

Academic Senate agenda October 15, 2021

Present: R. Adaikkalavan; J. Amellio-Ashbrook; M. Ananth; K. Bailey; D. Blouin; A. Borders; R. Brittenham; L. Collins; D. Davis; H. Davis; J. Deranek; D. Douglas; M. Edmondson; S. Elrod; J. Essig; J. Feighery; W. Feighery; T. Fisher; S. Gerencser; S. Jang; N. Karakatsanis; B. Labbe; A. Lidinsky; B. Lucal; K. Ludy; D. McMillen; M. Merhi; B. Mociulski; S. Moore; Je. Muniz; Jo. Muniz; S. Nichols-Boyle; S. Opasik; A. Pant; J. Resler; E. Roth; C. Schult; M. Shaffi-Mousavi; M. Shockey; J. Smith; C. Sofhauser; T. Spencer; B. Spinda; D. Surma; K. Takanashi; S. Thomas; C. Vlaeminck; J. Wells; M. Wenta; B. White; K. Wilson (51)

In Zoom: V. Bindroo; M. Block; K. Bregu; J. Burch; J. Campbell; Y. Cheng; N. Colborn; D. Economakis; K. Ervick; T. Fong-Morgan; C. Gerken; A. Gretencord; H. Hakimzadeh; C. He; M. Heck; J. Hernando; M. Holland; H. Jones; V. Kwong; I. Levine; C. Lisoni; J. Luppess; M. Lynker; M. Mancino; M. Marmorino; J. Mattox; G. McGuire; K. Mecklenburg; A. Meisami; S. Merken; M. Monroe; M. Oake; K. Okrah; B. Pathak; K. Quimby; T. Randall; R. Reddy; C. Robinson; A. Savvopoulou; R. Schimmrigk; A. Schmitz; D. Shively; N. Somerville; Y. Song; J. Shrader; A. Swain; M. Tetzlaff; J. Thompson; S. Torkzadeh; B. Tourtillotte; J. VanderVeen; D. Vrajitoru; H. Zhuang; L. Zynda (54)

1. Call to Order

A few remarks before meeting. EVCAA cannot join us, but welcome to the Chancellor and Associate Vice Chancellor of Operations and Initiatives, Doug McMillen.

Second, we are all still working on responding effectively to the pandemic we continue to find ourselves in. Given that the pandemic has extended, the Executive Committee has been developing ways to improve the virtual Zoom aspect of the Academic Senate meetings. In response to feedback from the last meeting, we have microphones here today. We're going to encourage people to use them and to introduce themselves before they speak. This is for substantive comments. Hopefully this will make hearing the proceedings much easier.

The question of how we want to hold our Academic Senate meetings may change in the future; this can be revisited, and the Zoom option may not continue to be a feature. Now, in the midst of the pandemic, it is important that we make the virtual aspect robust so that everyone can stay informed and involved.

To that end, the executive committee has spent a lot of time thinking about voting procedures, which are really important to get right. So, here is our plan for now, procedural voting (end discussion, etc), will be conducted by people in the room, which has always been the case.

For more significant issues, or action voting, we (which is to say Julie) will circulate ballots this afternoon, shortly after the meeting. Because several of these items have a tight timeframe, the

turnaround for that voting will be compressed. So, look for these emails. We understand that in the past, because they come from Qualtrics, some ballots have gone to faculty Junk Mail. Please check your Junk Mail! Faculty have even created email rules that redirect Qualtrics back into Inbox.

I also want to take a moment to point out the additional labor, often hidden labor that goes into putting together a bi-modal meeting. I know this is work that many of you had taken on. I'll just note that the minutes for the September meeting involved the secretary combining two documents, the in-person meeting and the chat, in order to recreate the account of us talking to each other. And I had not considered that new step until I read the minutes. So, thank you for your time on that.

Question about Roth's remarks from Pant: Concern about procedural votes and whether we can state in person only.

Schult: We do have procedures for doing electronic balloting, but we've never done balloting for procedural things like this. The quorum is the people in the room. So, while we are trying to accommodate people not here through chat in Zoom, they do not really count as members of this meeting in the same way. We're doing the procedural things here, but we have the electronic ballots and that is why the action items are being sent out via electronic ballot. It is a compromise.

Neovi: Qualtrics votes on compressed time scale. How long?

Roth: This time a week, other times might be 3 working days.

2. Approval of September Minutes [[LINK](#)]

Minutes are approved.

3. PTR Committee Election:

President Roth has asked for an addition to the agenda due to the resignation of a member of the PTR committee.

Approved to be asked and added.

Need a 3rd full professor. Louise Collins has been nominated. Any nominations from the floor?
Any nominations from chat?

