

Academic Senate Minutes

Friday, February 16, 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, E. Bennion Turba, V. Bindroo J. Burch, L. Collins, H. Davis, J. Deranek, J. Essig, W. Feighery, B. Fong-Morgan, H. Froyland, S. Gerencser, C. Gerken, S. Haithcox, C. He, M. Holland, S. Hottois, S. Jang, L. Kahan, N. Karakatsanis, E. Kelley, B. Labbe, K. Ladd, I. Levine, T. Liechty, C. Lisoni, M. Marmorino, D. Marr, D. McMillen, A. Meisami, M. Merhi, S. Merken, B. Mociulski, S. Moore, J. Muniz, J. Muniz, S. Nichols-Boyle, O. Okanlami, R. Olivier, S. Opasik, J. Pankow, A. Pant, S. Pape, B. Pathak, J. Pearson, K. MacInnis, J. Resler, K. Ritchie-Fair, M. Roberts, C. Robinson, E. Roth, K. Sargent, A. Savvopoulou, M. Scheessele, C. Schult, C. Sofhauser, N. Somerville, B. Spinda, A. Springle, D. Surma, K. Suttman, M. Swintz, K. Takanashi, S. Thomas, J. Thompson, B. Tourtillotte, J. VanderVeen, C. Vlaeminck, D. Vrajitoru, B. White

1. Call to order

C. Schult called the meeting to order at 1:30 pm EST

C Schult made a few quick announcements:

- Chancellor is presenting at a HERS conference and is unable to attend. She will be at March meeting
- When have a question please get up so we know how many want to talk; we want to hear from a variety of people and ask 1 question at a time; no one gets to ask more than 2 questions.
- Need a new secretary until June.

2. [2 min] Approval of January 2024 Minutes

Presented information: [FILE](#)

Discussion

No corrections or additions.

Action Items & Follow up

Minutes stand approved.

ANNOUNCEMENT- We are also looking for a new secretary for the remainder of the year. If anyone wants to serve until the end of June → come talk to Carolyn Schult

3. [1 min] Ballot Results for Teaching Committee Proposal for Course Evaluation Questions

Presenter: Jason Resler

The ballot results for Teaching Committee Proposal for Course Evaluation passed, to add 2 new questions to course evals.

Presented information:

Teaching committee from after last senate meeting → passed 120 for 20 votes against

Discussion

No discussion

Action Items & Follow up

No follow-up needed.

4. [10 min] Nominating Committee slate for Elected Committees—

Presenters: Klajdi Bregu, Cathy Borshuk, Susan Moore

Susan thanked everyone for volunteering for these committees. The nominating committee wants to meet the needs of the executive committee and the senate. Some people who volunteered did not get put on the committee; these are elected with specific membership that had to be filled. There are more opportunities to be a part of our organization if you are not on the list today.

Presented information:

The information presented represents nominated individuals and time frames to being 2024-2025 AY.

The nominations for the Senate Executive Committee, the Athletics Committee, the Faculty Board of Review, and the PTR committee for the academic year 2024-2024 were presented see file from the committee.

Executive Committee & UFC

Includes new coding. Bold are new nominations; non-bold are continuing

- President **Steven Gerencser** CAS/SHSS year 1 of 2
- Vice President **Stacie Merken** CAS/SHSS year 1 of 1
- Secretary **Mallory Roberts** CPS/CHS year 1 of 1
- At Large Members of Executive Committee:
 - *Continuing* Vishal Bindroo CPS/SBE year 2 of 2
 - Nomination **Jason Resler** CAS/SOA year 2 of 2 (replacing Stacie Merken)
 - Nomination **Barbara Spinda** CPS/CHS year 1 of 2
 - Nomination **Ryan Olivier** CAS/SOA year 1 of 2
- UFC Representative:
 - *Continuing* Hayley Froyland CAS/SHSS year 2 of 2
 - Nomination **Kyle Schwieterman** CAS/SNS year 1 of 2
- Past President Carolyn Schult CAS/SHSS year 1 of 2

