



## FACULTY ORGANIZATION MINUTES

Sept 21st, 2007

**Time:** 10:00 AM-12:00PM

**Location:** Hawthorn 107

In attendance: 92 people

I. Call to order at 10:05. President George Bodmer welcomes all to the first meeting of the Faculty Organization for 2007-2008, and announces that committee assignments are available on the website. Professor Bloom suggests that meetings should be scheduled so that the Chancellor can attend. Professor Gallmeier announces the AAUP meeting at 12:15.

II. [Minutes](#) of the April 20, 2007, meeting approved.

III. Professor Contreras tribute to Dr. Lowry.

Remembering Reverend Dr. Robert E. Lowery

Friday, September 21, 2007 (IUN Faculty Organization Meeting)

On July 10<sup>th</sup>, 2007 the Reverend Doctor Robert E. Lowery passed away. Reverend Lowery was an active member of this community since September 27, 1957 when he began pastoring St. Timothy Community Church in Gary, Indiana. In 1982 he was formally appointed as Adjunct Professor with the Department of Minority Studies at Indiana University Northwest. Over the next 20 years, until his retirement in 2002, he would be a familiar figure on our campus. I'm just curious. Please raise your hand if you were acquainted in any way with Dr. Lowery. [Thank you comments]

I knew that many of you would be eager to convey that you knew, and were, in turn, known by Dr. Lowery. I remember him as one of the first IUN people to make an impression on me when I came here in 1994. The genuinely friendly demeanor. Always the "how are you doing" when we crossed in the hall in Tamarack, or, as likely, "how's your spirit" in a way that you could and would want to tell him, how your spirit was.

For those of you who knew Dr. Lowery, bear with me as I offer a brief tribute to his great man, and for those of you who were unfamiliar with his countenance and accomplishments let me offer brief insights into this uncommon man. Congressman Visclosky remembers Reverend Dr. Lowery as "one of Northwest Indiana's most distinguished citizens" whose "lifetime of service to the community goes far beyond his pastoral duties." One measure of the man is that Representative Visclosky's tribute to Rev Dr. Lowery is now part of the U. S. Congressional Record.

Yes, the Reverend Doctor Lowery was a man with many admirable characteristics. The simple listing of his community organizational and service affiliations takes an entire type-written page, including lifetime recognition awards from the NAACP and induction into the Gary Steel Hall of Fame. Much closer to home and to our IU family, I want to remember Dr. Lowery's contributions to IUN and more specifically the Department of Majority Studies.

As I mentioned during the early 1980s Rev. Dr. Lowery joined IUN as an adjunct faculty in Minority Studies. His specialty was a course titled the "Black Church in America," but he also often taught, and enjoyed teaching, our "Minority Social Problems" course. His former students always offered favorable

comments consistently noting his humor. His evaluations consistently noted that ♦ Dr. Lowery is very inspirational and he offers a wide range of knowledge. ♦ ♦ Dr. Lowery is a wise man and I enjoyed that class. He is so knowledgeable in so many things in life, ♦ ♦ The most important characteristics of the instructor is that he encourage all students to achieve very high goals in life. ♦

As I was reviewing his student evaluations I was impressed by how consistently, from his first semester in 1982 to the last one in 2002, came the comments about his enthusiasm in the classroom and ♦ critical thinking. ♦ These student evaluations offer insight into Rev. Dr. Lowery academic motivation ♦ a prioritization of the students.

As current chair of the department I want to add to this statement, recognition of Dr. Lowery ♦s commitment to Minority Studies. He not only taught courses for us, he was an advocate for the department and kept himself aware and as much as possible active in the issues, problems, and obstacles we had to navigate in the pursuit of our departmental mission. There was a history to this. Between 1986 when the department ♦s first chairman, and only full time faculty, Robert Catlin left for another position; and 1989 when Dr. Earl Jones was finally brought in to assume the position, it was not at all assured that there would be a replacement. Reverend Lowery from his position as an adjunct professor played a key advocacy role in a process that eventually led to the appointment of Dr. Jones.

Finally, we want to note the Reverend Robert Lowery Library Fund that supports capital purchases for the benefit of the Indiana University Northwest Library. Reverend Lowery ♦s own gift created this fund.

