

Academic Senate Minutes

Friday, April 19, 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, J. Amellio-Ashbrook, E. Bennion, V. Bindroo A. Borders, J. Burch, J. Chaney, L. Collins, B. Davis, H. Davis, J. Deranek, D. Economakis, S. Elrod, J. Essig, W. Feighery, S. Gerencser, S. Haithcox, C. Herbert-Annis, J. Hernando, M. Holland, S. Hottois, S. Jang, L. Kahan, E. Kelley, E. Kelley, V. Kwong, I. Levine, T. Liechty, C. Lisoni, K. Ludy, D. Marr, T. Martinez, D. McMillen, A. Meisami, S. Merken, S. Moore, A. Muhlstadt, J. Muniz, J. Muniz, O. Okanlami, R. Olivier, S. Opasik, a. Pant, S. Pape, B. Pathak, J. Pearson, K. MacInnis, J. Resler, K. Ritchie-Fair, M. Roberts, C. Robinson, E. Roth, A. Rusnock, A. Rusnock, A. Savvopoulou, C. Schult, H. Scott, J. Smith, M. Sniadecki, C. Sofhauser, N. Somerville, B. Spinda, D. Surma, M. Swintz, K. Takanashi, S. Thomas, J. Thompson, R. Torstrick, B. Tourtillotte, J. VanderVeen, C. Vlaeminck, B. White, H. Yin, T. Zidan, L. Zwicker, L. Zynda

Premeeting slides

See [Pre-meeting slides April 2024 PowerPoint](#)

0. Suspend rules to honor Carolyn

Presenter: Vice President Jason Resler

I move to suspend the rules so that we can honor Carolyn for her Outstanding work as Senate President.

Moved and seconded- J. Resler

The executive committee would like to take a moment to thank Carolyn for her hard work as Senate President over the last 2 years. The executive Committee has some gifts for you. The beach ball is from her favorite band, Home Free, and we are hoping that she is feeling Home Free here at her final Senate meeting, looking forward to sabbatical next year.

Carolyn served tirelessly during a time of massive change and many initiatives on campus...Capacity Model, IU 2030, AOD, AMP, LMP, REM and other acronyms as well. Just coordinating all the meetings was a challenge. We appreciate her investment and advocacy for transparency and clarity in the midst of so much change. She has worked assiduously to ensure that as many voices as possible were heard and acknowledged—administration, faculty, staff, students.

Finally, in addition to serving as our Senate President, she also took on all-IU leadership position on the University Faculty Council, serving as the regional campus representative. In that capacity, she has represented all the regionals to the Board of Trustees and to the upper administration at IU. We are grateful to have her perspectives on the regional campuses shared in these important arenas.

From all of us...thank you for your work and take a well-deserved break.

1. Call to order

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

2. [1 min] Approval of March 2024 Minutes

Presented information: [FILE](#)

Discussion

No corrections or additions.

Action Items & Follow up

Minutes stand approved.

No follow-up needed.

3. [1 min] Appointed Committees Call for Volunteers—

Presenter: Jason Resler

See [April 24 meeting slides PowerPoint](#) slide 3

Presented information:

Hoping to get the committees out soon. Still looking to fill some committees.

Committees with Specific Requirements (needs):

- Assessment, Campus Directions, Community Engagement, Curriculum, Library
- **Research and Development:**
 - 1 Ernestine M. Raclin School of the Arts

Discussion

- No discussion

Action Items & Follow up

Please send Jason an email if you want to be added to any of the committees with openings.

4. [5 min] Academic Affairs Committee— Grade Appeal Procedure Revision (update)

Presenters: Deb Marr and Bunmi Okanlami

(ACTION ITEM)

See [FILE for full document](#)

Presented information:

- There were a few changes from March.
Faculty initiated change- when change can occur. Made it match the student section. Not changing process, just adding clarity.
- Thank you to Raman. A change to W, FN, or FNN→ one year from the end of the term the grade was posted. The word before was more restrictive and was hoping to match original language as much as possible. Hopefully, this is clear

Motion to close discussion

Vote passes by majority vote

Discussion

- No discussion

Action Items & Follow up

Will be shared with appropriate offices and posted on the web.