Faculty Board of Review

- Co-Chairs
 - *Continuing* Benjamin Balthaser CAS/CHSS year 2 of 2
- Membership
 - Nomination **Klajdi Bregu** CPS/SBE year 1 of 2
 - Nomination **Jorge Muñiz** CAS/SOA year 1 of 2
 - Nomination **Jeremy Linton** CPS/SOE year 1 of 2
 - Nomination **Beth Kern** CPS/SBE year 1 of 1
- Alternates
 - *Continuing* Jennifer Hatfield CPS/CHS year 2 of 2
 - Nomination **Frank Fujita** CAS/CHSS 1 of 1
 - Nomination **Barbara Spinda** CPS/CHS 1 of 1

Athletics

- *Continuing* Sharon Busenbark CPS/SBE year 2 of 2
- *Continuing* Marlene Wenta CPS/CHS year 2 of 2

- Nomination **Jeremy Linton** CPS/SOE year 1 of 2
- Nomination **Liqiang Zhang** CAS/SNS year 1 of 2
- Nomination **Taryn Liechty** CPS/CHS year 1 of 2
- Nomination **Aimee Cole** CAS/SOA year 1 of 1

Promotion, Reappointment, and Tenure

- Members
 - *Continuing* Cathy Borshuk CAS/SHSS year 2 of 2 *Full Professor*
 - *Continuing* Susan Moore CAS/SOA year 2 of 2 *Full Professor*
 - *Continuing* Andrea Rusnock CAS/SHSS year 2 of 2 *Full Professor*
 - Nomination **Diane Economakis** CAS/SHSS year 1 of 2 *Teaching Professor*
 - Nomination **David Douglas** CPS/SHS *Clinical Associate Professor*
 - Nomination **Terri Hebert** CPS/SOE *Associate Professor*
 - Nomination **Benjamin Balthasar** CAS/SHSS *Associate Professor*
 - Nomination **Huanan Xu** CPS/SBE *Associate Professor*
- Non-Voting Members (1 year term)
 - Nomination **Natasha Somerville** CAS/SOA year 1 of 1 *Assistant Professor*
 - Nomination **Darryl Heller** CAS/SHSS year 1 of 1 *Assistant Professor*

Discussion

Carolyn Schult: thank you to everyone who said yes. We will take nominations from the floor.

- Barb White- Was approached about secretary position. I have a question about the nomination for secretary and Mallory because I was asked for that nomination, but I am 50% administration. I was told I could not do the role.
 - Response- Any flavor of Dean cannot serve on committees. People with administrative duties can serve. There are certain committees that they cannot serve.

- Susan Thomas- wants to know why Library was left out of this.
 - Susan Moore- it was not intentional. It was an oversight
 - Carolyn Schult: Do you have any nominations ?
 - Susan Thomas-Not at this time

There were no further nominations from the floor and nominations were closed. There are enough candidates to fill all necessary spots.

Close nominations moved and seconded.

Majority in favor of closing nominations

One opposed

For the PTR committee, the rule for the change in membership to include clinical and lecture line has not happened yet

Expect 2 waves of ballots coming out in the next 10 days –first to change the committee membership and next to elect members.

Anyone not in a contested election, congratulations you were elected by acclamation.

C. Schult thanked the nomination committee for their work. Thank you for the hard work it was down to the last minute with the last nomination today. The nomination committee included Cathy Borshuk, Klajdi Bregu, and Susan Moore

Action Items & Follow up

Ballot for the PTR membership will be coming out first.

Ballot for contested PTR Tenure membership will follow.

5. [10 min] Membership changes for Senate Committees

a. Presented information: [PTR](#)—Scott Opasik

a. Discussion

After last meeting did some reworking on wording with tenure and made more clear about the Clinical line. For the next few years we will not need anyone at the clinical professor level, we do not have anyone at the Clinical Professor level. Most people are at the Assistant Clinical Professor Level so they will be at a rank to vote (note: He meant Associate Clinical Professor)

Officers- those as officers will be tenured to protect the faculty members who are on the committee.