None.

Move to closing nominations. All in favor—yes. Nominations are closed.

Louise Collins voted in by acclamation.

3. Strategic Plan – Susan Moore and Justin Amelio, Campus Directions Committee Co-Chairs
[\[LINK\]](#)

Campus Directions Committee Report:

- History of Planning 2020-21
 - Information gathering - [CDC](#)
 - Discussion and consultation - [TimeLine](#)
 - MVV, Titan Creed - [MVV](#)
 - Strategic Plan - [PLAN](#)

Moore: I know you have all participated in this process. I am excited to tell you where we are with this process. This is the beginning of our process of seeking your endorsement of this plan. Wanted to start with history of this plan. As you may remember many meeting and information gathering plans. With the Campus Directions Committee and different task forces that we built for this plan.

Mission/Vision Statement: last year we created the mission/vision statement and the Titan creed. Since that time we began working on a series of goals

All of this information on the big screen is on the [Chancellor's website](#).

I hope you have had a time to review this material. We will be coming back in November to hopefully get your endorsement.

Questions:

Pant: 2 comments—we have faced a 30 year decline in students; but can we have a section that talks about what happens if this continues for the next 5 years, 10 years. Also, is there something that tells us what each of us has to do?

Moore: We are making a plan that is both aspirational and achievable. And it is hard to make a plan and know if it is all achievable. The enrollment challenges are not unique to us.

But we know as educators that there are students who will benefit from what we have to offer. As a campus we have to work together. There are people in place on campus who are doing the work of the plan. The plan guides us together in one direction.

This is the part of the plan that is ready for your endorsement.

Surma: Former co-chair of this committee. We do not have directly a contingency plan. We have to assume that people are working on the what if.

I think what you're getting to is the implementation of the plan.

Bringing it down to the granular level, they will have to work with the various groups on campus

Elrod: Good morning. Chancellor. First of all, want to thank Dave and Susan. It was a tremendous effort and I want to commend that. I reviewed every single word of the plan. I am supportive of this plan. A point to add on implementation. I want to ensure the group that we already have some groups working on parts of the plan. There are existing groups that are going to be charged with making things happen. Each vice chancellor is attached to one of these goals. So much of what is here, is work we are already engaged in.

Last comment on enrollment. We are in very uncertain times right now. No one on the planet has been through what we've all been through. No one in higher education had been through what we've been through. That first outcome is to shoot for a stable student enrollment. We got to work on plans to get to that stable enrollment.

No comments from the chat.

Moore: I hope you have a chance to look at the information on the website. I will see you in November to ask for your endorsement.

4. University Faculty Council report from April 27, 2020 meeting – Shawn Nichols-Boyle and Scott Opasik, 2020-2021 UFC representatives [[LINK](#)]

Opasik: This was the last UFC meeting of the spring. Happened one week after our last senate meeting.

There was an update to the code of academic ethics. Faculty/student relationships – nondisclosure is a violation of this policy. Be sure to read the 2nd paragraph. It is a call for rigorous reporting, not an outright ban. This policy is not on the policy website. Roth said she can follow up on that.

Climate action plan: goal is to have university wide financial plan by 2025. One of the chairs will be from a regional campus.

An amendment to change bylaws so we can create a new information technology policy for the university.

Did pass an upgraded grading policy (combining 7 policies into one).

Any questions?

Wells: Looking at the wording of the language regarding faculty/student relationships. The wording seems extremely broad. Thinking of faculty/staff relationships—if a staff member availed themselves of continuing education—would that create a scenario that a faculty member would have to report to the Dean.

Answer: Yes.

Opasik: explains wide variety and why not outright ban

W. Feighery: Do other faculty members also have a reporting obligation?

Roth: It is the faculty member in the relationship and not other faculty that have the reporting obligation.

Roth: 2 quick notes—the DEI is really nice. I think Torstrick played a role. 33 has not been posted because it is going to be revisited.

5. Academic Affairs Committee – Jamie Smith and Denise Henderson, Co-Chairs

A) Late withdrawal policy fall 2021 [[LINK](#)]

Smith: Co-Chair of AA Committee. 2 proposals, somewhat related. Bringing forward proposals passed last spring and fall. I spoke with registrar last before this meeting – should be said end of class not end of term.

Move to accept the “end of classes” not “end of term” (change on ballot)

Smith: Questions

Pant: Why make this policy permanent?

Smith: Because it is related to pandemic. If we wanted to make it permanent, committee could look at it.

