

Faculty Organization Executive Committee Meeting
November 2, 2018
Library 110
12-2 p.m.
Minutes

In Attendance: Susan Zinner (President), Kristin Huysken (Vice President), Sharon Pratt (SOE), Scott Hudnall (Library), Bill Dorin (COAS), Chuck Gallmeier (Past President), Marshelia Harris (CHHS), Dorinda Sattler (CHHS), Crystal Shannon (Nursing), Andrea Griffin (UFC), William Allegrizza (COAS), Mark Baer (COAS), David Parnell (Secretary), Surekha Rao (SOBE), Scooter Pegram (COAS)

1. Called to order at 12:01pm.
2. Approval of minutes: October 5, 2018
 - a. Approved without amendment.
3. Susan Zinner, President
 - a. Constitution Committee: Led by Mark Baer, this committee is updating the constitution to remove outdated references and modernize the document. All committee chairs have examined what the constitution has to say about their committee to see if it is accurate. The draft version of the new constitution is before the Constitution Committee and this group will provide feedback in January, for a first reading before Faculty Organization in Spring 2019.
 - b. Faculty Board of Review: There are seven people on the ballot for the Faculty Board of Review election (Linda Delunas, Mike LaPointe, Tin-Chun Lin, Steve Dunphy, Mark Baer, Crystal Shannon, and Axel Schulze-Halberg). The election will come in mid-November. Faculty question: What are the requirements for eligibility for Faculty Board of Review? The constitution requires a teaching load of at least 50% and that no faculty member has a conflict of interest with the case before the board. Faculty Question: How do we ensure no conflict of interest? This is determined by self-disclosure or identification by other members of the board. Members of the review board must recuse themselves only from individual cases with which they have a conflict of interest. Faculty Question: Can we set up additional requirements for who is allowed to run for the Faculty Board of Review? How can we be sure that they are someone to be trusted with these decisions? Can we establish a list of scenarios that would disqualify someone from running so that when people are nominating themselves they can consider them? A faculty member suggests that we look into what other campuses do about this to see if we can find a precedent. Faculty Comment: We operate under the Faculty Code of Conduct, which requires ethical and collegial behavior. Faculty Question: How long should a person be punished for previous behavior? Bloomington has a rule (<https://policies.iu.edu/policies/aca-17-standards-uniform->

[hearing-procedures/index.html](#)) that requires an individual to recuse themselves from cases but does not prevent them from running in the first place. We could incorporate similar language into our constitution in the current rewrite. This will be included in the rewrite the constitution committee is currently undertaking.

- c. UFC Rep Andrea Griffin will be going solo to the in-person UFC meeting at IUPUI on November 27 because Susan will be away at a conference. She will report back on this meeting to Executive Committee at the January meeting.
- d. Susan distributed by email to the Executive Committee a petition regarding the title “Teaching Professor” for lecturers. It appears that there is widespread opposition to this title from multiple campuses.
- e. The School of the Arts Committee has met once and realizes the urgency to bring recommendations so they hope to have something finished before Christmas break. So the Executive Committee should be able to review those recommendations at the January meeting.

4. William Lowe, Chancellor

- a. He apologizes for not being able to attend our first two meetings and hopes his attendance will improve from here. We have succeeded in getting into the Chicagoland Athletic Conference effective for the 2019/2020 academic year. This is going to be a big deal. It will immediately cut down on travel requirements. We will be expanding sports teams, which means more athletic students, who are good students for us. This will also be good for our school’s athletic reputation.
- b. There was a visit from the administrators to our campus last week. Are there any questions about our meeting with VP Applegate? Faculty Question: Why did he bring up stricter admission requirements, particularly with regards to GPA? Not sure exactly, but the university administration has been thinking about the academic profile of successful students, so that could be why he was thinking of that. High School GPA is potentially a good predictor of college success. On our campus, we have lately been letting in fewer conditional admits, who are not traditionally very successful students. Faculty Comment: I came away inspired from Applegate’s words and his focus on being proud of what we do well and the kind of education we offer. The Chancellor agreed, but noted that these are not new themes and are in line with things the VP has talked about for years. Faculty Question: Applegate mentioned Ivy Tech. Are we collaborators? Are we competitors? We seem to be in an awkward middle ground at the moment. The Chancellor knows what to look out for and believes things are going well so far – administrators from each side get along well. We have different jobs to do and we share a building, and are doing fine. We are not competitors and we have different student populations. In fact, our EVCAA and theirs will be looking at whether students leave one school to attend the other, but the Chancellor suspects that if this is the case, the balance is in our favor. We want Ivy Tech integrated so their students have good resources and know what we have to offer. Faculty Comment: We need to work better with Ivy Tech to figure out how to make their courses transfer more directly, so that students are not disappointed when their courses transfer as undistributed. The Chancellor believes this is partly a problem of how

we characterize this information to the students: it needs to be emphasized that undistributed credits still count toward their total required credits. Articulation agreements about how individual courses transfer are laborious to negotiate and subject to change. Faculty Question: What about the possibility of spreading banded tuition into summer courses for our students? We had discussed this with Applegate. The Chancellor is not sure how this would work financially, since if it worked, we would have higher enrollment and need more faculty but have the same amount of money (since students would not have to pay separately for their summer enrollment). Faculty Comment: Perhaps this would be worth it in the long run if it increased retention or graduation rates. Faculty Comment: Better student advising might convince more students to enroll in summer courses so that they can finish more quickly.