Reverend Dr. Lowery passed away Tuesday, July 10, 2007. He was a loving man with a beautiful family. He was an accomplished man with numerous ministerial duties, countless board memberships and organizational ties, and other volunteer activities. His demonstrated dedication and devotion to IUN and this community will be remembered for years to come.

The members of the Department of Majority Studies wish to take this time to have a moment of silence to remember a great and genuine man who offered so much of himself to the betterment of our community.

Reverend Dr. Robert E. Lowery, PRESENTE.

Written by Dr. Regina Jones

and Dr. Raoul Contreras

#### IV. Professor Bodmer ♦s tribute to Ralph Powell.

Retired faculty member, Mr. Ralph David Powell, Jr., formerly a full-time

Lecturer in the Department of English at Indiana University Northwest passed away earlier this month. He started as a writing tutor and developmental lab personnel in 1982. He became a full time Lecturer in 1984 and remained an active part of the English Department until his retirement in the year 2003.

Ralph was a humorous, caring, involved, animated faculty member of our department. Always well-dressed, always a source of scrupulously accurate inside information, always with a line of students at his office door ready to see him.

There are not many teachers I work with I can describe as brave but once when a male student was fighting his wife in the hall outside our offices, I saw Ralph wade in, and physically separate the two. When I mention this story, people inevitably bring up other stories where he has spoken up, taken the bold move. When a colleague said he was writing a novel, Ralph interrupted, Is there an African American in it?

He was active in the musical life of his church and played the piano at a couple of raucous English parties. He reached back to the classical rhetoricians, and he tended to bring up Longinus and Quintillian often came up in conversations about writing. Consequently there was no end of things he was a stickler for, including commas, semi-colons, and the MLA form of referencing. When he retired there was testimony after testimony from those

who work at the university and had taken his writing classes. It was gratifying to see through Ralph's life and work what an impact a teacher can have on his community.

He loved the city, antique stores, yard sales, his family, his church, and his school. He served us well.

#### V. Vice Chancellor Aggrey's report

- ◆ Introduction of administrative assistant Lydia Hairston
- ◆ Introduction of new faculty:
- ◆ Professor Evans of SPEA introduced Joseph Guzik and Alex Desilvia
- ◆ Dean Wigle introduced Rochelle Brock
- ◆ Dean Rominger introduced Bill Gregory
- ◆ Health and Human Services/Nursing introduced Dorothy Redzik, Crystal Shannon, and Ellen Hennessey-Harstad
- ◆ Professor Bodmer introduced Anne Balay
- ◆ Professor Chen-Lin introduced Jonathyne Briggs
- ◆ Professor Caucci, Interim Director, introduced Jennifer Anderson, Director of Field Work, and Nikki Lott as Administrative assistant
- ◆ VC Aggrey announced Tim Sutherland as Library Director.
- ◆ VC Aggrey encouraged observation of Breast Cancer Awareness Day
- ◆ VC Aggrey spoke of the Road to Reconstruction in response to challenges facing IUN, repairing damage and encouraging faculty communication and involvement, academic freedom and openness, and his commitment to reach compromise; he commended faculty achievement and referred to the need for tough love in decisions about money and low-enrolled classes.
- ◆ He further spoke of actions taken in response to fiscal difficulties: for instance, the elimination of Early Literacy and the Director of the Institute for Innovative Leadership, Staff reduction for the Center for Regional Excellence, and the reassignment of the responsibilities of the Director of Continuing Studies.
- ◆ VC Aggrey noted that all CTE funds have been allocated to traditional academic priorities, and that funds have been provided to CETL and Communication for the videotaping of teaching; he also noted the opening of the foreign language lab, the hiring of a full-time technical director in theater, a CIS networking lab. . .
- ◆ Professor Bodmer asked about Labor Studies and CHHS; A: Labor studies now located in Social Work at IUN, and questions remain about how to integrate Labor Studies into IUN; VC cited complications and questions in Governance and finances ; students will officially enroll in fall of 2008, the President having indicated that we should move ahead; Professor Bankston referred of difficulties involved in systems schools, and the expectation that CHHS would be revenue neutral, generating student tuition and fees to offset costs, which would require increasing enrollment.
- ◆ VC Aggrey reported that no offer has been made for a director of SPEA.

