

Faculty Organization Executive Committee Meeting
February 7, 2020
12:00-2:00pm
Library 110
Minutes

In Attendance: Susan Zinner (President), Kris Huysken (Vice President), Bill Dorin (COAS), Axel Schulze-Halberg (COAS), Scooter Pegram (COAS), Vesna Balac (CHHS), Alicia Wright (SOA), Sharon Pratt (SOE), Scott Hudnall (Library), Mark Baer (At Large), Crystal Shannon (At Large), Andrea Griffin (UFC)

1. Called to order at 12:00pm.
2. Approval of minutes: January 7, 2020
 - a. Approved without amendment.
3. Susan Zinner, President
 - a. At the January 2020 Faculty Org meeting, we talked about reviving the Administrative Review Committee; Susan asked interested faculty members to contact her. Using this semester for defining the parameters and operation of the committee and not staffing it was discussed at the meeting. So far, Glenn Lauzon, Mark Baer, and Harold Olivey have expressed interest, and Glenn has volunteered to be Chair. Susan suggested letting this group proceed and putting them on the agenda for April with their ideas regarding the operation of this committee and everyone agreed.
 - b. At a January 24 Regional Faculty Caucus videoconference meeting, James Kennedy discussed the test-optional policy. Our campus appears to be ahead of all of the regional campuses since our policy has been approved by the full faculty; Susan shared our policy with them and IUSE has indicated that they are likely to adopt it as it is (a tribute to Micah's committee!). The timing is challenging since IUB's fall 2020 class is probably accepted, but the regional campuses are still in the process of doing this work and it may not be clear to everyone that this change is not effective until the fall of 2021.
 - c. Susan distributed copies of the IUE sustainability resolution (See Attachment #1). The committee discussed the cost of this resolution, which is speculative at this point. One of the perks of this resolution would be that if it is marketed properly, it may pay for itself with increased enrollment and improved relationships with the communities we serve. Committee agreed to add this to the agenda for the full faculty in February. This may be on the UFC agenda in April.
 - d. A big change we can anticipate is that we are adding non-tenured faculty to the UFC. This means that our campus will now have THREE members: 1) Faculty Org President, 2) UFC Representative and 3) NTT Faculty Representative; it's unclear when this will take place. IUB suggested the fall of 2020, but it appears

that the fall of 2021 is more likely. There will be conversations scheduled on all campuses to prepare faculty for the upcoming change.

- e. There will now be a UFC Faculty Affairs Committee with two reps from all regional campuses.
- f. Vision of Faculty Presence statement was discussed; the goal is to avoid situations where students find it hard to locate faculty.
- g. There will be an election this spring; all officers (President, VP, Secretary, UFC Rep, representative to the IU Northwest Council and two At-Large Representatives to the All-Campus P&T Committee) will be available. Susan does not intend to run for a third term, so her office will not have an incumbent running. Susan spoke to Nicole A. and she indicated that sending out the ballots with faculty names didn't seem to do much in terms of increasing the pool of candidates. Committee discussed how to increase the pool and the idea of nominating officers without asking them if they are ok with running was brought up. This would be unlike the current process, which is to ask the individual if they are interested in running prior to nominating them, so Susan will propose this at the next Faculty Org meeting.
- h. The March Executive Committee will be at 1 p.m. on March 12, location to be determined; neither the Chancellor nor the EVCAA were available on March 6, so please cancel the March 6 date. Don't forget that Faculty Org will be the FOURTH Friday in March, not the third.
- i. Committee discussed the proposed reorganization of the Faculty Org Committee structure due to issue being raised about labor-intensive committees needing more people and the small number of those members making decisions on important policies. See Attachment #2. The need for reorganization is obvious as current rigid structure spreads resources where they are not necessarily needed. More faculty seemed to be in favor of option 2, with big committees needing 2-3 co-chairs and all faculty assigned to one of the big committees. In addition, faculty would be assigned to a subcommittee as needed. One of the issues that was raised is how this would be handled when dealing with things that have to be resolved quickly. In addition, the fact that subcommittees' charges change over time has to be considered. Additional options for assignment to subcommittees were also discussed, including a roster system; however, regardless of the system chosen, the lack of participation was discussed as concerning. Committee decided to open this up for discussion to faculty in hopes that they have additional ideas.
- j. Agenda for Feb. 21, 2020 Faculty Org:
 - i. Auditing a course policy update (Bill A.)
 - ii. Different Faculty Org committee structure proposals (Susan)
 - iii. FACET and its impact on teaching (Michael Morrone)

