

Minutes for the Academic Senate Meeting of 19 October 2012

In Attendance: Raman Adaikkalavan, Mahesh Ananth, Oscar Barrau, Elizabeth Bennion, Vishal Bindroo, Catherine Borshuk, Rebecca Brittenham, Kristen Budd, Peter Bushnell, Linda Chen, Karen Clark, Louise Collins, Susan Cress, Marvin Curtis, Glenda Davidson, John Davis, Hang Dinh, Elizabeth Dunn, Diane Economakis, Julie Elliott, Steven Gerencser, Alfred Guillaume, Catherine Hebert, Julio Hernando, Sean Hottois, Sharon Jones, Lee Kahan, Mike Keen, Larry Lambert, Ilan Levine, April Lidinsky, Elisabeth Lucal, Jeffrey Luppés, Monika Lynker, Marta Makielski, Deborah Marr, Jessica McCormack, Johnny McIntosh, Doug McMillen, Susan Moore, Murlidharan Nair, Micheline Nilson, Maria Ochoa Villican, Anurag Pant, Bhavik Pathak, Yilei Qian, A. Ramis, Una Mae Reck, Elaine Roth, Carolyn Schult, Henry Scott, Scott Sernau, Morteza Shaffi-Mousav, Caroline Shapcott, Dmitry Shlapentokh, Alison Stankrauff, Warren Shrader, James Smith, Cynthia Sofhauser, Susan Thomas, Ganesan Vaidyanathan, Dana Vrajitoru, Jeffrey Wright, Qiang Xu, Lisa Zwicker, Lyle Zynda

I. Call to order and approval of minutes

The minutes were approved with minor corrections.

II. Administrative Reports

A. Chancellor Reck

1. Strategic Initiatives: Despite the tight budget, Chancellor Reck will approve approximately \$100K for strategic initiatives. The senate budget committee will determine guidelines and post the announcement in the near future.

2. Healthy IU Program: This program includes about \$50-60K towards health and wellness programs for faculty and staff. Chancellor Reck has formed a committee, co-chaired by Mike Keen and Sarah Ermeti. Faculty will be receiving two emails from them that explain the program and ask them to participate in a survey. Chancellor Reck then asked the co-chairs to further explain the program. Ermeti noted that there will be both IU and specific IUSB initiatives. There will be ten members on the committee: five faculty and five staff. She and Keen will ask for recommendations from the faculty welfare committee and the bi-weekly staff, as well as other committees. She encouraged faculty to take the survey, which will ensure that the program will provide what faculty and staff want. Keen informed the faculty that there will also be a website for disseminating information.

Q: Is the \$50-60K for all IU or for IUSB?

A: For IUSB. This budget is to be used by June 2013, after which Patty Hollingsworth, Director of Healthy IU, will re-budget for the following year.

B. EVCAA Alfred Guillaume

Executive Vice Chancellor Guillaume conducted a “town hall meeting,” during which he answered the following questions from faculty:

Q: Where are we with LEAP?

A: We have formed a new Center for Regional Campus Excellence. Each campus will develop its own initiatives in LEAP through which we will demonstrate to the public, the state legislature, and ICHE that there is a transparent logic to general education where campuses follow the same principles, even if they do not have the same curriculum. We have chosen a couple of programs on the regional campuses to demonstrate how we are moving forward.

Q: Over the years we are slipping in salaries. Is there anything we can do to impress on the powers-that-be that this is important?

A: We have done a great deal to push that initiative with IU. The last three years, we have tried to demonstrate very strongly the case for increasing faculty salaries. For the first time, we set aside \$200K for increasing faculty salaries, and we thought that we had the go ahead to do that, but then came the budget crisis. The second time we were given \$100K to reward a handful of people for excellence. Instead, we used a formula to distribute the money more broadly. IU was not happy with that and Applegate said it was a one-time deal. We can push again this year, but I’m not sure how much we can do. I think he is aware that salaries are an issue on this campus. The new chancellor and vice chancellor will have to take that initiative up.

Q: What can the new chancellor do to tackle this issue?

