

**INDIANA UNIVERSITY KOKOMO
FACULTY SENATE RECORD**

September 2021 MEETING*

Attended by: Alshuwaiyer, Bain-Selbo, Baxter, Bettegnies, Blackwell, Brown, Canada, Canbaz, Carter, Caruvana, Chauret, Clark, Coby, Cook, Cox, Darr, Davis, Davis, Deerly, Doss, Downey, Finkler, Fisher, Galasso, Geiselman, Grubb, Hampshire, He, Heath, Hendricks, Holcomb, Hunt, Hur, Jaworski, Jones, Kaiser, Keener, Kingsley, Korne, Krabbenhoft, Lee, Leicht, Mason, Masuda, Maze, McLean, Medley-Rath, Mihai, Mohkamkar, Moore-Beyioku, Morgan, Nellis, Oslawski-Lopez, Pratt, Preece, Rifai, Rosales, Saam, Salmeto-Johnson, Schelling, Sebastian, Shine, Smith, Sposato, Stanley, Steel, Sullivan, Swartzendruber, Tebbe, Thomas, Tupa, Wang, Waters, Weller

Quorum met

TOPIC	DISCUSSION	ACTION
Approval of Minutes of April 2021 meeting		Approved
Remark (Cook)	It was announced that all faculty received a raise of 1.93%; summer faculty fellowships were increased to \$8500; Faculty Senate Committees were almost finalized; and that most of the previous academic year's committee reports had been submitted.	None Required
IUK Honors program (Doss)	A description of the IUK Honors program was given, including the extent of the program and how many students were involved. The IUK Student Research Symposium was planned for Spring 2022. Questions regarding the program or how to get students involved may contact Erin Doss.	None Required
DEI requirement discussion (Cook & Finkler)	<ul style="list-style-type: none"> • The Faculty Senate Parliamentarian provided a reminder of Robert's Rules for Meetings, how members would be recognized, and the order of preference for who would be called on to speak. • Concerns were raised regarding some of the language in the proposal and that some of the statements could be anecdotal. • It was noted that enough evidence existed (from conversations, diverse students and faculty leaving, difficulties recruiting diverse students and faculty), that the problems addressed in the proposal were not anecdotal. • It was noted that due to the way disciplinary and personnel decisions are kept confidential, many may not be aware of the extent of the problem. • A error was noted in the text regarding a listing of the School of Nursing and Allied Health Professionals. • Concern was again raised that little data existed to justify the motion. 	Passed

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> • It was noted that DEI training is commonly conducted nation wide. Even small occurrence rates of discrimination are not good. DEI training can help with better word choices that will help improve community interactions or recruiting efforts. • Concern was raised regarding enforcement or vigilante justice. • It was stated that the campus should move towards making the campus a more welcoming place. We should be aware there are also other larger factors that impact student recruiting. DEI training will not be the full solution. • It was noted that administrative support is also needed. This motion is faculty led and driven. • It was noted that the deans were in favor of the motion. • It was clarified that the proposed taskforce will put everything together. • It was questioned how the taskforce would be put together • It was stated that the deans would reach out to faculty for volunteers. 	
Sabbaticals proposal (Finkler)	<ul style="list-style-type: none"> • Background was provided for the motion. Faculty had raised concerns due to the inconsistent way sabbaticals had been awarded. They had been treated as competitive awards, as opposed to a benefit. A large percentage of applications had been turned down. • A PowerPoint was presented listing the key items of the proposal. <ul style="list-style-type: none"> ○ Sabbaticals are a benefit, no longer competitive ○ Units will develop multi-year plans to allow for more equitable usage of sabbaticals and minimize academic disruption ○ Academic Affairs will consult with deans to plan budgets ○ Deans will be more involved in the process ○ FDGC will review applications only for priority or at the request of the faculty • Concern was raised why the proposal for the Tenured faculty only, and not also for Senior Lecturers and Teaching Professors. • It was clarified that sabbaticals are only a benefit for tenured faculty with a research component to their position. Senior Lecturers and Teaching Professors can apply for Sabbatical-Like-Leaves, but those are a separate program with a different funding source. • Clarification was requested regarding the usage of the term 'unit leaders' • The term was left intentionally vague to allow for flexibility within units. 	Passed

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> • Concern was raised that there are still difficulties with units that cannot cover the teaching load of a faculty taking a sabbatical, or when there is a disconnect between the faculty and the chair/dean. • It was noted that deans/chairs are still the best people to see to a departments needs and can make more informed decisions on who/when sabbaticals can be taken. • It was noted that in the instances when faculty and their dean/chair cannot come to an understanding, the FDGC can serve as a check-and-balance or alternate voice to the VCAA. Ultimately, all sabbatical are decided by the VCAA. 	
Program coding discussion (Downey & Cook)	Background was given regarding coding programs as on-campus, hybrid, or on-line. A temporary solution was found over the summer, but we must think long-term about what percentages of online vs in-person instruction is appropriate for our campus. Academic advisors and in-development technologies will monitor students to ensure they do not go over a certain percentage. Examples of IU East and IU South East were given. When students transfer into the university, all transfer credits will be considered as in-person. There is no way to verify from a transcript which classes were in-person vs online. Hybrid courses will be considered in-person classes.	None Required
Nominating committee elections (Cook)	No discussion was held	
Visiting lecturer voting rights (Cook)	No discussion was held	

Respectfully submitted by
Peter Tupa, Secretary