5. [10 min] General Education

Presenter: Beck Torstrick, FYE Director and Henry Scott & Jennifer Muniz, Gen Ed Directions (ACTION ITEM)

See [Exemption for students missing FYS course](#)

Presented information:

- Ran an analysis of how many students since fall 2021. We know that the launch of the FYS in fall 2021 was rocky. There were issues with getting enough courses offered and sections. We also discovered that we sometimes have students that take multiple (2 or even 3). These are attached to Common Core Courses that they must take.
- First year becomes requirement for fall 2023. Fa21-summer 2023 are automatically exempted.
- We have plans in place in the future to audit and running check at the end of every academic year.
- Jennifer and Henry as co-directors of General Education, Senate General Education committee, and FYS Director have worked together to get buy-in going forward.
- When campus voted for FYS to be required for Gen Ed. It means that I hope in the future if the call goes out for more FYS, people will step forward. We are monitoring it closely now. We have a sense of the number of students coming in. We are planning the sessions. It may be a little rocky for those that missed it this year. We think we have a good process for next year.
- We have an audit process for students who need it.
- At first we were going to present this and some plans for moving forward. Let us see if this goes through. Keep an eye on it for next year and then keep an eye on processes.
 - After another year of watching and working on it, maybe FYS be recommended rather than required. We will evaluate before going forward.

Discussion

- **D. McMillen-** I suggest there is a structural problem here. The problem is it is a tagged course. I encourage faculty body to consider, without increasing credit hours, could we move extended literacies to reduce credit hours and make FYS a stand-alone course.
 - Response- B. T. we did talk about many solutions, but we want to wait a year. The issue with the tag is that the tag is only visible with the degree audits. So that was the issue. Now

that they know we need it, the advisors know to look at. It is working, because I am getting a lot of requests for sophomores with a need to enroll.

- **K. Takanashi**- FYS is hard to show up. Q110 still shows up in the transcript. Is there a way to make FYS show up the same? My comment is a strong plea to pass this. We are holding some students who have applied for December graduation but cannot graduate until this is taken care of.
- **H. Scott**- we do have buy in to prevent this from being a repeated problem
- **H. Davis**- as we are considering FYS I want to make a plea to for high credit hours for some other gen ed requirement be used for the FYS so make room for credit hours.

C. Schult- Normally we want a second reading before voting. However this is time sensitive. Comes moved and seconded from the committee.

Motion to close discussion

Vote passes by majority vote

Action Items & Follow up

No follow-up needed.

6. [5 min] Associate Faculty Voting Rights

Presenter: Carolyn Schult

(Ballot Vote)

See [change in by-laws](#)

See [April 24 meeting slides PowerPoint](#) slide 4

Presented information:

- The policy clearly says that adjuncts cannot vote. After discussing this, it was determined that the Executive Committee must grant them approval to vote every year. We have collaborated with the UFC policy committee.
- However we do need to change our bylaws. Subsection C. Change from holding an election. The change to constitution. This will go out by ballot vote.

Discussion

- **E. Bennion**- Motion for an amendment- I am curious to know why it is vote in fifteen members rather than "up-to-15 members"
 - Amendment passes by majority vote.
- Motion to close discussion

Action Items & Follow up

Ballot will go out next week.

7. [10 min] Campus Directions Committee Report

Presenter: Kevin Griffith and Jeff Luppes

Presented information:

