

Academic Senate Minutes

Friday, March 22, 2024, 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, V. Bindroo, K. Borkholder, K. Borshuk, J. Burch, L. Collins, H. Davis, J. Deranek, S. Elrod, W. Feighery, H. Froysland, S. Gerencser, C. Gerken, S. Haithcox, C. He, D. Heller, T. Herbert, S. Hottois, S. Imes, S. Jang, L. Kahan, N. Karakatsanis, E. Kelley, V. Kwong, B. Labbe, I. Levine, T. Liechty, C. Lisoni, D. Marr, D. McMillen, A. Meisami, M. Merhi, S. Merken, A. Muhlstadt, J. Muniz, J. Muniz, O. Okanlami, R. Olivier, S. Opasik, B. Pathak, J. Pearson, K. MacInnis, J. Resler, K. Ritchie-Fair, M. Roberts, C. Robinson, E. Roth, A. Rusnock, S. Salisbury, A. Savvopoulou, C. Schult, M. Sniadecki, C. Sofhauser, N. Somerville, A. Springle, M. Swintz, K. Takanashi, S. Thomas, J. Thompson, J. VanderVeen

1. Call to order

C. Schult called the meeting to order at 1:30 pm EST after reaching a quorum

C Schult made a few quick announcements and reviewed the expectations for participating:

- Let's try to engage each other constructively and listen civilly while things are going on during the meeting. Let's not take the stresses outside out on each other
- The number of side conversations were going on during the last meeting were disruptive enough that people came up to us after the meeting. It also impacts the recording of the minutes.
- We want to hear from a variety of view points so please go to the microphones when discussion time starts so people answering the questions know how many people want to speak so they can use their time proportionately in that way
- We want to hear from as many of you as possible in the time allowed so please keep your questions and answers brief.

2. [1 min] Approval of February 2024 Minutes

Presented information: [FILE](#)

Discussion

No corrections or additions.

Action Items & Follow up

Minutes stand approved.

No follow-up needed.

3. [2 min] Executive Committee Elections

Presenter: C. Schult

Presented information:

Josh Wells stepped down as secretary a while ago. The Executive Committee is charged with finding a replacement. This must come in front of this body to elect them in.

Mallory Roberts, next year's secretary, as agreed to fill Josh Well's remaining Secretary term

Barbara Spinda, next year's member at large, to fill Mallory's remaining at-large term

Call for nominations from the floor. No nominations from the floor.

Discussion

No discussion

Motion to elect Mallory Roberts as secretary for the remainder of the semester and Barbara Spinda to fill Mallory's member-at-large position passed

Action Items & Follow up

No follow-up needed.

4. [1 min] Ballot Results for Elected Committee Membership Terms—

Presenter: Jason Resler

Presented information:

Ballot Results

1. Adjusted membership of the PTR Committee—Passed 114 yes, 10 no, 3 abstain
2. Adjusted membership of the Admissions, Advising, and Student Affairs Committee- Passed 110 yes, 10 no, 7 abstain
3. Adjusted membership of the General Education Committee—Passed 114 yes, 2 no, 3 abstain
4. Adjusted membership of the Research and Development Committee—Passed 117 yes, 5 no, 4 abstain

Election Results for PTR Committee

Election of two tenure faculty voting members to the Senate PTR Committee for 2024-2025

- Elected by majority vote: Terri Hebert
- Elected by majority vote: Benjamin Balthaser

Discussion

No discussion

Action Items & Follow up

No follow-up needed.

5. [1 min] Appointed Committees Call for Volunteers—

Presenter: Jason Resler

Comments: It is time to sign up to committees for the 24/25 year. This QR code will take you to the survey. All the appointed committees need people, and the survey includes preferences for the various schools. The survey is updated to the new structure. We do have some committees with specific requirements, which are listed in the survey.

Presented information:

Use the QR code to sign up for 2024-2025 Committees!
There are MANY available positions on committees.



Committees with Specific Requirements (needs):

- **General Education:**
 - 2 needed from School of Natural Sciences
 - 1 needed from Vera Z. Dwyer School of Health Science:
- **Research and Development:**
 - Needs 6 total including:
 - 1 School of Natural Sciences
 - 1 Ernestine M. Raclin School of the Arts
 - 1 Judd Leighton School of Business and Economics
- **Admissions, Advising, and Student Affairs:**
 - Needs 4 total including:
 - 1 School of Humanities and Social Sciences
 - 1 Ernestine M. Raclin School of the Arts
 - 1 School of Education
 - 1 Judd Leighton School of Business and Economics

Discussion

- No discussion

Action Items & Follow up

Respond to the Committee Survey ASAP to reserve your spot on these important committees. If you have any questions, you can email Jason Resler for the remainder of this academic year.

6. [10 min] Academic Affairs Committee- Grade Appeal Procedure Revision (update)

Presenters: Deb Marr and Bunmi Okanlami

See [FILE for full document](#)

C. Schult- the committee made extensive revisions to the policy to make it much easier for students to navigate. I truly appreciate all the work the committee has put into these revisions.