4. William Lowe, Chancellor

- a. Enrollment:
 - i. The Chancellor started by recognizing increase in student enrollment and emphasized that this is a result of campus effort. The Chancellor reminded the committee that these efforts need to be continued to stabilize

enrollment numbers as we continue to learn how to keep students enrolled. This is especially important because those who stay graduate, which increases our graduation rates. The increase in enrollment resulted in spikes in both 4- and 6-year graduation rates; 4-year graduation rates increased to 22-23% and there was an increase to 36% in 6-year graduation rates. This is good news as it affects our performance funding.

ii. Increased enrollment results in performance funding, and funds for the next biennium will be allocated next year, which looks promising for our campus. The Chancellor also discussed changes in the performance allocations formula over the last few years.

b. Discussion:

i. Faculty question: How are the students who take time off and then come back to graduate factored in our graduation rates? Chancellor: these graduation rates are tracked and included in overall graduation rates; he also described the process as a 'black box.'

ii. Faculty question: What is the status on the two COAS and one CHHS faculty positions that were on hold? Chancellor: waiting on recommendations from Academic Affairs office.

iii. Chancellor question to Mark: what is the progress on repairing the sound in the theater? Mark: digital patching system that connects sounds has never functioned.

5. Vicki Roman-Lagunas, EVCAA

a. Academic affairs moved to HH 2nd floor and will send out an invitation to all faculty and academic affairs staff for open house on February 21, after the Faculty Org meeting. Wine, beer, and snacks will be provided. Vicki encouraged everyone to attend.

b. Vicki will announce top ten faculty who were identified as having a positive impact on students' personal and/or academic development at the next Faculty Org meeting.

c. Discussion:

i. Faculty question: What is the status on the three faculty positions that were on hold? Vicki: CHHS position will be filled and funded through different moneys; English position has already been released; Anthropology position will also be released as soon as additional details are provided by Mark.

ii. Faculty question: Where does the money from IUOCC go? Vicki: all tuition moneys go into general operations fund. Since IUOCC money is tuition money, that is where it goes. However, those funds are not attributed to appropriate colleges until the end of the semester.

iii. Faculty question: Why do our students go to other campuses to take an equivalent of our courses that are closed? Vicki: campuses agreed that 40 should be a maximum number of students enrolled in an online class, but if we have a small number of students who are on a waitlist, it may not be feasible to open up another section. Vicki asked faculty to email her about

this issue and she will take it to appropriate people. Faculty followed up with suggesting that perhaps advisors could be able to differentiate between online courses that are reserved for our students only. Vicki: online classes that are reserved for our students only should not have outside students enrolled.

- iv. Vicki shared that they are launching the search for professional advisors or “enrollment coaches” as she called them.

6. New Business

- a. Crystal shared that Michael Morronne, director of FACET will be at our next Faculty Org to share information about FACET opportunities. He will also attend the open house after the meeting, so we will be able catch him there for additional questions.
- b. Update on Chancellor search will be added to new business on the Faculty Org Agenda.

7. Old Business

- a. Remainder from Mark and Kris to complete Chancellor search surveys, which will close at 9 am on Monday.

8. Adjourned at 2:00 pm.

Attachment 1:
IU East Sustainability Resolution

(See the following pages)

Revised Sustainability Resolution at IU East December 2019

Rationale for putting forward the resolution

1. Whereas the Paris Agreement on climate change (2015); the International Panel on Climate Change Report (2018); and the Fourth National Climate Assessment Report by the US Global Change Research Program (2018) have all warned of the catastrophic dangers to humans and the earth if climate change is not addressed;
2. Whereas Indiana and other Midwest legislators are leading and participating in the bipartisan Climate Solutions Caucuses in the U.S. Senate and U.S. House;
3. Whereas IU is internationally recognized as an Innovative University in *Reuters' Top 100: The World's Most Innovative Universities*;
4. Whereas Core Value 7 of the IU Bicentennial Strategic Plan commits to "Sustainability, stewardship, and accountability for the natural, human, and economic resources and relationships entrusted to IU";
5. Whereas Action Items of the Strategic Plan include the goal "to solidify IU's focus on efficient and environmentally conscious campus design and operation";
6. Whereas "Global Stewardship" and development of an "IUE campus Sustainability Initiative" is named as part of Strategic Priority 3 of IU East's Strategic Plan (2016);
7. Whereas the mission of several IU East Schools and Programs is to develop global citizens;
8. Whereas, recognizing how current and future university students have made climate concerns and sustainable practices a high priority, as evidenced, for example, by the international student-led Global Climate Strikes;

Now, therefore be it resolved that

IU East, through collaborations of its constituent groups in administration, faculty, staff, and students, will work cooperatively to