- You will recall the process of approving the IU 2030 plan. The CDC has closely monitored the implementation of IU2030 and Building a Brighter Future Plan. The CDC has been flexible to meet its charge of “periodic development of the strategic plan, reviewing the mission, and reporting to the academic senate.” Sought our responsibility to invite the leaders in charge of the projects.
- CDC members were able to invite questions and provide feedback about the plan, development of goals and metrics as we move into the new fiscal year.
- K. Griffith- Acknowledges leaders who helps us to pivot, roll, and move forward
 - We have the big bold ideas that Whitten introduced
 - Chancellor Elrod- thank you for the building a brighter future. We would have had a pillar for 5 for fiscal stewardship and DEI. Many people in the room worked tirelessly to ensure all initiatives from our hard work within our individual strategic plan have been heard.
 - Pillar of student success involvement acknowledged
 - Pillar of transformational research involvement acknowledged
 - Pillar of service beyond our state acknowledged
- Final meeting is May 3rd. Fiscal year 25 goals will have concluded. Lee will be presenting on that day. With that we have gone through the process. We have a very healthy strategic plan that is living and breathing to support and serve our students.
- July 1 academic senate report will be made available.

Discussion

- No discussion

Action Items & Follow up

No follow up needed.

8. [10 min] Award Announcements

Presenter: EVCAA Jill Pearson

Distinguished Research Award- Dr. Andrea Rusnock

Presenter: Chancellor Elrod

Chancellor's Professorship- Jorge Muñiz

The Chancellor's Professorship honors a full professor or librarian with highly meritorious performance, extensive accomplishment, and leadership in all areas of academic work, including teaching, research, and campus service. The title acknowledges that the breadth and depth of those contributions are vital to the overall success of campus mission, goals, and advancement.

This year's Chancellor's Professor is Jorge Muñiz. Jorge's record of service, teaching and scholarship is extremely commendable, from his internationally recognized creative activities, to his incredible work mentoring students, to his commitment to service in the community.

Action Items & Follow up

No follow-up needed.

9. [5 min] Centralized Advising Update

Presenter: SAVAR Lee Kahan

See [Senate Advising Presentation 24.04.19 Final](#)

Presented information:

- Update on the undergraduate advising center progress. Continuing students, we are up since this same time last year. No just due to Undergraduate Advising Center. This goes to many of you who are still advising.
- You will notice the biggest jump is in the college of health sciences. I want to commend the HS Advisors. They tried a lot of new things that have really paid off.
- We have done more than ever in the past to encourage advising. We have run 20 campaigns including messages on a biweekly basis. We also tried out new things like tabling across campus, 6 peer mentors who are calling students. Raman has helped us to coordinate new student orientation with continuing student advising.
- Single point of contact has been incredibly helpful.
- The timeline for advising presents a challenge. Start advising for the fall on the 12th when students get activated on that date. We must get moving from then. It takes 10-11 weeks to meet the needs. In addition to the hours of the load the system is particularly heavy. They are prepping for 20 or more students a week plus email advising which is not reflected in student hours.
- Additional factors- we are 6 months old (still toddlers). The advisors are learning the programs now. We have 4 advisors that took on 8-12 programs, policies, and requirements. You get faster with practice so it is taking longer to prepare right now than it will for a year from now. The also is true the 4 new advisors for the advisors in HS and Business from November.
- This is a culture change for us and a BIG culture change for students. First semester when students have been navigating this change. Thank you for helping students to do so. I know they have gone to faculty unsure who their advisor is no matter how many times we email them.
 - Getting used to getting advised earlier
 - Getting used to a little more lead time before you can get advice.
 - See that Feb there is few appointments and then as move in they go up. Working on getting upper division students to come see us in early March/late February so we have capacity
 - Looking to scale up group advising and looking at when students want appointments most. We know 10-2 most students are in class. We have learned that students like Monday appointments.
 - Last you might have heard we are going to get new degree audit software (Stellic). One of the big challenges for advisors in some programs is that they do not have a degree audit they can work from. Everyone has done things differently. Advisors did not inherit a lot of the degree planning work that has to be done to know what a student's next steps are. They have been building it from the ground up. This will be available in the future. We are looking forward to

that. It is easier for students to use too. Hoping students will take more active role in their own advising.

- We cannot improve without your help. Please email sbadvise@iu.edu when you have concerns or when students have a barrier (goes to Lee and David Ogden).
- Kory V. recently did 12 focus groups of students across the university. What came out was that the students who attended were very pleased with how centralized advising has gone.