B. Okanlami- We were asked to look at this to make the IUSB Grade Appeal Policy name consistent across the campuses and timeline from 3 years to be consistent with 1 year. As a result, we also reviewed the entire policy to change the wording for both faculty and students.

Added an “overview” section. The committee revised and reviewed the student-initiated grade changes section. No changes were made to other sections.

Presented information:

- Items in Document
 - Revised Grade Appeal Policy (March 2024)
 - Blue font indicates change from original
 - Original IUSB Grade grievance policy (taken from website)
- General Overview
 - Policy outlines procedures for appealing final course grades at IU South Bend. Grades from collaborative programs proceed with the process of the campus offering the course. Changes must adhere to ACA-66. Students can use the Titan Success Center or their Academic Advisor for help with completing these forms.
- Faculty-initiated Grade Changes
 - No change from original
- Student-initiated Grade Changes and Limitations of Time (black is original wording- edits were intended to be less combative) Specified regular semester Fall and Spring to clarify “regular semester”
 - Must discuss with faculty no later than the end of the next regular semester after grade posted
 - Will be considered up to 1 year for changes to W, FN, FNN
 - To conform with the rest of IU
 - Procedures for submitting grade appeal process was not changed. The change was in the way the process was documented. The committee changed the document to a bulleted list to make it easier to clarify the process for students and faculty to know what to do
 - Step 1 contact instructor-if agree immediately submit change and reviewed by Dean
 - If disagreement then student submit formal grade appeal. This tells them where to get the appeal. There is an electronic and paper form. Students do need to submit a statement with their request. New-outlines the requirements. First course instructor for review, then department head, then to the Dean. Each level is approved or disapprove that can add in additional information as they see fit.
 - Appeal then goes to senate Academic Affairs Committee and the recommendation goes to the EVCAA for the final resolution.
 - The last statement-documents MUST be maintained for 10 years per IU.
- Administrative Late Withdrawals
 - No change from original
- Administrative Late Withdrawals Criteria
 - No change from original

Discussion

- H. Davis- Quick questions on the first page overview. It is very clear that the OCAP courses are not included but in the case of a class that is replicated to IUSB but not necessarily originated from IUSB, I am not so sure the IUOCC portion is not as clear as it needs
 - C. Schult- the campus offering the collaborating course is in there
 - H Davis- yes, but there are some stand alone courses not part of IUOCC that need to be addressed and could be clearer.
 - Response- So, we need to make it clear that whatever campus that offers the course is where you should follow their procedures.

Action Items & Follow up

We will revise and put to vote at next meeting.

7. [8 min] Library Committee Resolution

Presenter: Ryan Olivier- Chair of Library Committee

See [FILE](#)

This is coming after the report from the Library Committee last month. The committee met and drafted a resolution that we hope covers some of the concerns that are covered by the report. Ideally vote for the resolution to increase funding for the library today.

Presented information:

1. WHEREAS the IU South Bend 2030 Strategic Plan challenges our campus to take “an inclusive, student-centered approach that focuses on preparing its students for both the workforce and postgraduate education through rigorous coursework, faculty and student research, and creative activity,” in order to be “a catalyst for social mobility that contributes to the vitality of our region by educating informed individuals, thoughtful stewards, innovative professionals, and responsible leaders.”
2. WHEREAS the students, faculty, and community members rely on the library as a space to pursue the endeavors outlined in the Strategic Plan, AND those spaces are in need of interior renovation due to aging and deteriorating furniture and furnishings.
3. WHEREAS campus programs require discipline-specific publications to maintain their accreditation AND fulfill the Higher Learning Commission’s mandate to maintain a robust monograph collection.
4. WHEREAS serial subscriptions experience an average annual increase of 5%, limiting the library’s capabilities to fund essential operations that the IU South Bend community relies on for research and student learning in order to maintain those subscriptions
5. WHEREAS library services and spaces are central to the vibrancy of a campus community and its ability to attract and retain students and faculty AND act as a gateway for our community to engage with the work we do.
6. THEREFORE BE IT RESOLVED that the faculty of IU South Bend strongly urge the administration to increase the library budget annually and provide the library with the funds necessary to repair or replace deteriorating library furnishing, so the library can continue to act on its vision “to cultivate...student success, community engagement, and research and scholarship through

professional expertise, innovative programs and services, diverse spaces, and access to strong collections.”

Discussion

- S. Gerencser - Can we ask a representative from fiscal affairs for the current status of the fundings of the library and help me understand where the budget is for this?
 - Response- Andy Williams VCFA- This is interesting, and I appreciate the question. I hope that everyone understands that the budget is a zero-sum game. If we increase the budget for the library we would be decreasing the budget somewhere else. We have over 2 million dollars of underfunded items that we are not funding at this time. If we increase the library budget then we would not be addressing some of those items that we know we need to address.