Carolyn reminded that this is already moved and seconded by the committee.

- Question (Jill Pearson)- How many voting members?
- Response It describes 7 voting includes 5 tenure and 2 non-tenure, and 2 additional non-voting

Motion and second to close discussion. Motion passes.

a. Action Items & Follow up

Qualtrics ballot to be emailed to all faculty members following the meeting.

b. Presented information:

[R & D, Gen Ed, Student Affairs and Advising](#)—Jason Resler

From last meeting, there are specific committees with membership needs to be updated with the reorganization.

Admissions, Advising, and Student Affairs Committee- Updates the membership to 6 faculty members, appointments made by Senate Executive Committee, and each school should have a faculty representative.

R&D- specifies from each of the current colleges and 7-11 with preference for 9 with each schools having at least 1 representative

Gen Ed- keeps the membership as it is now just renaming school/college names

b. Discussion

- Questions (A. Pant)- CLAS does not exist as of fall—I think it should be specified as it is specified.
 - Response: The document compares the old and new verbiage. The question does not apply to the new language.

Motion approved to close discussion

b. Action Items & Follow up

Qualtrics ballot to be emailed to all faculty members following the meeting.

6. [5 min] Library Committee report

Presenter: Ryan Olivier (Chair of Library Affairs Committee)

Presented information: See PowerPoint- [IUSB Libraries-Senate Report 2024](#)

Here to speak about the library; essential to creating a culture of education and committee on our campus.

Recent Programs and Services (see slides):

In addition to all the minimum expectations of what the library is expected to do have completed the following:

- Library of Things
- Miniature Horse Therapy through Reins of Life
- Titans Silent Book Club
- Veterans Book Club
- I Read Banned Books T-Shirts
- 5B Reading Marathon
- Dr. Gloria Ladson-Billings
- Commuter Lounge (Titans-on-the-Go: 65 members and growing)
 - Adoption of commuter lounge with over 100 student members of the lounge as a place for the students to call home.
- ACE on Ground-Level

Facilities report- Interior Maintenance Needed

Trying to create a space for our students to call home.

Carpet is torn and stained (+30 years old)

Furniture between 10-30 years old

Annual removal of damaged furniture (~20 pieces)

Elkhart Center-needs more locking bookcases

Budget Challenges

Not a revenue-generating unit- been having a flat budget.

Flat budget for collection

Annual serial inflation 5% of serial publications. We expect library to have the most up to data publications; one of the challenges is maintaining the costs of these serial budgets; as the inflation continues the budget decreases.

Program specific needs:

New programs

Meeting accreditation standards

Proactive budget solutions already in place

Reduced staff and library hours

Reduced collection budget through cancellations

Sought cost sharing when possible (IU Libraries, Consortia)

Relied on Interlibrary Loan

Eliminated department allocations in favor of direct faculty requests

Budget request (will be coming to the senate to ask for support)

\$35,000 annually to sustain serial subscriptions (inflation)

\$285, 000 to acquire new resources requested by faculty for teaching and

Additional request

Furniture and other material needs (\$150,000) (taped furniture)

Human resources (Staff \$50K & Student Employees \$45k)

Library affairs meeting next Friday (2/23/24) to draft a resolution

Discussion

A. Pant- can we pass a resolution on fixing a chair that our faculty and staff are sitting on that don't have tape on them. Shame we have to do resolution to get this done.

Action Items & Follow up

Invitation for input

Drafting a solution of a budget increase

Questions, comments, concerns

Email rolivier@iusb.edu by 2/23/24

Subject: Library Affairs Committee Feedback

7. [10 min] Response to SB202: Bill to regulate diversity, institute post-tenure review, change composition of Board of Trustees

Presenter: Carolyn Schult

Bill is making its way through the general assembly. Has already passed the senate and is in the house education committee. Is expected to be voted on in the next 2 weeks. Listed 3 things the bill; state legislature is House if 70% Senate 80% Republican

Intellectual diversity- want us to PROVE we are allowing multiple voices; can have faculty fired if their voices are not respected; goes to ICHE which has no authority to deal with these complaints; establishing diversity committees (anti-DEI pro-conservative viewpoints)

They do not have to prove you did anything wrong just have to show that you could in the future.