A: Generate more revenue. Enrollment and retention are critical to the budget. IU is not going to give us the money that it would take to bring us up to average. We have to find that money in our own resources. I think we can do this by increasing enrollment and graduating our student in four years. This is why we are visiting Indiana State, which has a four-year graduation model that we find quite intriguing.

Q: How do we deal with the unwarranted perception in the legislature and the council of higher education that faculty are not doing enough?

A: People across the nation are skeptical of higher education and ask, what is the value of higher education? People don’t understand what faculty actually do. What we have to do is reeducate the public, the legislature, ICHE and others about all the work that we do and how we work with students. The President has taken action to try to reduce tuition through the 25% discount during the summer, which is the response to a very angry public.

Q: There is no question about the benefits of higher education. Where is this skepticism coming from?

Q: It is true that those benefits only go to those who finish. The legislature has a point that students who pay the money and put in the time don’t reap those benefits. But we cannot compare our graduation rates to Notre Dame’s—that’s not comparing apples to apples.

C) Vice-Chancellor Ilene Shaffer

Sheffer reviewed the history of giving to IU South Bend, the recent gifts that the university has received, and the current projects that are underway by the development team. Her presentation can be viewed [here](#).

Q: will the descriptions of the labs in business be online?

A: We have a brochure that we received yesterday and just had printed. The creative design lab is a marketing lab that enables students to make marketing materials; the trading lab is built around a sophisticated database; the ecommerce consulting lab allows students to produce databases and other business projects. We will put the brochures somewhere that will be more visible so that faculty can learn about what these labs have to offer.

III. Reports from Committees

A. Faculty Welfare (Elizabeth Bennion)

Over the past decade, the understanding was that the summer salary cap would be reevaluated and that it would be adjusted for cost of living. In spring 2003, Chancellor Reck and Executive Vice Chancellor Guillaume created a task force to study summer salary and issued a report. That report explicitly stated that the summary salary pool must increase each year to mirror salary increases and to prevent both the erosion of salary value and salary compression. That has not happened. While it is aware of the tight budget, the Faculty Welfare Committee requests that the administration move on this issue to prevent falling further behind the other campuses, as we did with raises for promotion. Bennion presented two proposals for discussion: plan A would increase the cap either by looking at salary raises or cost of living adjustment; plan B would eliminate the salary cap and put in place some other cost control mechanism—perhaps by adjusting summer salary according to the cost of the course plus the profit margin. A faculty member could choose to teach a low enrolled course for less than 10% of his or her salary.

Q: Where did the \$5K figure come from?

A: [Guillaume] It was based on what people were making across the campuses.

A: They also wanted to make it comparable with summer fellowships.

Q: How does the \$5K compare to what other campuses make? We work with the same budget. How did we get to this point?

A: [President Walker] I think this illustrates that point [pointing to a slide indicating the disparity in salaries across campuses].

Q: It seems that the adjustments we are making are for a certain level of faculty. We continue to ignore the newly hired faculty who may not be in that pay range. I wouldn't want to see the money for summer teaching come from money that could address other salary issues.

A: Admittedly, it looks different for junior faculty. When we were in your position, the \$5K looked good because we were all earning under the cap, but that is no longer the case. This doesn't mean we don't want to address the larger issue of faculty salary, but if we always say "this doesn't address the whole problem," we are not likely to move on smaller issues like this one. This can benefit all faculty who choose to teach during the summer. Your point does make the case for the first rather than the second response.

Q: I'm not clear on option B. Would it be based on how many students you have and also on the cost of the course?

A: Elizabeth Dunn would know more about this, since she was at a campus that used this model. You would make 10%, but if your salary was much higher than the cost to offer the course, you could contract with the university to earn less than 10%. There are some dangers with that model. A member of the Faculty Welfare committee said that at a university with this model junior faculty would get pressured into teaching a summer course for like \$750 because someone in the department wanted it to go. There would be a number of issues that would need to be worked out. Elizabeth, do you want to say more about it?

A: [Dunn] You took the cost of the class and compared it with the faculty salary to determine the break-even point. If you drop below the break-even point, you can talk about a pro-rated version. Generally, we would cancel them if they dropped below the break-even point. But this also showed how much the university was making off of each class. We often looked at whole departments so we could see how much revenue they were generating and whether they could take a hit on a low enrolled class. Adjunct salaries were so low that they could go with 3-4 students sometimes.