- C. Schult- We have higher enrollment than expected, we have available one-time moneys that could be used for furnishing?
 - Response-Andy Yes

- S. Elrod- We have processes for all of these, for people can request furnishings and other needs. It goes up the chain of command. Andy and his team meet with groups at every RC. I want to make sure everyone understands that there are processes for things that are outlined in this resolution. I encourage the library to use these processes as were going through budget construction to request these needed items.

- W. Feighery - Briefly related, since our emails are changing to IU.edu. I know that some of the subscriptions that are used in Bloomington uses require that you have the @iu.edu address. Will we see some savings for this? Does the UA tax include library subscriptions?
 - Response- Ryn Olivier- I will have to defer that to the Dean. I can tell you that the library has made efforts for cost saving where cost savings can be found by partnering with other IU Libraries. This does not include the annual increase.

- A. Rusnock - I want to verbally give my support to the library. The library is one of the gems of this university. If we don't take care of our library we really are not a university anymore. We are almost a day care. The library is a fundamental element of the university. They are wonderful over there and I send my students there. I understand the budget issues. Surely there is a way to support something so fundamental to the life of a university.

- S. Thomas- regarding access to Bloomington's database. We are working to increase the number of shared subscriptions and reduce expenditures to our campus. We are often fighting with vendors that do not want to share, because decreases their bottom line. I have been successfully in negotiating a large deal. In order to do this with Bloomington, we have to maintain a certain level of subscriptions. As you know since I have been here since 2004, we have had to cancel serials every year if not everywhere. We are at the point now, if we must cancel anymore we will be at a point of impacting programs and potentially accreditations. I would like to note I have tried to follow every procedure available to us to advocate for the library for an increase to our budget. I have advocated for furniture. I shared a report to Jill that was shared with Andy and the library affairs asks for a report every year. This is not the first resolution regarding the library budget. This is the third.

- R. Oliver- This is just us as faculty voicing our support for increase of budget for the library. We know that there are procedures that can be followed for the library to advocate for itself. The Library Affairs Committee thought it would be wise to at least bring this resolution to this body to lend their support and have the faculty senate urge the continuation and increase the library budget year on year.

Motion and second to closed discussion.

Vote on the resolution- Motion passes.

Action Items & Follow up

No follow-up needed.

8. [10 min] Faculty Welfare Personnel- Summer Salary Recommendations

Presenter: Becky Torstrick

See [PowerPoint File](#)

We have been asked to do a lot of things to bring us in alignment with our other regional counterparts. The committee came back to suggestions from last year to look at summer salaries. This is a recommendation for all of you to hear to indicate if you support. It is not binding, but let the administration know that this is something we would like you to look at and consider and perhaps fix.

Presented information:

What you need to know-History

- Summer salary caps were put in place in around 2003 to provide equity for faculty teaching in summer. Prior to this faculty received 10% of AY salary for each 3-credit course. Could teach up to 2 courses.
- The initial cap was \$5000 and remained for several years. Faculty making less than \$50K/year received 10% of salary.
- Since then cap has been raised to \$5500, then \$5838 (2018), and now \$5896.
 - Increases are not linked to a know metric and does not increase every year
- 90% of tenure-line faculty at IUSB make above \$60K, so now have reverse situation

What you need to know- How Other Regionals Do This

- EAST- Faculty earn 10% of salary per 3-credit course (up to 2 courses)
 - Deans can pro-rate salary if enrollment targets are not met. Each Dean does it differently
- KOKOMO- Faculty earn 10% of salary (up to 2 courses) with cap set at \$7532 per course
 - Cap is increased annually by the average increases in faculty salaries (automatic adjustment built in)
- NORTHWEST-Faculty earn 10% per 3-credit course (up to 2 classes)
 - Pro-rate salary if enrollment target not met, but for adjunct only
 - Business can only teach 1 course in summer because of higher pay
- SOUTHEAST- Faculty earn 10% per 3-credit course (up to 2 courses- but must meet enrollment minimums (15(100-200)), 12(300-400), 10 (grad).

- Can teach for 93% tuition revenue if they do not meet minimum

What you need to know- Recommendations

- Raise the summer salary cap to at least \$7532 to match Kokomo. All classes must meet enrollment targets to earn this salary
- Each time there is a salary increase or a tuition increase, the summer cap would be raised by the same percent
- (Currently not done) When enrollment targets are not met, Deans to decide if the class can still be taught under the condition that the faculty member is paid a percentage of the tuition granted; The CFO should be consulted with in the Deans to establish a uniform percentage to be used
 - Right now those courses are cancelled which is lost tuition
- Develop a summer enrollment strategy that would allow faculty to teach larger enrollment courses (30 and up) to be paid 10% of their salary instead of the cap if 10% of salary is above the cap because generating a fair amount of tuition revenue for those courses.