Presented information:

a. [General overview](#)

- It gives the state legislators control over boards of trustees, removing two alumni trustees from such boards.
- It mandates that professors be required to teach “intellectually diverse” views of their topics.
- It allows faculty to be denied tenure or be fired from tenured positions if “certain conditions related to free inquiry, free expression, and intellectual diversity are not met.”
 - Post-tenure reviews every five years
 - Student complaint procedure

Ways to respond:

- Write your state house representative (links below will help you find where they are)
 - <https://iga.in.gov/information/find-legislators>
 - <https://www.usa.gov/elected-officials>
- Write Bob Behning, Chair of the House Education Committee
 - [Contact Form](#)
- There was a portal that was open for testimony. That testimony period is over. At this point we are writing representatives to ask them to not pass this

Message guidance

- Arguments on preserving academic freedom may fall flat on the constituents because the Bill intends to affect this freedom.
- Instead, specific economic arguments based on [costs associated with the Bill's implementation](#) could be more effective showing how this takes resources from students.

- Also, specific arguments that point out how resources to accomplish our institution's mission will be diverted to the enforcement of the Bill.
 - Can be about the costs Bloomington has 1000 tenured faculty; could cause issues with efficiency to review every 5 years
 - Highlight the needs of our students
- Your testimony should be sincere, genuine, and respectful in one's own voice and avoid insults or disrespect.

Reminders for political messages

- Use your personal email account do not use IU resources for this
- If you identify yourself as an IU employee, you need to state you are speaking as an individual, not as a representative of the university
 - Very clear what is lobbying and what is not → be sure speaking as an individual

b. [President Whitten's Statement](#)

So far only of the big universities that has given a response. Being mindful of the lobbying law. We did circulate a resolution. We have said the executive committee is sharing her concerns.

AAUP has petitions going around if you want to work with them. This is what we are working on as a university faculty

c. Resolution (action item for Friday):

The IU South Bend Academic Senate joins IU President Whitten in opposing SB 202. We agree that the current bill would jeopardize academic freedom, undermine students' ability to engage in the critical thinking that employers consistently report that they value, and prevent IU from recruiting top-tier faculty. We agree that the bill would have unintended consequences with the potential to threaten universities throughout the state, as well as Indiana's economy.

Discussion

- Bill Feighery – appreciates the position Carolyn is in; the university should appear as neutral. I do not think as faculty body we are not under the same constraints. As a faculty we can say we vote. There is a distinction between the university being more neutral and faculty being able to take a stand.
 - Carolyn response- that is a gray area with our current administration
- Steven Gerencser : By putting academic freedom first, are we following the lead of President Whitten? Do we know if Governor Holcomb has anything to say about this at all?
 - Response Carolyn- we did the same order as Whitten did. Have not heard about Gov Holcomb

Hoping to wrap up on March 8 → they want to move fast; according to university relations they think it is very likely some sort of bill will pass; there are a couple other bills related to university things; want to say they did something about the university things

- E. Bennion-Remember if not using email, you cannot use university letter head if you write letters
- A. Pant- add “strong” concerns
- M. Marmorino- in our individual letters you suggested putting the financial burden can we add this to the resolution → economic burden should we add it

Asked for language for the amendment.

Damage IU economically

- E. Roth-We really wanted to mirror Whitten’s statement to be a unified voice, which is a cautious approach, but saying we the regionals support President Whitten. If we want to add undue financial cost we would have to do at the end because it doesn’t mirror her statement (which was the original goal).
- M. Marmorino - Language can go at the end. Faculty can prepare for the review; so time and money will be used up.

