

Faculty Organization Executive Committee Meeting
Minutes
September 5, 2014
Library 140A
12:00-2:00 p.m.

In Attendance: Chuck Gallmeier – President, Subir Bandyopadhyay – Vice President, Mark Baer – Secretary, Linda Galocy, Scott Sandberg, Bill Dorin, William Allegrizza, Dorothy Ige, Surekha Rao, Iztok Hozo, Glen Lauzon

1. Approval of the minutes of March 7, 2014 – minutes were approved unanimously
2. President's Report and Announcements:
 - a. Administrative Reviews are due for: Chancellor Lowe, EVCAA Malik; Dean Hoyert; Dean Bankston, Dean Rominger and Tim Sutherland.
 - i. Chuck will call Jon Applegate to remind him that Chancellor Lowe will be reviewed as it is his 5th year.
 - ii. Hoyert and Rominger are past due.
 - iii. Chuck will research the procedures and move forward.
 - iv. Committee agrees that it is necessary to move forward with all reviews.
 - v. Qualtrics can be used to conduct campus surveys for these reviews.
 - b. UFC Proposed Constitutional Amendment (RFC-Co-Chair of UFC) (See Attachment 1)
 - i. Committee agrees that this is a good thing for regional campuses.
 - c. RFC Meeting – September 9th, Indianapolis or Video Conference
 - i. Chuck will be attending by video conference. Meeting date was changed at the last minute.
 - d. Election for COAS Representative of Executive Committee
 - i. Allegrizza is with us until such time as there is another election.
 - e. Teleconference of UFC Executive Committee – VP Bandyopadhyay
 - f. Applegate Visit – October 6
 - i. Details of a meeting time will be forthcoming.
 - g. Board of Review Appeal
 - i. This year's issue involves a non-review reappointment. A BOR member has left the campus, and so there will be a new Board member. Process of replacing the member and taking up the case is beginning now.
3. Chancellor Lowe
 - a. Chuck offered congrats on Chancellor Lowe's editorial "Is College worth it?" It has appeared in multiple regional and state publications.
 - b. One Book Initiative – please engage individually and in your classes.
 - c. Search for VC of Student Affairs is on again. Last year's search did not end in appointment. Preliminary interviews begin next week.
 - d. Recruitment for both undergraduate and graduate students will be a point of emphasis going forward. New graduate program development is part of that picture.
 - e. Budget

- i. Enrollment is down this semester. CFO Mary Ann predicted the shortfall and so budget impacts are somewhat less. Systematic expenditure review will commence next month.
 - ii. Any increase in the cost of benefits can mean six figure budget impacts.
 - iii. We would like to implement salary increases, but this is not guaranteed.
 - f. Advising
 - i. Recommendations from the group that went to the advising conference this summer were reasonable and would help.
 - ii. Faculty must be rewarded for exceptional work on advising of students.
 - g. General Discussion
 - i. The committee offered that salary increases should be based on merit criteria, not salary equalization. It is possible to turn incentives into dis-incentives if this is not the case.
 - ii. The policy regarding summer courses is a dis-incentive to those with higher salary structure.
 - iii. Is data being collected regarding recruiting and advising of new students? There is anecdotal evidence of new students receiving incorrect advice from new advising staff.
 - 1. Communication is the key to getting better collaboration between general advisers and faculty.
 - 2. When advising and parking are in the same range of dissatisfaction on the student survey, this draws attention to the need for improvement.
 - iv. Some students have unrealistic expectations of the possible response time for advising questions.
 - 1. Successful relationships with advisers will allow students to learn the appropriate processes.
4. EVCAA David Malik
 - a. Low-Enrolling Courses Policies
 - i. This sheet is a restatement of long held rules of thumb on the IU Northwest campus.
 - ii. Should this policy be reviewed by the Faculty? VC Malik believes that the flexibility of this policy is a strength and formalizing it further would be detrimental.
 - iii. For faculty offering classes in the summer, lack of control of offerings and short notice of cancelled classes create unacceptable situation.
 - iv. Where can all campus policies like this be found? We have a very loose system of policies, some of which can be found on the Academic Affairs website. VC Malik feels that the flexibility of our system is a strength.
 - b. IUN now the 2nd largest offering of online courses, trailing IU East.
 - i. Online classes are what our students want.
 - ii. Teaching online courses with enrollment from all campuses
5. 10 minute extension to the meeting was requested by Chuck and passed.

6. EVCAA David Malik (continued)
 - a. Expanded Multi-term Registration Project
 - i. Getting students to register for more than 1 year at a time may increase retention.
 - ii. Please read this and provide feedback.
 - b. Four year graduation rate is 10%. Advising is the key to improving this.
 - c. 158 faculty were named by students in the senior survey as having had a positive impact.
 - d. VC Lowe will assist with the review of the Deans.
 - e. Redhawk Cards are great. Please encourage students.
 - f. Welcome New Associate EVCAA for Faculty Affairs Bala Arshanapalli
 - g. New Summer Faculty Fellowships for Associate Professors.
7. 10 minute extension to the meeting was requested by Chuck and passed.
8. EVCAA David Malik (continued)
 - a. New P&T task force will be created to consider the latest revisions in P&T guidelines. David Klamen and Bala Arshanapalli will chair the task force.
 - i. Committee expressed that the work of last such task force was not positively received by the faculty.
 - b. New website is being developed for Graduate Programs at IUN
9. 5 minute extension to the meeting was requested by Chuck and passed.
10. EVCAA David Malik (continued)
 - a. In the last 5 years, there has been work on salary review. All tiers of faculty have had increases in avg. salary. The same process will now be applied to lecturers.
 - i. Committee expressed gratitude for this work.
11. Meeting adjourned at 2:26pm