Discussion

- S. Gerencser - repeat of my previous questions could a representative from fiscal affairs speak to impact on the budget and how summer salary is factored into the budget relative to regular load salary?
 - A. Williams- At first glance it looks fairly reasonable . I have a hard time poking a lot of holes in it. I would go back to my previous statements. There would be budgetary impact of this. We would need to quantify what that would be. In a zero-sum game when one budget goes up another must go down. I don't necessarily have problem with what is laid out. It makes perfectly good sense to increase with salaries. If you want to get into the details, why \$7532 to match Kokomo. Is there a number that makes more sense for us? We would want to do a deeper dive into this. It makes sense if there is a salary increase, but not a tuition increase. I am not seeing a direct line there. I am certainly open to discussion for that too.
- B. Torstrick (question asked before the meeting)- What about associate faculty?
 - B. Torstrick Response- What happens with associate faculty pay in the summer is a function of what happens to the associate faculty pay during the year. The faculty welfare committee will look at associate faculty pay at the university. We think we need to look at academic pay and summary pay. This is the fall project of 2024 for academic pay and summer pay for adjuncts
- J. Pearson-Just to let everyone know, the Deans have put forward a proposal for associate to change faculty adjunct pay. We are doing the financial analysis now.
- H. Davis- As a Dean I love this idea that we can offer courses that are low enroll at different rates. That does help our students a lot and we have faculty who would like to teach in the summer. This is beneficially. I seem to recall though there was a policy or something that was voted on by senate a few years ago that explicitly did not allow us to do such a thing. If this moves forward, unless I am remembering incorrectly, that might require a conversation among Academic Senate to discuss that policy. I just know I was told that we couldn't do it.

- S. Gerencser- This is a shoutout to the hard work of the library affairs committee and this committee and the requests that they take very seriously. You can see the importance of the work that these committees do. These are not elected but appointed. I just wanted to say thank you!

Motion and second to closed discussion.

C. Schult- let's get a sense of the senate

- Majority vote in support

Action Items & Follow up

No follow-up needed.

9. [5 min] Academic Organizational Design-Implementation Update

Presenter: Steven Gerencser and Jorge Muñiz

See [PowerPoint File](#)

Presented information:

- Progress since last Senate Update
 - Activities
 - Meetings for new Colleges
 - CPS-2/23/2024- to look forward as a new college
 - CAS Social-Planned Friday May 3
 - Search for CPS and CAS school leaders in progress (applications received) and committees have been formed
 - Budget construction for FY 2025 that is taking account of all adjustments for budgets and accounts. In progress right now happening.
- Next Steps
 - Continue meetings with various groups and offices- leadership of the committee and members of the committee all across campus including student and administrative leaders.
 - Finalize communication plan for external entities/audiences-off campus to explain the changes
 - Host next quarterly update: April 10 Wednesdays- not anticipating a heavy event. There will be passive zoom participation capacity.
 - Develop transition plan for AOD-I Steering Committee- what if any responsibilities will the committee have over the next year and what if any changes are for this year.
 - REM & finalize plans for implementation of CPS internal structures (e.g. distribution of administrative tasks)
- How AOD-I Addressed TMT Themes (From February TMT feedback (2 comments) received those reports and addressing them as they come up
 - Related to Reorg
 - Concern about Health Sciences internal structure
 - Shared with Dean García-Martínez

- Request for more information about the plan for low-enrolled programs
 - Shared with EVCAA Jill Pearon
- Quarterly Update- Wednesday April 10 2:30-4:30 in the University Grill
 - Draft Agenda focuses on:
 - What faculty need to know before leaving for summer
 - What 12-month employees can expect during summer
 - What to expect when faculty/students return in August
 - Responses to March TMT feedback, etc.
 - Please fill out [survey](#) to let us know what you would like us to include/address
 - Another Quarterly Updates is tentatively planned for July (date not set yet)
- Please continue to provide Feedback
 - Suggest agenda items for April 10 by scanning QR code
 - Additional feedback can be sent to
 - AOD-I TEAMS Channel Discussion Posts
 - TMT



[3 min] Q&A for AOD-I

Discussion

- J. VanderVeen - I hope that the AOD-I team works with the administration figures out ways we can assess whether these changes have been useful not only financial, whether they have been useful for students and faculty? What is the value of doing change other than just doing change?
 - Response- One of the things the committee is working on is a report for this year that will include the recommendations for assessment moving forward for not just financial but the effectiveness of the changes and whether they are doing what they were intended to do.

Action Items & Follow up

Please continue to fill out survey and provide feedback.

10. [8 min] Academic Master Plan Update

Presenter: EVCAA Jill Pearon

See [PowerPoint File](#)

Presented information:

- Update on Academic Master Plan
 - Academic Master Plan has been reviewed and now includes:
 - Program Review Process, New Programs, and Academic Portfolio recommendations to Sustain, Grow, and Suspend/Sunset (as recommended by the units).
 - “Programs for Further Exploration & Discussion” have been removed.
 - The final AMP will be shared next week and will be used to guide decision making in the future