- ❖ The document being prepared by the ALC that would change the presentation of dossiers for Promotion and Tenure not complete.
- ❖ Dean Rominger commended the contributions of previous VCAAs to addressing the problems VC Aggrey spoke of.

VI. General Education Assessment Committee Report. Professors Kilbarda and Fisher: Breadth of Learning. Second Reading

- ❖ Professor Fischer commended the work of the committee.
- ❖ There will be a 2010 implementation of the Outcomes.
- ❖ Professor Hoyert asked whether this requires the approval of the Curriculum Committee; Asst. VC Hass Birky replied that most units have requirements already in place that are parallel with IUB and match existing Gen. Ed. Requirements.
- ❖ Professor Adler asked whether Professional courses will fulfill requirements; Professor Fischer replied that they may.
- ❖ Professor Bodmer noted the vote on October 19 meeting and encouraged faculty to get information from the committee.
- ❖ Professor Flint asked about the biggest change involved, and Professor Kilbarda replied that Breadth of Learning involves no big changes; Principle 1 adds Speech requirement; advanced coursework and intensive writing.
- ❖ Karen Evans suggested that this will help with assessment
- ❖ Professor Jackson asked whether Acting could substitute for Speech. A: not without repeating the whole process.
- ❖ Professor Caucci asked about possible overlap between Arts and Humanities and History. A: many courses can serve both purposes.
- ❖ Professor Contreras asked about the changes that have been made, and suggest that the first bullet under Cultural and Historical studies on the document should include reference to social and ethnic minorities to avoid duplication; after discussion, Professor Bloom suggested that Professor Contreras create an amendment for further discussion; a suggestion was made that Principle 4 covers the ground that Professor Contreras referred to.

VII. Discussion of AAUP proposal

- ❖ Professor Bloom suggested that the proposal be broken down into 5 separate parts, which was moved, seconded, and approved.
- ❖ Professor Hug opposed the first three proposals, as the CRE, Institute for Innovative Leadership, and CETL are a major source of vitality and intellectual life, and suggested that VC Aggrey's changes are sufficient.

- ❖ Professor Goodman spoke for Professor Buckley, who praised the support of the CRE for a poetry project that generated interest in and good will toward IUN; he also proposed tabling the proposal so that CRE could make a presentation.
- ❖ Professor Gallmeier stressed the proposals emphasis on costs and self-sufficiency; not a proposal to dissolve the entities or dismiss their contribution to IUN.
- ❖ Professor Lake suggested that there was plenty of ❖fat❖ to be cut elsewhere, and CRE and CETL make essential contributions.
- ❖ Chen Lin asked about the source of the funding; VCA Aggrey replied that prior to this year the money cam from Lily grants, currently from the campus; he is trying to encourage grants.
- ❖ We might be excluding benefits provided by the Centers that can❖t be quantified.
- ❖ Professor Barr recalled that the original idea of CRE was that they would be self-supporting, which has not happened; questions about costs have not been answered and benefits could be produced otherwise.
- ❖ Professor Evans asked how much would be saved and what would be done with the savings.
- ❖ Professor Gallmeier said that the proposal was meant to open a dialogue about actual costs.
- ❖ Professor Peller noted that funds for grants come from CTE funds, and that CRE involved a lot of money in administrative costs in dispensing a small amount of grant money.
- ❖ Professor Reed spoke to what she saw as misinformation in the AAUP and Executive Committee proposal, saying that the budget was easily available and that CETL as a professional development center was not expected to generate income.
- ❖ Professor Bankston suggested that we should focus on increasing enrollment as a response to fiscal crisis rather than reducing costs.
- ❖ Professor Coffin commended the work of the Centers, and suggested that they represent important goals of IUN; also suggested a focus on enrollment, which the Chancellor has said in the past is not a central concern of his.
- ❖ Professor Hozo raised the problem of an \$800,000 deficit and the limitations that places on new positions and salary increases. He asked that we consider our primary purpose, and think about what we can afford.
- ❖ Professor Gallmeier reiterated the purpose of the proposal: to ask that the administration follow through on the promise of self-sufficiency,; the question was not whether to support CRE or CETL, but how.
- ❖ Professor Bloom moved that the proposal be tabled, which was seconded and passed.

VIII. Adjournment, noon.

Minutes prepared by Doug Swartz

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Last updated: 2 May 122

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