These agenda items were unaddressed:

Agenda Items for Faculty Organization Meeting, September 19

Old Business

New Business

Attachment 1:

To: UFC Council Members, 2014-2015
From: UFC Executive Committee
Date: September 4, 2014
Subj: Proposed Amendments to the Constitution of the Indiana University Faculty

The Executive Committee, following discussions in 2013-2014 and at its first meeting of 2014-2015, recommends two separate, but related, amendments to the Constitution of the Indiana University Faculty. The intent of one of these amendments is to replace language in the Constitution specifying that the Council shall have two Co-Secretaries who must come from different IU campuses with language specifying three Co-Secretaries; one from IUB, one from IUPUI (including the IU School of Medicine) and one from a regional IU campus. The intent of the second amendment is to change the title of these offices from “Co-Secretaries” to “Co-Chairs” of the Council in the Constitution, the bylaws and all UFC documents that currently refer to Co-Secretaries. If both amendments are approved by the IU faculty, the UFC would have three Co-Chairs.

Discussion:

The first of these amendments was initiated by the Regional Faculty Caucus. In practice, the Co-Secretaries of the UFC have inevitably come from IUPUI and IUB. The RFC believes, and the UFC Executive Committee agrees, that the Council (and IU Faculty) would be better served if the leadership of the council was expanded to include a faculty leader from a regional campus. The UFC leaders meet regularly with the IU President and other administrators; this would enhance input from the regional campuses. These three units (IUB, IUPUI and the Regional Campuses taken collectively) are in a number of ways roughly comparable (numbers of faculty members, students, etc.) and, administratively, IU often treats them as the University’s main academic components; it seems important that the regional campuses have appropriate status in the leadership of the Council. The Co-Secretaries lead the Executive Committee which, among many functions, sets the UFC Agenda; it would be helpful, we believe, to have more formal input to that from a regional campus leader.

Renaming the UFC leaders – from Co-Secretaries to Co-Chairs – was proposed by recent UFC Co-Secretaries. They found the title “Secretary” confusing since the Co-Secretaries don’t perform the duties normally associated with Secretaries of societies and associations. Calling the Council’s leaders Co-Presidents would be confusing since the President of Indiana University presides over the meetings of the UFC. Calling them Co-Chairs of the UFC better reflects their duties and avoids confusion with the President of the University.

The intent of the amendment creating three Co-Chairs (or Co-Secretaries should the second amendment not be approved by the Faculty) is to permit the BFC and IFC to each select a Co-Chair for the UFC and to permit the regional campuses (most likely through the Regional Faculty Caucus) to select the third Co-Chair.

The precise mechanisms for the selection of these three persons would be proposed by the respective groups and incorporated into the UFC bylaws. Thus, the amendment to switch to three Co-Chairs would be made by the IU faculty through amendments to the constitution, but the mechanism for doing so would be adopted by the UFC through amendments to the bylaws. This would simplify changing the

selection mechanisms should IUB, IUPUI or the regionals wish to modify the selection system in the future.

According to Section 6.1 of the Constitution of the Indiana University Faculty, amendments to the Constitution go to a vote of the IU faculty if they are approved by a majority of the members of the UFC at a UFC meeting. We'd hope this could occur at the September 9, 2014 meeting. The same section of the Constitution specifies what happens next but, simplifying somewhat, any amendment and background information about it is circulated to all IU faculty, each campus must – within one to three weeks – hold an open hearing on the proposals and within an additional one to three weeks there is a vote by all IU faculty on the proposals. The proposals are adopted if they are approved by a majority of all faculty voting and by a majority of those voting on a majority of the campuses. Amendments take effect upon adoption. If only the first of these amendments passes, the Executive Committee would solicit proposals from (1) IUB, (2) IUPUI and (3) the regional campuses specifying how each group proposes to select a Co-Secretary of the UFC and, perhaps following discussion with the relevant leaders of these groups, would submit proposed changes in the bylaws to the UFC for its approval. If both amendments pass, the Executive Committee would ask the three units to specify how they would select a Co-Chair of the UFC. If the proposal to switch from “Co-Secretaries” to “Co-Chairs” of the UFC passes, the Executive Committee would recommend to the UFC changing those titles wherever “Secretary,” “Co-Secretary,” or “Co-Secretaries” currently appear in the Bylaws.

Specifics:

Amendment One:

The Executive Committee recommends that the UFC propose to the IU faculty amending Section 4.4.2 of the Constitution of the Faculty of Indiana University as follows:

CO-SECRETARIES

The University Faculty Council shall have ~~two~~ three co-secretaries: one from Indiana University – Bloomington, one from Indiana University Purdue University at Indianapolis (including the IU School of Medicine) and one from an IU regional campus. ~~who must be from different campuses.~~ The bylaws shall provide for election procedures and terms of office.

Amendment Two:

The Executive Committee recommends that the UFC propose to the IU faculty amending the Constitution of the Faculty of Indiana University to substitute “Co-Chair” or “Co-Chairs” for “Secretary,” “Co-Secretary” or “Co-Secretaries” at all points where the latter titles appear in the Constitution (including “comments”) and empower the UFC and the UFC Executive Committee to change these titles in the UFC bylaws and other relevant UFC policies.