- Low-enrolled Program Management Plan
 - Programs for Further Exploration & Discussion will be included in a new multi-year process, Low-enrolled Program Management Plan
 - A proposed process has been drafted and we are gathering preliminary input.
 - Open Forum TBD this semester where the plan will be presented to campus to gather final input.
 - If conflicts there will be other ways to give your input to share thoughts before finalized.
 - The process to be followed will be finalized by May 2024.
- Curricular Innovation Workshops are not scheduled
 - [Two, full-day curricular innovation workshops](#) led by Teresa Johnson, Ph.D. on 8/14/24 & 09/13/24. Both workshops are linked, and you will want to go to both to get everything from these workshops. Available until MONDAY to ensure we have a room big enough for everyone and appropriate food. Full day workshops so we will be feeding you. (Audience comment- Thank you)
 - ***These workshops are open to all faculty!***
 - At the conclusion of both workshops, participants will:
 - be able to explain the concept and benefits of designing a program curriculum through Backward Design;
 - be able to design an aligned curricular structure including program-level goals, outcomes, and proficiencies; and
 - have shared language and processes to be able use the program curricula from one or more programs, as a basis for innovation within and across majors including but not limited to:
 - Combined core curricula across multiple majors.
 - New interdisciplinary majors geared toward workforce relevance.
 - Integration of High-Impact Practices to reduce the number of necessary courses and increase career readiness.
 - Accelerated programs that reduce the time necessary to obtain a related undergraduate and graduate degree.
 - **To reserve a spot for the Curricular Innovation Workshops, [RSVP](#) by March 22, 2024.**
- Campus-wide Faculty Retirement Celebration
 - Thursday April 18, 2024, 4-5pm University Grill

[8 min] Q&A for AOD-I

Discussion

- S. Gerencser - Can you speak a little bit more about the process for the low enrolled programs and how that will map out over the next few weeks. Those that are less involved in that process might be less away of how our colleagues are engaging with you and other entities at IU. (Those that are happening this semester)
 - Response- we have scheduled meetings with departments that are going to have conversations this semester. Those are scheduled in the next few weeks so that they can start thinking about what their big picture big plan would be. As a reminder they will develop their full plan in the next academic year. These are the initial conversations for programs that have been identified.

- A. Rusnock (from the audience)- What programs are they?
 - Response- Chancellor Elrod- the regional chancellors have been looking across campuses to identify programs that we share that are low enrolled. All the regionals' chancellors at the Vice President Susan Sciame-Giesecke have been asked to come together to address enrollment.
 - French, German, philosophy, sociology, anthropology
 - Shared some are online and others are exploring for online
 - As we know history has been very successful at developing a collaborative online degree. So that is aspirational for one or more of these groups. There is a possibility for an online hybrid program. A lot of these programs we share with Northwest, which is close enough together to that we could do something more hybrid like.
 - Meeting next week with those programs to see what options under the direction of Vice President Sciame-Giesecke

- A. Rusnock - Is there a chance that we could lose these programs? Philosophy is fundamental to the university. We have students that are in France right now. Jay just gave a wonderful presentation. If we lose these and/or they go online there is a chance we could lose these. Is there a talk to get rid of these?
 - Response- Chancellor- I think the idea is to do what we can to preserve them in a fiscally responsible way. That is why the sharing across campus is a way to preserve those programs. But whatever we propose must be approved all the way up to the President. We're working hard to try to do what we can to offer these programs. In some of these programs are not in that kind of danger and some of them are. Some of the languages we have online programs for those. We must have conversations about what the best option is.

- A. Rusnock – I ask that we must keep in mind that we are a university not a 2-year school. To fulfill our mission we need certain things. We should really fight for them on our campus.

- J. Vanderveen- I am in anthropology. Two questions- Are we still using the low enrolled metric of ten majors and ten students in the last 5 years. Because anthropology is not part of that one. 2.. Are there going to be ways faculty can speak on behalf of their colleagues in these programs and talking about how much interdisciplinary work and the linking of the programs is important.
 - Response- J. Pearson- This list of programs came from a shared conversation with chancellors from all five regionals. This is the collaboration across 5 campuses where there are needs and opportunities, not using our 10/10.
 - S. Elrod- The regional chancellors at the request of Vice President Sciame-Giesecke were asked to bring these programs into question. There are other programs that we offer just on our campus that still need that 10 by 10 criterion. Sociology and Anthropology came into the conversation at the request of VP SSG
 - (audible)-“I keep watching goal posts move”.
 - In all documentation there was a notation that said pending conversation with regional chancellors. Next week I am to report at a regional chancellor meeting how conversations with these programs have been going. This is a collaborative conversation, and the VP is very involved in these conversations.

- J. Vanderveen- - In regard to the second part of these programs, is there going to be an opportunity to speak to how these programs are integrated into our other programs?
 - Response- Chancellor- Absolutely as we work the plans through in schools and colleges.

Action Items & Follow up

No follow-up needed.

11. [10 min] AAUP Presentation on AMP Next Steps and Shared Governance

Presenter: Jay VanderVeen and Bill Feighery

See [PowerPoint File](#)

Thank all the faculty who showed an interest in the petition at the start of the semester for showing support of their colleagues. I also would like to acknowledge the administration for speaking about the AMP process and ending part of it in terms of the programs for further exploration.