“IUSB Academic senate is further concerned that the additional costs will take away from our ability to serve our students.”

D. McMillen- I understand the reason for the amendment at this time it is important that we mirror the words of Whitten and in our own letters we can use these words.

E. Kelley- Whitten’s statement does say deeply concerned. Can this be added to the statement.

Vote on amendments to statement

“The IU South Bend Academic Senate shares IU President Whitten’s deep concerns about SB 202. We agree that the current bill would jeopardize academic freedom, undermine students’ ability to engage in the critical thinking that employers consistently report that they value, and prevent IU from recruiting top-tier faculty. We agree that the bill would have unintended consequences with the potential to threaten universities throughout the state, as well as Indiana’s economy.”

Sentence at the end vote → did not pass

Adding Deep concerns in the first sentence → passed by majority vote

Vote on endorsing this resolution- Passed by majority vote

Action Items & Follow up

If you are going to write, please write quickly. You can suggest specific amendments.

Resolution will be sent to Board of Trustees and President Whitten

8. [5 min] Academic Organizational Design-Implementation update

Presenters: Jenny Deranek and Katie Sargent

Presented information:

See PowerPoint- [AOD-I February 16, 2024 Academic Senate](#)

Congratulated the new Interim Deans for the new colleges

Doug McMillen & Jesús García-Martínez

Working with the structures

Next steps:

- Selecting school heads (Call out, timeline published)
- Finalizing internal structures for the colleges
- Meetings with the Registrar to discuss internal coding changes
- Setting date for the next Quarterly Update
- Continue meetings with various groups and offices to make sure everyone is aware of what is going on
- Communication plan for external entities under development

How AOD-I has addressed TMT themes

Requests for additional opportunities for Q&A focused on AOD-I

Updated communication plan

Introduced quarterly updates

Requests for opportunities for more open discussion and processing

Schedule the change management workshops as a part of that

Timeline for reorganization implementation

Shared concerns with administration

Adjustments to timeline for approvals (like internal structure deadlines)

Issues not directly within the charge of the AOD-I Steering Committee- shared with relevant individuals and offices

- AMP
- Centralized advising
- Things are coming through the TMT feedback that do not deal with the role of the AOD-I; we do move these forward and pass along as we meet weekly.

Discussion

- E. Bennion- Who is the best person to answer this question; The change management workshops, this was by far the worst session I have ever experienced in my entire life. I am curious about what feedback we were able to give to the agency about those trainings and how we can ensure that in the future consultants that are familiar with our institution and our academy that can make those session helpful; this was very counterproductive;
- Response- H. Davis- the change management workshop → we can all agree it was not done as well as we had hoped. The reason we went that direction was because the internal IU change management workshop we did not get good feedback; we heard from lots of folks say we wanted people who were not part of us; we did not want to burden someone local so we went

with EAP, we already contract with them, we did not pay anything, from a cost perspective that consultant did not cost us additional; information was shared with EAP about how it went over; we did take that feedback to them.

Action Items & Follow up

Please continue to provide feedback to the AOD-I teams channel, discussion posts, and quarterly update (next one in March or April-Date TBD);

9. [12 min] Fiscal Sustainability update

Presenter: VCAF Andy Williams

Presented information: [See slides](#)

Five Year Model & Key Assumptions- may recall every year about this time (about a month ago) we in our office engage in the 5-year exercise to predict where we will end in the next 5 years. Next few years looks comfortable then take a turn in 28/29; with projections the further out you get the less accurate you are; we are making assumptions in the 5-year model that make a big difference

- Key Assumptions in the 5-year model include:
 - General salary increases-unknown if will happen so estimating between 2-3%
 - Same said for tuition rates→ estimating 1% increase in future years
 - Enrollment levels- taken from the Fall Enrollment Study

Five Year Model- Takeaways

We have made many sacrifices resulting in predicting positive outcomes for the next 3 fiscal years

Had an enrollment boost that has helped. Do not know if this will continue in the next year, or two, or three. Have taken a conservative approach to that. There is a decline in the 5-year model built into the mode. We have made great strides but need to continue to reduce expenses and increase revenue.

