on campus. As many faculty should be present and participate as possible.

6. Agenda items for October 18, 2019 Faculty Org meeting

- a. Bill Allegrezza made a suggestion to start the meeting with 15 minutes of discussion. It feels like Faculty Org meetings involve too much shoveling of information at faculty. This will be an experiment. Faculty Comment: So you are moving new business to the front? Susan: I was going to call it open forum but I suppose it is just new business.
- b. John Novak will talk about a faculty survey.

7. New Business

- a. None was presented.

8. Old Business

- a. None was presented.

9. Adjourned at 11:45am.