Presented information:


1. Acknowledge the Administration for ending the AMP process at least part of it.
 - a. In February meeting, we were told the AMP would be completed in March 2024. I still myself have not been able to find a final document on the Chancellor's web page. I look forward to reading those there and look at what is going on.
2. Concern remains over the proposed new LMP process.
 - a. What programs are being targeted?--> We just heard about that.
 - b. What criteria are being used to determine programs under scrutiny?
 1. We're learning it's not just numbers and those numbers are coming from others. Even low enrolled programs do a lot of service as general education courses and high impact practice courses or general education courses.
 - c. What input is being sought from faculty and how will this be used?
 1. We saw from EVCAA some are being modeled and passed around for input. Who is giving that input?
 - d. Will faculty from across campus be able to voice support for programs under scrutiny?
 1. We have seen that in the 2 resolutions today about how our committees and faculty are very collaborative. So if I am not in the library I will speak to support the library. These programs might have low enrollment, but they are doing remarkable things across the campus.
3. Why are we considering "sunsetting" programs?
 - a. Seems to be the case that even if a program is sunsetted then little to no savings realized.
 - b. The process takes several years, and circumstances may change that might change for the positive.
 - c. Seems to be a continuing the assault on the Arts and Humanities nationwide in particular. I (Bill) think that at some point we have to stand up and say this is not right. If it does not happen here. I do not know where it will happen.
 - d. There has been fairly recent research about the demographic cliff indicating that the demographic cliff arguments appear to be greatly exaggerated.

(see slide below for articles that might be useful to check out.)

The "demographic cliff" argument has been critiqued by scholars.

•For one response, see this recent piece, [Putting The "If" In "Enrollment Cliff"](#), by Matt Seybold, Associate Professor of Literature, Elmira College. His core argument:
"It is much more accurate to call this a 'shift' than a 'cliff.' The number of college-eligible graduates is not going to change. The only sharp decline is among white-identified prospective students." (See QR code on the left)

•Another analysis of often-cited data and claims, by Neil Kraus on the AAUP website, is at the QR code on the right



For more analysis, see Neil Kraus's 2023 book, *The Fantasy Economy: Neoliberalism, Inequality, and the Education Reform Movement* (Temple U Press). Kraus is a Professor of Political Science at the University of Wisconsin - River Falls.

Shared Governance

- What should robust shared governance look like?
 - Open communication, trust, and respect. Realizing that the faculty have a central role in the academic quality the administration should hold the faculty responsible for ensuring academic quality. . The Administration has a fiscal responsibility, but they should also consider the views of the faculty when they are making decisions. When disagreements come up, there exists documents, texts, and policies that must be followed by both parties. .
 - Most importantly open communication where faculty are told all the time. Not all constituents have to agree on all parts. It is an understood culture part of the shared governance for the welfare of the institution.
 - I ask the executive committee to consider sending a survey or tasking the policy committee sending a survey because we should periodically assess the shared governance and develop an action plan to improve it. It is messy work but the best way how to make improvements is an accurate assessment. We formally request a quick survey on where the agreement is on shared governance and what is working well. a necessary part.
 - Survey to see where the agreement is on shared governance, what is working well, and are there opportunities for improvement
 - Surveys from AAUP but also higher education administrators. I have seen lots online. We can find those online.
 - If we can send those out before the end of this academic year then we can gauge how our faculty are feeling about faculty governance.

Discussion

- S. Gerencser - Thank you for your presentation and taking serious shared governance. As the incoming president of the faculty senate. I fully invite involvement from AAUP and faculty forward. If faculty flood faculty participation it reveals more fully where faculty voice are heard and less heard. It is easy to be overburdened. more clearly makes it easy to be heard.
 - It is easy to overburden.

- If we have small amounts of power, it does not increase it by not exercising it at all. It only gets exercised exponentially by the exercise of that power through committees and meetings like this. → I invite you (AAUP) to submit what that survey might look like, and assessment might look like.
 - Response- we will consider that and are happy to share ideas. We do want this to come from the senate.
- K. Ritchie- Part of shared governance to me is going beyond IUSB. So I feel like some of the decisions being made should be made as a faculty are coming from down state. I would like to see if ask about shared governance if we should we extend the survey to the UFC to get more information from other campuses for what they see as shared governance?
 - Response- C. Schult- As the current president, I am happy to do a survey. As for the UFC, I cannot speak for them. I know they have a lot of things on the agenda right now.

Action Items & Follow up

C. Schult will follow up with AAUP on a survey.

12. [8 min] Chancellor's Report and Q&A

Presenter: Chancellor Susan Elrod

We do not do any government relations work except through IU. IU government relations are digging through the bill to see what is really in the bill, course of action we need to take to comply with new state law, we need to work together as we are seeking input along the way. Want to do it a way that affirms our values of intellectual values and academic freedom. Other than that, there is not much more I can say besides this. I am happy to answer questions. This is the update on Senate Bill 202. A lot more as government relations dig into the bill.