Gerencer: Data questions

Smith: We do not have it and registrar could not be here today

Marmarino in chat: : I think there should be some kind of penalty for excessive withdrawals - late or not. Students routinely take on more than they can handle due to family issues, work schedule, and/or health issues. Letting students repeatedly withdraw and re-enroll to have the same problems the following semester does not help students. Maybe there should be a limit of X withdrawals allowed for a degree? Increase to X+Y for Covid era? Maybe W grades should count as F for determining probation? Probation is not so much a penalty, but more a means to allow students to recover.

Smith: We could take those things into consideration if we consider it being permanent

Moore: There are financial aid policies in place to penalize students who do it too often.

Wells: Do we have data on allowing extra withdrawals running afoul of their financial aid responsibilities.

Smith: I do not know. We would have to look into that.

Fisher: Move to close, Seconded.

Discussion Closed.

Roth: Look for this ballot this afternoon.

B) GPA auto withdrawal [[LINK](#)]

Smith: the request to change to end of classes for the fall 2021 term.

Lucal: Director of GPA. They are required to complete it as a condition of their graduation. On behalf of GPA students making this change will help the financial and academic damage to these students.

We are hoping non-responsive students can be administratively withdrawn (different from auto withdraw, which is student driven).

In some cases it is because the students think they are in trouble. So they will disappear and take the F. We know there is only so much you can do, but a W does give them some ground for a bursar appeal. Happy to answer any questions.

Smith: Any questions?

Pant: IUSB Course Commitment policy. I have some questions about these policies. These were set up to help students, they were not meant to be punitive, but I think that part needs to be built into this policy. If you force them out in the 4th week, you lose the opportunity to let them come back, why should we give faculty the power to remove them?

Pant: We had a situation where a student wanted to come back and were told no

Hadi Alajmi (SGA): What is the process for administrative withdrawal for students?

Smith: Describes situation, note it turned out better for long term interests. Always done with students best interests in mind

Pant: Can we specify commitment? Attendance is clear? But commitment is not? If no warning, then faculty should not be able to removal

Smith: note this is about course commitment policy, which can come up at next Academic Affairs meeting.

Neovi: What percent of GPA students find themselves in this kind of predicament?

Lucal: Last fall distressingly large, this fall, much less. Concern is next fall that excitement won't be the case.

Motion on changing language. Seconded passed. Passed

Motion on closing discussion. Seconded. Passed.

Roth: Look for this ballot coming out this afternoon.

6. Indiana College Core Certificate – Associate Vice Chancellor Doug McMillen [[LINK](#)]

McMillan: IU is proposing an IU college core certificate. This was part of the agenda, so you were able to review the certificate. Early college high school/IU college core. Some background—the ICC was formally know was the state wide general education transfer core.

State statute mandated (Senate Enrolled Act 182)

Found that this included at the high school level. ICC is 30 credit hours (W131, S121, L202, etc). Leaves 4 courses that can be chosen by the institution. When students bring this in, we have to accept this as their transfer credit.

2 years ago, 48 schools; now about 98. Local schools marketing it—including Mishawaka High School, sophomores can begin earning ICC and have partnered with Ivy Tech Community College, can also do with ACP, etc.

We have a lot of partnerships going on with our high schools. What we find in the state of Indiana, vast majority of these are earned with IVY Tech, we are 2nd, but in terms of receiving we are first.

It is in our financial interests, but as important, we need to be in control of the curriculum as much as we can. IU is trying to get involved with this. Developing a certificate that would require 15 of those 30 credits that must be earned through IU.

We have to think of it as another ICC milestone.

Any course identified by the delivery campus as meeting this ICC competency and included in the ICC Certificate MOU.

We would make these modifications. This will be a heavy list – working with the high schools, etc. IU hiring a Program Management Specialist for each of the regional campuses. Question is before you now to review this certificate proposal and vote on it at the November meeting.

Will be holding information sessions: 11/5 E&A Room 1010 (9 and 10 & 2 to 3)

Wells: Regarding this new staff member—what office are they an employee of?

McMillen: They are to our campus. Admissions and to ACP and another academic unit

Wells: As they go to our regional high schools, to what extent will this material be branded as IUSB material? As much as I love subsidizing the IU system, I would love them to come here.

McMillen: marketing it as IUSB material

7. Constitution updates - Steven Gerencser, Policy Committee Chair [[LINK](#)]

Gerencser: We at policy committee responding to request from executive committee. Some committees have members from pro-staff and bi-weekly. So changing membership.

Questions?

Lucal: I understand why they chose to combine themselves. My concern is that they lose 50 percent of their membership. I would rather have 2 members representatives.

Jean: (staff council). I agree with you. Not opposed to two members, but it is not feasible right now. We have lost a lot of members do to staff turnover and staff feeling like they did not have voice (so even if 2 members, there was often only 1 vote). So, we're not losing a vote.