Q: We already have a minimum enrollment to run a class.

A: [Dunn] But this allows us to see how much each class is costing the university instead of having an arbitrary number like 10 students.

Q: Some programs have to run courses in the summer for students to meet requirements. If we couldn't run those courses, we would be in big trouble. I would like to know what other campuses are doing.

Q: The question we keep circling around is, why do we offer summer classes? Is it to advance the students education or to make money? Those are not necessarily on the same track. If we are trying to get students through faster, then we should offer classes at a loss. If we are trying to make money, we should offer introductory courses with high caps, hire adjuncts to teach them, and just rake it in. We need to have a philosophical discussion about why we run summer classes.

A: [Dunn] That's why we did this at a department level, because it gave us some flexibility.

Q: If we look at other campuses and their model is acceptable, why don't we adopt that?

A: The regional campuses don't have a uniform policy, but we will certainly look into what they are doing.

A: [Guillaume] As we see more standardization across regional campuses, we are likely to see more standardization regarding summer salaries and maybe salaries across the board. The Chancellor and I have already begun looking at summer salary and some scenarios for addressing it—for example, what would it cost us to go to 10%? Or maybe

we should have a firm number, like \$7500. We are doing those studies and that is something that we are going to leave as a recommendation for the next leadership. It's not that we've ignored the issue; we've worked on it for several years and discussed it with Applegate. The budget just didn't fit, and the 25% tuition cut makes it more difficult. A: This is why we were looking at option B. At the very least, there will be a recommendation going forward. The committee on faculty welfare would welcome your input. Feel free to email me (ebennion@iusb.edu). Alfred and May, it would be great if you would meet with the committee so we could discuss the numbers you and Johnnie have been looking at and talk together about what the recommendation should be as we move forward.

B) General Studies

Now that the General Studies Curriculum is under the purview of CLAS, the General Studies committee recommends that the senate General Studies committee be disbanded. Dean Dunn will form a new committee under the umbrella of CLAS but will include representatives from all the major units on campus, who will be full voting members. The General Studies committee will present a resolution for a constitutional amendment to this effect at a future senate meeting.

IV. President Lesley Walker

Reception: There will be a reception on the 15th for all tenure-track faculty members who have been here for 5 years or less to talk about the importance of faculty governance. The event will be held in Fireside A&B and will include refreshments. President Walker has asked Chancellor Reck and Executive Vice Chancellor Guillaume to attend.

Salaries: President Walker discussed faculty salaries, "which can only be described as too low." The salaries have flat-lined and are out of line with national averages, according to the AAUP data. Compression also continues to be a problem; the disparity between IU South Bend salaries and national averages increases with rank. In the recent survey for what faculty want in a new chancellor, 60% of respondents ranked faculty salary the number one priority. At the next senate meeting, Bill O'Donnell will inform the senate that there is a deficit, and we are mindful of the financial state of the university. However, it is clear that the faculty does not understand how the campus has fallen this far behind. President Walker emphasized the faculty's appreciation for the efforts that Chancellor Reck and Vice Chancellor Guillaume have undertaken to address salary compression. While John Applegate has indicated that IU will not make further efforts to increase salaries, she encouraged the administration to treat "no" as a "starting point for negotiations," not a "definitive answer."

V. Announcements

Flu shots are available at the Health and Wellness Center until 1:00pm today.

Women and Gender Studies is bringing Marge Piercy, noted poet and writer, to campus on November 2nd. Her presentation will take place in the Grille at 2:00pm.

Open enrollment for health insurance is approaching: packets will be mailed today, and the information is already available on the HR website. The information sessions will take place on Thursday in SAC 225 at 10:00am and 1:00pm.

The Deans Seminar will take place at noon today. John Mayrose from Arts will be presenting.

Q: Will the junior faculty receive an invitation for the reception?

A: Yes. Has everyone received an invitation? [Several faculty answered "no".] We will make sure everyone gets one.

VI. Adjournment

The meeting adjourned at 11:28am.