1. prioritize sustainability and a climate action-plan as major, long-term goals of the IU East campus, in all planning;
2. actively support the work of the Sustainability Council, the IU East Office of Sustainability, and future academic programs in sustainability, such as the Collaborative B.A. in Sustainability Studies;
3. anticipate the post-carbon, sustainable economic era and preserve fiscal responsibility while pursuing the goal of carbon neutrality;
4. create effective synergy between administration, faculty, staff, and students as we implement and model sustainable best-practices and use of renewable resources to the IU East campus, student body, and wider community, for the *next* 50 years and beyond; and

5. as a campus, collaborate on achieving the goal of becoming carbon neutral by 2040, ahead of what is advocated by the International Panel on Climate Change Report.

Attachment 2:
Faculty Org Committee Restructuring Proposals

(See the following pages)



Faculty Org Committee Restructuring Proposals

February 21, 2020

Option 1

- ▶ Proposal: All faculty should be on one committee that is fairly labor-intensive and one committee that meets less often (perhaps just once a year and/or whose work can be done on-line)
- ▶ Rationale: Allows Faculty Org committees to have more members, have work more fairly distributed while still having the existing number of committees to exist

Option 1

- ▶ All faculty serve on one of these committees:
 - ▶ Executive Committee (elected)
 - ▶ Academic Affairs
 - ▶ Admissions
 - ▶ Assessment
 - ▶ Faculty Affairs
 - ▶ Survey & Curriculum



Option 1

▶ Faculty also serve on one of these committees:

- ▶ Academic Ceremonies
- ▶ Board of Trustees Teaching Award
- ▶ Budget
- ▶ Calendar
- ▶ Campus Planning/Facilities
- ▶ Community Engagement
- ▶ Computer & CT/DE
- ▶ Constitution Review
- ▶ Diversity & Inclusion
- ▶ Elections
- ▶ Faculty Development
- ▶ Founder's Day Teaching Award
- ▶ Grants
- ▶ International Affairs
- ▶ Library
- ▶ Retention
- ▶ Scholarship/Financial Aid
- ▶ Security
- ▶ Student Affairs
- ▶ Survey & Curriculum
- ▶ Writing Across the Curriculum

Option 2

- ▶ Proposal: Every faculty member serve on either 1) Faculty Affairs Committee, 2) Academic Affairs Committee or 3) Student/Campus Affairs Committee and then serve on a related subcommittee falling under each primary committee
- ▶ Rationale: These three committees serve the primary function of faculty governance at IUN and the subcommittees are linked to each of the three and would allow us to function more effectively.

Option 2

- ▶ Primary committee: Faculty Affairs
 - ▶ Faculty Affairs Committee shall concern itself with matters pertaining to the rights, privileges, and responsibilities of faculty members; it shall be advisory to or representative of faculty, depending on matters referred to it.

Option 2

- ▶ Primary Committee: Faculty Affairs

- ▶ Subcommittees:

- ▶ Executive Committee
 - ▶ Community Engagement
 - ▶ Computer & CT/DE
 - ▶ Diversity & Inclusion
 - ▶ Grants (Faculty)
 - ▶ Elections
 - ▶ Faculty Development
 - ▶ International Affairs



Proposal 2

- ▶ Primary Committee: Academic Affairs

- ▶ Academic Affairs Committee shall be concerned generally with consideration of the implementation of University system-wide academic standards and policy review and recommendation in all areas of academic standards and academic program quality.

Option 2

- ▶ Primary Committee: Academic Affairs

- ▶ Subcommittees:

- ▶ Academic Ceremonies
 - ▶ Assessment
 - ▶ Calendar
 - ▶ Library
 - ▶ Constitution Review
 - ▶ Survey & Curriculum



Option 2

- ▶ Primary Committee: Student/Campus Affairs

- ▶ Subcommittees:

- ▶ Admissions
 - ▶ Budget
 - ▶ Campus Planning/Facilities
 - ▶ Grants (Students)
 - ▶ Retention
 - ▶ Scholarship/Financial Aid
 - ▶ WAC
 - ▶ Board of Trustees Teaching Award
 - ▶ Founders Day Teaching Award



Discussion

- ▶ Issues to consider:
 - ▶ There are other committee assignment options; these are just two that were proposed in Jan. Faculty Org
 - ▶ The assignment of committees (especially in option 2) is somewhat arbitrary; some committees could belong in several categories
 - ▶ We could choose to leave our structure as it is (but doing so fails to address the issue some Chairs have encountered of too few faculty to accomplish necessary tasks)
 - ▶ Other thoughts?