Langston: (staff council). We came together because our different categories are not as separate as they used to be. I disagree with our request and ask you table it for a while.

Gerencser: It is reasonable to create language that creates language for 1-2; policy committee would be happy to table this

Lucal: I would make an argument that we need to take this seriously. Low morale, low salaries, etc. We need them right now. Now is not the time to diminish their standing.

Pant: move to table; vote to table. Passed to be tabled at this time.

8. Chancellor's Report – Chancellor Susan Elrod [[LINK](#)]

Elrod: For Campus Climate Resilience Committee, we are waiting for a staff member to be assigned. A broader conversation needs to be held and perhaps this can be discussed this spring.

Admin Updates:

Interim VCAA for Administration and Finance—Dan Petree (from Registry); begins 10/18 will run through academic year. Was a faculty member and Dean in Business.

Search for Director of Accounting Services is nearing its final stage.

Receiving extra support from IU during these times--Melissa Hill, IUSE is assisting with transitions for VCAF and Director of Accounting.

Will also be soon launching a search for VC for University Relations and Advancement. Plan to get position posted before the holidays.

We will be going back to in-person finalist interviews.

Diversity Hiring Initiatives:

Allow campuses to hire tenure track faculty in traditionally underrepresented groups

Money is being pulled from reallocated funds and gifts.

We are looking at how to submit proposals to take advantage of these funds.

- **\$30 million investment** across seven years, across all IU campuses.
- Will focus on **hiring from groups traditionally underrepresented** in higher education.
- Will **support the academic needs and goals** across a **broad range of disciplines**.
- Initiative will employ **reallocated resources** from **non-academic** services, as well as **external gifts**.
- Positions will be supported for the **first three years**, then campuses must take over full costs of employment.

Also looking on some local coordination efforts there is a staff group and a faculty group effort going on. EVCAA Pearson has been looking for faculty members to serve on this group.

Want to close on update with what I've been doing. I've developed this regional development framework. Wanted to share a few examples of recent engagements:

100 Black Men of South Bend: met with new leaders

History Museum: several deans serve on their board

IUSB was chosen as their tribute to new American worker

Lots of time with Elkhart/Government Relations/Convened other Presidents and Chancellors,

Goal is to go out and bring things back to campus groups, such as the community engagement center, Senate Community Engagement Committee and others.

Questions?

Shockey: Another time to talk about the Diversity Hiring Initiative?

Elrod: More will come out through Deans and Departments.

9. President's Remarks – Elaine Roth

Want to take a moment to report on two items:

- 1) The Executive Committee met with IU Vice President Susan Sciame-Giesecke in late September. Every year, IU visits the IUSB campus. This was an unusual version of that visit, because Susan Sciame-Giesecke comes from one of the regional campuses, IUK, and brings a very regionally-specific perspective to her role as IU VP. Which is very welcome.

Among the initiatives she put on our radar that she hopes the regional campuses can capitalize on are:

The first, IU funding for on-line Certificates or Badges; also heard about at one of the Regional Chancellors' Leadership meetings.

The second, IU President Whitten's investment of resources to diversity hiring for tenure-line faculty.

In closing Vice President Susan Sciame-Giesecke had a lot of energy for the regional campuses which is really welcome.

10. Announcements

A) Smith - FACET inductees

Congratulations to Mohammed Merhi & Jennifer Deranek

Moore: Scholarship Arts Sale November 3-6. Proceeds benefit scholarships,

Zynda: Dean's Seminar, Zoom & UCET: Stacie Merken, Assistant Professor of Criminal Justice, topic, "Covid 19 and Prison Environment."

Davis: [IU Fall Symposium on Educational Inclusion](#) 11/12 & 11/13

Jo. Muniz: Live events on campus; concerts, check arts.iusb.edu to see events through November and December

Thomas: Veterans Book Club next Thursday

Motion to adjourn at 11:38 a.m.

Special Section:

Announcement from General Education Committee:

The following policy was voted on and adopted by the Academic Senate General Education Committee.

Update the bulletin language regarding the FX policy for General Education Common Core Courses

General Education Common Core courses are variable title courses and from one semester to the next variable titled offerings may change.

The Senate General Education Committee has approved the following policy:

1. Students who wish to FX a Common Core course may do so with another Common Core course that has the same department and course number code. For example, a student may FX a course that is listed as a MUS-T190 with another course listed as MUS-T190, even if they variable titles for the courses are different.
2. The FX policy can only be applied for General Education Common Core courses that have the same department code and course number code.
3. Students may NOT FX a MUS-T190 for an ENG-T190 course, nor can they FX an ENG-T190 with an ENG-A190.
4. Students may request exception to the above policy by petitioning the General Education Committee.