Budget Memo Strategies

People want an update on the budget memo. Walk through each of the strategies outlined in the memo. List the items that have been done or being done to address those strategies. Where possible I applied numbers. It is not possible in every case to quantify every effort. For example #1, 1st floor admin configuration we think this is better for the student but putting a dollar amount on that is difficult.

1. Maximize use of buildings and spaces to concentrate use and enhance efficiency of support services. This means examining our class scheduling and other building uses to more strategically

Physical resources- Closing the Wiekamp Hall building in the summer; talking about ways to do that. Asking ourselves-Is it easier to move people for the summer and move back?

2. Realize energy savings by modifying how we manage lighting, heating, cooling, etc.

Energy savings- climate action plan implementation team → Chaired by Andy and Zach Schrank energy efficiency decided in our 1st meeting this will be our main focus; faculty staff and students.

Other things- slowly replacing light fixtures with LED. Hard to measure the net of these initiatives. We do have just under \$2.5 M in Northside HVAC. It is being addressed and cannot guarantee it will be done. Will be a year to a year and a half.

3. Restructure schools and colleges to achieve administrative and operational savings.

AOD- \$170,000 saved so far (#3). Additional savings will depend on the school structures.

4. Restructure/reduce the number of departments/units across campus to achieve operational savings.

Restructured several departments across campus, University Relations and Advancement, Alumni, Student Affairs, Administration and Finance, Academic Affairs, Athletics

5. Create new organizational partnerships across campus to reduce redundant functions and build flexibility for future growth.

Reducing redundancies → currently merging copy center and WERC

6. Re-vision staff support from structural to functional (e.g., instead of one person per unit, move to people supporting key functions such as travel, purchasing, etc.); enhance internal shared services and IU shared services.

Some things in here that we have not addressed. Moved to a new model for the Bursar.

Centralized advising → better for the student experience. We have done it, not 100% what dollar savings we have saved

7. Establish tighter controls on spending.

Tighter control on spending → admin and financing review all purchases to give scrutiny on every position (new and vacant) and purchase

Saving \$120,000 by not pulling snow across the river

8. Reduce the direct cost of instruction in every program, which can be done in a number of ways.

Cost of instruction reducing cost

Low enrolled courses has been a focus → not a direct line but adjunct costs are about \$100,000 less than last year so we are getting more efficient.

10. Create additional revenue centers/opportunities across the university through fundraising, new programs (e.g., summer programs), grants and contracts, partnerships, etc.

10- new revenue streams-READI GRAND 500K; SIP grant

Housing opportunities in the summer 60-70 K in revenue.

We own a few houses around campus that were in disrepair and plan to have online soon.

9. Reduce employee FTE (skipped order)

Staffing levels- since issuance of the budget memo in January 2022 the compensation budget has been reduced by \$2,444,339 along with 2 salary increases in FY23 and FY24

216 down to 199 for staff reductions (7.9% reduction in full-time positions)

250 down to 226 faculty reductions (9.6% reduction in full-time positions)

Progress to date (see green and yellow slide)

Trying to figure out negative and positive influence for next year. Green on right is positive

About \$4.5 million dollars in compensation leading to \$2.5M of a reduction.

Where we would be if we had not acted? (see slide with green and red)

Of the regionals our 5-year model looks the best. There are some regionals going through it right now. Maybe we hit a low faster than others and acted;

We should celebrate our achievements → feel good about the work that has been done

Looking ahead

Fall enrollment study is predicting flat for the next 5 years (have flat enrollment)

Impact of IU budget model redesign is unknown (know it will go up and is not in our control)

Enrollment bumps are fantastic this year's actual drive next year's budget. FY24 sets higher starting line for FY 25 so there is optimism on the underfunded items.