Presented information:

Response to SB 202

- IU legal and government affairs teams are currently assessing the requirements.
- As we determine a course of action that ensures compliance with state law, we will work collaboratively to seek faculty input.
- Any steps required for legal compliance will include and affirm our values of intellectual rigor and academic freedom.
- Our academic processes of review for hiring, renewal, tenure and promotion will continue to be applied.

Discussion

- C. Borshuk—I encourage all of our leadership through IU to not just include and affirm values of rigor and academic freedom. As value that we hold closely that we feel is being challenged is our values of diversity, inclusion, and equity. That is the university system I committed and pledge to and feel that are under assault in our efforts to protect and expand those things. I don't know if there is a way that faculty can communicate this, but I think this is something we can agree on.
 - Response—Thank you. You all should work through UFC. The faculty voice components to express those and other views about this new law.

- W. Feighery - I should point out that there have been Zoom meetings of faculty from across Indiana about this bill and what next steps might look like. There will be a meeting on Tuesday that is a zoom meeting. If people are interested there are 2 speakers. One from IUPUI and one from Bloomington. If interested, contact Jake or Bill for a Zoom link. It is open to everyone. It isn't only an AAUP meeting. It is people across Indiana for the concerns very much concerned about the things that Kathy has raised.
 - Second question- This bill seems like it puts a lot of new work on the Trustees. Do you believe that could be a good way to concur this bill? Do you believe that would be a good strategy for us to speak directly to the Trustees to invite them to campus and to talk about the issues that we have with this bill?
 - Response- S. Elrod- I think we need to wait to hear from IU for how they are going to go about responding.

Action Items & Follow up

No follow-up needed.

13. [5 min] UFC Report from February 27, 2024, UFC Meeting

Presenter: Hayley Froyland

See [FILE](#)

Gave kudos to Carolyn to push to make sure UA tax is proportional in the whole process.

Presented information:

- Highlights from President Whitten's Report
 - -Mentioned some misconceptions regarding the Kinsey Institute and emphasized that IU faculty and collections will remain. "Kinsey will continue to operate as it always had."
 - From my understanding she did speak to the Trustees and spoke to the importance of the Kinsey Institute to the University.
 - --She is still deeply concerned about SB202 and stands by her statement and University Government Relations is working on it.
 - Bill had not passed at the time of the meeting.
 - Reps from university relations did talk with us and shared how they were working hard to lobby against this bill.
- Report from University Relations
 - --they have been working hard to lobby against SB202
 - --reported on other bills affecting higher education, including SB8, which requires 4-year campuses to submit a study regarding the offering of Associates degrees
 - Going back to Associates degrees
 - Improve the roadshow of the diversity and depth of our programs (IU and all of the programs in Indiana)
- Proposed Changes to ACA-33, Academic Appointee Responsibilities & Conduct, & STU00, Code of Student Rights, Responsibilities, & Conduct
 - Goal was to align language in both policies by replacing "significant dishonesty" with "academic misconduct" and both passed

- <https://ufc.iu.edu/meetings/2023-2024/circulars/U9-2024-Proposed-Changes-to-ACA-33.pdf>
 - <https://ufc.iu.edu/meetings/2023-2024/circulars/U10-2024-Proposed-Changes-to-STU-00.pdf>
- Executive Committee-proposed Amendments to ACA-05, Bylaws of the University Faculty Council of Indiana University
 - Proposal to add two new sub-committees to UFC—Student Affairs and Academic Affairs
 - <https://ufc.iu.edu/meetings/2023-2024/circulars/U11-2024-Proposal-to-Create-New-UFC-Committees.pdf>
 - Will be voted on at next meeting
 - The idea was to modernize with the increase in centralization of our campus processes.

Discussion

- C. Schult- add the Student Affairs and Academic Affairs Committees are designed to align with administrative counter parts to report to/increase communication with both groups across IU and Vice President. They want dialogue so now we have committees to help.

Response Action Items & Follow up

No follow-up needed.

14. [5 min] President's Report

Presenter: C. Schult

See PowerPoint File

Presented information:

1. Reorganization, Elimination, and Merger of Programs Process (where we are now)
 - CPS internal reorganization plans are nearing completion
 - REM surveys will go out for School of Education and School of Health Sciences soon(ish). They will have a chance to give input on those internal organization plans.
 - School of Business and Economics is keeping same structure
 1. Not a structural change so no need for the REM process
 - CAS reorganization will continue into the fall as we get firm proposals we will go through this process when we get those firm proposals. .
2. REM Survey Preview→ Goes to the executive committee to summarize the comments and capture the spirit of what was said. So this is confidential.
 - (Optional) What academic unit are you in? (Department, program, division, etc.)
 - How much input did you have in developing the internal organization plan? (None at all – A great deal)
 - How satisfied are you with the internal organization plan? (Not at all satisfied – Extremely Satisfied)
 - Open-ended questions: What are the strengths of the plan? What are your concerns about the plan? How could the plan be improved?