[5 min] Q&A for Advising

Discussion

- **E. Roth**- What are you thinking is going to happen with bottlenecking with advising? What are your strategies in that regard?
 - **Response**-we need to shift the culture around availability. 22 advising slots per advisor open. When students say I cannot get advising appointment. They mean "I cannot get an advising appointment right now this week" or "When I want". It just is simply the fact that in schools that have not had professional advising before, the students are not used to having to wait 2 weeks for an appointment or schedule one that is 2 weeks out.
- **D. Economakis**- Suggestion is to make sure students do not schedule appointments during their classes.
- **K. Ritchie**- Can you give us a heads up for the fall, as we prepare for our fall classes, especially FYS it would be wise to let us know when to tell students you should be making an appointment now.
 - **Response**- Not everyone knows when term activation happens. A priority will be letting everyone know when advising activation happens.

Action Items & Follow up

Please continue to fill out survey and provide feedback.

10. [5 min] Academic Affairs Updates

Presenter: Jill Pearson

See PowerPoint File

Presented information:

- Equitable Model for Compensation
 - Have a draft model that is in close to being finalized but we know we need time and faculty input. We will share in the fall and hope to implement it no later than fall 2025.
- Adjunct Salaries
 - Starting salaries have not been updated since 2018 varies by units and even disciplines. The Deans developed a proposal to address complexity and issues. 3 separate tiers based on market rates for the disciplines. In each tier broken down by degree or non-terminal degree and teaching experience at IUSB (more than 4 or four 3 credit hours over a year)
 - If a break over 5 or more years they will have to start over. Raise of rates will be 2025 will increase annually by any salary increase to the nearest \$10 so everyone in same degree and experience will be the same.

- Starting summer session 1. If have higher rate than in the new system we will track them individually.
- Overload pay was discussed
- Summer salary
 - Same as they have been increasing cap 7550.
 - Already now courses that do not meet minimum enrollment starting next year faculty will be able to teach at a prorated rate. Deans have been charged to update this with something to put in place in summer 2025.

[5 min] Q&A for EVCAA Pearson

Discussion

- **J. Essig**-does it have to be 4 consecutive semesters
 - It does not have to be 4 consecutive semesters, but 4 total.
- **J. Essig**- how are you differentiating between that due to the terminal degree in the field
 - We will have to work that out with the deans. We do not have that specified.
- **K. Takanashi**- Request to take emeritus status can this be evaluated
 - We will revisit that as well for HS.
- **E. Bennion**- I am curious about equity with stipends. For those that are in 3-year appointments. If the rate is significantly reduced they may not want to continue in the appointment. How will that be handled.
 - We will have conversations with those people. Look at the impact. I am hoping we can come to a better solution than that. I hope we can come to solution.
- **J. Deranek**- With change happening with Summer I. I am concerned about work generated. I just did 12 today.
 - We will provide help for those today.
- **E. Roth**- Can we circle back to the equitable model and its relationship to the second stage of the AOD reorganization. Similar and not the same. How are they coordinated, connected, worked together? (SECOND) Sounds more like standardization.
 - The goal is when we implement a new model we will be clearer and more transparent about how people will be compensated. When there are differences we are transparent why as they are implemented.
 - I am not using equity any longer. I know we talked about it

Action Items & Follow up

Please continue to fill out surveys and provide feedback.

11. [5 min] President's Report

Presenter: C. Schult

See [April 24 meeting slides PowerPoint](#) slide 7-10

Presented information:

1. Reorganization, Elimination, and Merger of Programs Process
 - REM survey and response complete for MLS and GNST
 - REM surveys and response complete for School of Education
 - REM survey for School of Health Sciences underway