Discussion

a. [10 min] Q & A for Fiscal Sustainability

- S. Gerencser - Seems to be looking at these slides by far the biggest factor in these cost and cost savings is personnel where we spend the most in our university. When you are making our 5 years forward plot. Do you have a sense of retirement and departures? Is IU doing anything to encourage early retirement and incentive programs
 - We held our compensation lines steady for each of the next 5 years but did include general salary increases. Assuming being flat.
 - Early retirement- that is something that we have talked about certainly, but it does not appear that there is an appetite for Bloomington
- J. García—Here net impact is \$2.5 M but on if we hadn't active \$1.5 M
 - Difference is year over year and on this slide is a 2-year gap over budget memo and 24.

- A. Pant-where we would be if we had not acted slide → projecting surplus 3.5 M that will disappear if increase target for enrollment. If increase
 - A. Williams- we are using actuals. If we were to increase enrollment projections . For this year, our starting line is a couple million higher
 - A. Pant- I do not want to do that for precisely that reasons. If you agree to the enrollment increase targets for next year, then these guys will come back and say we have these extra revenues so mark up and will increase UA Tax.
 - A. Williams-I do not think I am following you. We are projecting 1.5% decline in enrollment next year; went up 4% this year. We start at a higher point because of this year.
 - A. Pant- The enrollment may increase at a higher point. Did you not say that you went up?
 - A. Williams- Yes, there will still be a decline, but we went up this year that sets a higher starting line
 - *Elizabeth called to speak*
 - E. Bennion- basis of the projection of 1.5% decline calculated.
 - Many factors go into this decline.
 - High school going rates of the current population
 - Many spread sheets knowing how many are starting at the feeder schools and going rates to project the number
 - E. Bennion- will we get an itemized list of what will be provided by UA tax?
 - A. Williams- Serious pain point and continue to ask; will continue to be a pain point. I promise that I will continue to ask.
 - E. Roth- Thank you for your advocacy. This information is super useful. Can we look at 4b that came out after AOD. I know many of these things were not quantifiable but this one was. That would be interesting to find out more about the restructuring in these units because of the amount of work; it would be interested to see the yield in other strategies. For transparency I was surprised to learn about the Dean of Students position
 - Response- That position was done without an increase base budget. We pulled a few positions together to restructure. Chancellor's charge has been that you can restructure but you don't get more money to do so.
 - I can speak anecdotal about my area we created a position for Stephen Salisbury can pull 2 positions to make 1.
 - Agree we need to quantify that. I cannot commit to a deadline now. I understand the need for that transparency.
 - E. Paice- I can speak to that, we had a Student Conduct Director and Director of Disability Support Services that we did not replace to make room for the Dean of Student position because we knew there wouldn't be any money.
 - A. Pant- (unclear) Showing what doing with \$1.5M and ???

Action Items & Follow up

No specific action and follow up

10. [10 min] Academic Master Plan update

Presenter: EVCAA Jill Pearon

Presented information: See [file](#)

As you mostly have heard by now (assuming) acknowledging frustration and fatigue that we were hearing. The AMP document plan to end the document before programs for further discussions.

AMP document will include:

program review process, new programs, and academic portfolio recommendations to sustain, grow, suspend/sunset from the departments

WILL NOT include programs for further exploration and discussion

AMP document will be edited to reflect these changes and published; review as needed/desired

AMP will be used as a plan for sustaining, growing, and suspending/sunseting programs

included in this document (like a strategic plan to move forward)

Programs for further exploration

We will move forward with a Low-Enrolled Program Management Plan that will take several years. We will be pulling together list of the most severely low enrolled programs this semester. They will make a decision on which direction they want to explore.

Focus on small number of programs for direction decisions this academic year → these programs will use AY 24/25 to create a plan

List to be generated by end of March 2024 pending Regional Chancellors' input. Repeat in fall 2025.

Look at a low enrolled management plan →

Each subsequent fall refresh the data to make a list of new programs to develop plans with a goal by August 2026 to reduce the number of low enrolled programs that we have.