5. Vicki Roman-Lagunas, EVCAA

- a. She apologizes for missing the last two meetings and will try not to do that again. The salary committee is working now to compare our salaries to peer institutions across the country. We have initial reports thanks to the work of Iztok Hozo but need to break down specifics. The comparative data does not look at clinical faculty, which poses a difficulty, so the committee will compare our clinical faculty to those at the other regional IU campuses. More to come with this as it is available. Early results make it appear that assistant and associate professors are in line with comparative data, but we are falling short for full professors. This indicates that we have been starting to hire at better starting salaries.
- b. She would like to thank Susan, Surekha, and Bala for their work on the Dean's Review, which has been very interesting.
- c. Cynthia and Scott are working very hard on AQIP and deserve thanks. The report is due on December 3rd.
- d. Search and Screen: Academic Affairs is trying to make the Search and Screen process more efficient and to clarify procedures. At the end of this year, there will be a template for job postings. Faculty members own the Search and Screen process. A Chronicle job ad will be out next week with our listings for the year. Faculty Question: What does it mean for faculty to own the process? Vicki says that Academic Affairs and faculty search committees will run the process and the Office of Equal Employment Opportunity will only be in charge of compliance. Faculty rather than staff need to be serving as Equity Advisors on faculty search committees. We need more faculty trained as equity advisors. A training on behavior-based interviews will be offered on campus soon and Vicki hopes faculty members will take the training. Faculty Comment: Junior faculty will not feel comfortable to serve as equity advisors. Vicki agrees that it should be associate and full professors serving as equity advisors. We need people to agree to serve in this way. Consciousness of diversity and lack of bias should not be coming in through the search and screen process but should take place at a foundational level throughout the campus. A goal is for all faculty members to be trained as equity advisors. Faculty Question: How do faculty members become equity advisors? There is training that is not extensive but it does require updating

from time to time. Academic Affairs would like to provide a list to Equal Employment of additional faculty members who will serve. Faculty Comment: It seems strange that we have required sexual harassment training but not required unconscious bias training. Yes. We will have two unconscious bias trainings in December.

- e. Faculty Question: Why is a giant screen being installed in Savannah without any faculty involvement? Neither the Faculty IT committee nor the Faculty Facilities committee was informed. Faculty Comment: Andy Kapocius does not work well with faculty on facilities issues. There is a perception that he does not like faculty or respect us. It has to stop. He does not want to deal with people; he wants us to fill out a form that is subsequently ignored. This can be contrasted with IT, which requires us to fill out a form but then gets back to us very quickly. Vicki asks how to resolve this. It is not easy to change people or personalities. But we can use the Faculty Organization structure. Faculty Comment: Andy Kapocius has his own space committee, which is different from the faculty facilities committee. Reports from this committee are that it simply is told what is going to happen. Faculty Comment: Andy Kapocius' harassment of faculty for signage on their office doors or windows needs to stop. He has to treat people with respect. Faculty Comment: All the computers in Raintree 212 are gone this semester. How did this happen? Faculty members were not consulted. Vicki believes a first step is talking to Andy Kapocius directly about these issues.
- f. IU East is far ahead in terms of quantity and range of students for an online program. Faculty Question: Why is there no quality control? Why are they allowed to hire non-resident adjuncts to teach canned, shell courses? Vicki does not think this is the case and believes it is their regular faculty teaching courses they design. She does not know about their quality. Online courses seem to be the way younger students prefer to learn. We are growing our online course offerings significantly. The Office of Online Education selects our courses that will count for IUOCC and those that will not. They try to be equitable in how they distribute these courses and are sensitive to complaints from individual campuses on the distribution. We are getting close to East's overall numbers on online courses.

6. Update on Dean's Review Committee progress – Surekha Rao

- a. A process needs to be set up because there are no records about what was done in the past for this. The proposed process: There will be two co-chairs: one from the faculty, one from the administration. There will be five additional members of the committee. Questions for the review still need to be determined. Will research job descriptions to create questions to evaluate the deans. Have looked to what other regional campuses have done in this process. We hope that a survey will be distributed to all relevant constituents (all faculty from full to adjunct) in the spring and the committee will then get to review the summary report from the survey results. It is not clear what would happen after that.
- b. The proposed process should be presented to Faculty Organization in February for feedback. This will follow a presentation to the Deans' Council and Executive Committee.

7. Discussion about tribute to retiring faculty (Chuck Gallmeier and Alan Barr)
 - a. Plaques for both
 - b. Slideshow of images of both (perhaps Jim Lane could be a resource)
 - c. Schedule speakers for each
 - d. Sheet cake

8. Agenda items for November 16, 2018 Faculty Org meeting
 - a. Items are needed for this agenda. So far the tribute to Gallmeier and Barr is the only thing on the agenda. What else can be included? Could we mention some of the big things coming in January so that January is less of a heavy meeting? Perhaps a mention that the Constitution Committee is working. Will Cynthia be ready to give an AQIP update? Could ask her. Perhaps we could discuss the online classes and who has the right to offer what from campus to campus? Departments just get lists of classes that they are required to teach. Who is in the room that makes these decisions? The Office of Online Education is putting its fingers in many of these decisions. Who on our campus agrees to them? This is an important issue. Susan will find out who can speak about this to us at the November meeting.
 - b. The Office of Online Education will be on campus on December 5th for a meeting with the Executive Committee, but we do not know what they will be talking about. Are they presenting to us? Accepting questions from us? It would be good to have an agenda for this meeting. This should be brought up at Faculty Org so that faculty can submit questions for this meeting.

9. New Business
 - a. Empowering Young Women in Business – a presentation will be right after Faculty Org on Friday, November 16th from 3:30 to 4:30.
 - b. Women's Faculty Luncheon is on Wednesday, November 14th.

10. Old Business
 - a. None presented.

11. Adjourned at 2:33pm.