- [School models, summaries of feedback, and administration's responses](#) can be found in Senate files
2. Chancellor's Search Committee
- Contact Carolyn if you want to volunteer to serve or respond to Daily Titan post
 - This is you volunteering to be considered to be considered to serve. We want to have lots of representation from different ranks and units. We usually must submit multiple faculty that meet criteria.
3. SEA 202 Legislation 2024 update. See slide 10
- Really wants to use already existing processes. Use the terminology that legislation is looking for. Each campus is going to develop own processes to meet requirements. Once there is a process the UFC will look to see if there are commonalities so they might make a UFC common level to help with the legislature as well.
 - Already have an existing Anonymous Reporting Hotline (EthicsPoint)
 - July 1 is when this goes into effect so we might have some time.
4. Thank you to the Executive Committee.
- On the slide blue is cycling off, red started early, and black continuing.
 - Joel Langston does not have to be here, but he has been here helping to make sure everything goes well.
 - Chancellor and EVCAA Pearson thank you for keeping me in the know. We have met twice as often as we once did.
 - Andy Williams answered my questions without a scheduled meeting. Raman, Doug, it really did take a village to get this all going.
 - Thank you to the faculty. You continue to show up month after month. You asked the tough questions. You let your voices be heard through all the committees and surveys. It has been an honor to represent you.

Discussion

No additional discussion

Action Items & Follow up

Use the link in the presented slides to see the slides President Whitten presented.

12. [5 min] Announcements

- **E. Roth**- Thank you for keeping our voting rights for adjunct faculty
- **S. Thomas**- Book marks to be picked up. Other resources you might find of interest. The front has New York Times subscription for QR code. Added Wallstreet Journal. Chicago Manual online. Added APA manual online. See bookmark and QR codes. We do have Zoo and museum passes. Stop by our desk.
 - On the back is a serial removal project. We have bound materials that we might be pulling out. If you want to see the current list or have comments on that please email me.
- **J. VanderVeen**- Zack Shrank has an art exhibit.
 - UCET things too- Summer programming including a book on faculty burnout and how to resolve that.

- **R. Adaikkalavan** – Lee showed you numbers earlier with advising. We have a long way to go and need your support. lusb.edu/advise. Once done in May we cannot reach them so please help us.
- **A. Musami**- Judd Leighton- Search and Screen invites all to meet our school leader. 2 sessions for faculty and staff to meet with candidate. Zoom link and everyone is 11:30-12 alumni room staff 12-12:30
- **T. Martinez**- Events between now and Tuesday. Listed on events page.
- **C. Sofhauser**—FACET nominations due on May 15. Alerts in the titans. If you have missed them please contact me.
- **J. Smith**- Graduate Student Symposium April 25 5:30-8:30 pm we have panel or posters
- **S. Merken**- behalf of AJ Schmit and B. Labbe– URC April 26 Friday. Over 90 submissions. Come celebrate students.
- **L. Avery**- Annual benefit dinner is Wednesday. All funds going to library and collaborating with the commuters’ club. On daily titan.
- **E. Bennion**- Puffs is about harry potter retelling form the Hufflepuffs.
 - If any of you are doing community engaged teaching, research, or projects related to your job here at the university please do contact me at sbengage@iu.edu because I would really like to include you in our community engaged faculty and staff directory. We have spotlight and highlight opportunities in the future.

13. [15 min] Closed Session- only voting members of the Senate allowed)

Information session/Q&A on vote of no confidence in President Whitten at IUB

No Zoom access to this part of the meeting

Presenter: C. Schult

Only faculty with permanent positions can stay. Chancellor and EVCAA have faculty positions, but they have agreed to leave to allow us to speak more freely.

Presented information:

Procedures: Want to make sure we hear from a lot of people. One comment or question each unless everyone gets to talk. If a substantially new topic comes up you get a comment on that. Procedural code is to not share things outside of this meeting.

- President Schult provided a summary of the events that took place in Bloomington that led to the recent special meeting of faculty and vote of no confidence.
- President Schult concluded the meeting by sharing next steps and thanking the faculty for their investment of time.

Discussion

Discussion ensued.

A recommendation was made to explore writing a letter with the RFC if possible or as a single campus, to invite the President to work with faculty as a collaborative partner to honor her role and responsibilities as President and faculty governance.

Motion passed with unanimous vote.

Action Items & Follow up

No follow-up needed.

14. Motion to Adjourn

Motion to adjourn approved at 2:56 pm EST

Respectfully submitted,

Mallory Roberts (secretary)