We are still bringing a consultant to support this work. Optimistic on what she can provide to our campus as far as ideas and support. Looking at August and September for the workshop to not cram into this semester. Please talk to your Deans if you want to be involved in the workshop if you want to participate. Working to schedule so anyone can attend that wants to.

Finalizing how this LMP (low enrolled program management plan) works in the next few months.

Discussion

- A. Pant- what is the monetary benefit we are expecting by 2026.
 - Response- I do not know that I can quantify that. What AMP does for us monetarily is when we have surpluses it helps us to invest strategically.
- S. Gerencser – acknowledge and thank your office for listening to adjust to a time frame that is amendable; want to speak to those programs that may still be on the list that have anxiety → to work together with the programs is to protect and build (see recording to update); hope we all take responsibility for those programs together to develop and allow them to increase.

- B. White- I have been in contact with nursing administrators at other campuses. They are just now starting this process. I understand that one other campus that has no intention to release their own low enrolled programs so there is no opportunity for faculty to have a voice. I want to thank you that despite all of our problems that we have had for the last year and a half, you have heard us and have been responsive to us. I want to thank you for not leaving us out of the process.
- B Torstrick- I would like to thank you as well for listening to the responses of faculty. One thing that is happening that we do not have a good handle on yet is the change for high school degrees and diplomas. The career pathways that the legislature has been pushing in the high schools; they are having an impact on us; There are not career pathways for the liberal arts and sciences.
 - Response- Let's develop one—
 - I would encourage as we are working on our programs to revitalize to keep an eye on our high schools.
 - Response-There is a lot of support in IU for this and offices in IU that will help us develop those pathways. If there is interest, please speak up.
- S. Moore- Can you talk about some of the growth in our areas where we want to invest resources and facilities where we know we have student interest
 - Response- This is the advantage of wrapping up the Academic Master Plan so those that are on a grow and sustain, we can start to prioritize those needs. There are several programs that are ready to grow their programs that are on that list. I am looking forward to seeing those proposals soon.

Action Items & Follow up

Watch for the workshop schedule survey and collaborating for curriculum review.

11. [5 min] Announcements

- C. Schult: ACA-14 does not let non-tenure track faculty to vote- working on the UFC level to make that change
 - J. Deranek- question to clarify, you said visiting faculty cannot vote. Did you mean visiting faculty according to ACA policy.
 - C. Schult: Yes, I meant visiting. Didn't mean to scare anyone.
- S. Thomas: Two upcoming fundraisers for the library. Do another hacienda day. We will have tokens please reach out. Not too late to sign up for trivia night 3/5 if you need info let me know
- J. Vanderveen- as the director of UCET please note that the (see slides) registration is now open for Midwest SoTL on 4/12 registration closes 4/1 it is looking like a wonderful event with a record number of proposals from around the Midwest.
- K. Vitangeli- We are having a family day for current students and families on 3/23 we are looking for faculty and staff to present; highlight content, research, if you are interested link in the Daily Titan. Reach out I can send you the link. We have 1, 2, 3 pm Saturday

- R. Olivier- time for the performing media festival. IUSB partnered with South Bend Museum of Art, South Bend Symphony, St. Joseph County Library: We are starting with artist meet and greet on 3/7; our special guest Performing Friday March 8 at noon
- M. Karakatsanis-In addition to the Lundquist lecture 3/7 on that same day the honors program in collaboration with many units on campus will be host its Party With a Purpose to make menstrual products for young girls in Malawi, Africa and other students talking about period poverty in our region (Michiana). Also collecting sanitary napkins and other products for that event. Runs 10am—4pm and can come and go as schedule permits
- E. Paice- Chancellor Professor nomination due on 2/29
- D. McMillen- The World Language Studies will have film series #3 at St. Joe County Library. 2/21 5:30 Dr. Jeff Lupus What Our Father's Did-A Nazi legacy

12. Motion to Adjourn

Motion to adjourn approved at 2:54 pm EST

Respectfully submitted,

Mallory Roberts (acting secretary)