3. Review of Chancellor Elrod as part of the normal routine process
 - Process nearing completion. Wimbush gave a report to the Executive Committee.
 - A report will be made available to the campus at the conclusion as decided by President Whitten that will be shared with the campus about the review.
4. IU Response to SB 202 Discussion- President Whitten met with UFC co-chairs. UFC Executive Committee will be the faculty voice in new crafting procedures, policies, etc. Work will go into the summer to meet July 1 implementation. As things happen we will communicate the process as it unfolds.

Discussion

No additional discussion

Action Items & Follow up

No follow-up needed.

Announcements

- B. Labbe-URC April 26 Friday. Please encourage students to submit their work/abstracts. Due 3/31
- C. Gerken- Women's and Gender Studies invite everyone to the Kaufman Memorial lecture- Wednesday 27th at 6:30pm EA1011 part of Indiana Women's Prison History Project They will be talking about an edited collection done by/written by female prisoners. Available in the bookstore and for sale at the event itself.
- V. Kwong- Tonight is the Asian festival tonight at 5:30 at the Grill. We have a lot of great performances. If you know anyone that does not have plans tonight, stop by the grill at 5:30.
- J. VanderVeen- 2 things- 1) The registration deadline for Midwest SoTL conference on 4/12 (closes on 4/1) may even have to close early due to more than 100 attendees. 2) If you want to see what else UCET is doing, on the UCET page there is a thing that says "what's going on at UCET" if you click that button you get our new events registration system. It shows all of our upcoming events to register to let us know if you're coming, sends a reminder, and info that's shared at that meeting afterwards. We found this to be very useful and helps us to keep track of attendance for you to use to keep track in your report
 - Zero cost textbooks Monday
 - Career Readiness NACE Workshops
 - Working with HSI Workshops
- R. Adaikkalavan.- Enrollment starts Monday for Fall 2024. Encourage students to sign up for advising appointments. We need to register them before May to help in whatever way we can. Orientation starts next Friday
- D. Heller- As part of women's history month next Thursday Galen Abdur-Razzaq will be presenting and performing – Women in Jazz 6:00 at the Civil Rights Heritage Center
- C. Borshuk-The Chancellor is holding a kickass panel on Monday that everyone is invited to. Women's Leadership Panel- Leadership in Times of Polarization. Amazing panelist representation (see list from event) 5:30 Monday at the grill

- E. Roth-poetry reading Wednesday April 3 Winner of Wolfson Press. Book is called Persons of Interest. There will be pizza and I have flyers if interested.

12. Motion to Adjourn

Motion to adjourn approved at 2:56 pm EST

Zoom comments were made related to policy.

Premeeting Slides

- Land Acknowledgement- IU South Bend wishes to acknowledge and honor the Indigenous communities native to this region and recognize that IU South Bend was built on Indigenous homelands and resources. Indiana University South Bend recognizes the Potawatomi, Peoria, Myaamia, Kickapoo, Kaskaskia, Mascouten and Meskwaki people as past, present, and future caretakers of this land.
- Upcoming Events & Important Announcements
 - IUSB Campus
 - Tuesday, March 26th – 8:30pm-9:30pm – Meet the Stars Event – Meet outside Joshi Performance Hall
 - Wednesday, April 3rd - 2:30pm-3:30pm – The Grill – “How Early Cultures Explained an Eclipse” by Dr. Jay VanderVeen
 - Monday, April 8th – 1:30pm-4pm – Greenlawn -Total Eclipse of the Heart – Solar Eclipse Viewing Party
 - *Solar Eclipse glasses will be available at all of the events as well as from Student Affairs – Admin 177 on April 1st-5th and on April 8th!
 - UCET Upcoming Events
 - Teaching in Times of Change Series from UCET
 - Zero Textbook Cost
 - Monday, March 25 from 9 - 9:50 am EDT in NS 245
 - What is Career Readiness?
 - Monday, March 25 from 4 – 4:50 pm EDT in NS 245
 - Teaching in Times of Change: Working at a Hispanic-Serving Institution (HSI)
 - Monday, April 1 from 9 – 9:50 am EDT in NS 245
 - Tuesday, April 2 from 4 – 4:50 pm EDT in NS 245
 - Accessibility Series from UCET
 - Using Ally to Improve Course Accessibility
 - Tuesday, March 26 from 3 - 4 p.m. EDT in NS 245
 - Creating an Inclusive and Accessible Syllabus
 - Tuesday, April 2 from 3 - 4 p.m. EDT in NS 245
 - Creating Accessible Word Documents
 - Tuesday, April 16 from 3 - 4 p.m. EDT in NS 245
 - UCET Engagement Badge-2023-2024 *Teaching Everyone Everywhere*
 - Have you attended UCET-Sponsored events this year? Consider completing the annual UCET Engagement Badge
 - Workshops and events offered through the end of April
 - Summer Programs are currently in development
 - Badge requirements due July 31



- For more details QR CODE:

Respectfully submitted,

Mallory Roberts (secretary)