

.INDIANA UNIVERSITY SOUTH BEND – ACADEMIC SENATE

MEETING MINUTES

March 25, 2012 - Wiekamp 1001 - 1:30 PM

Attending: Adaikkalavan, Ananth, S. Anderson, T. Anderson, Bennion Turba, Blouin, Borshuk, Bushnell, L. Chen, L. Collins, Cordell, Costea, Cress, K. Douglas, Dunn, Economakis, Fong-Morgan, Heck, Hinnefeld, Isaacson, Kwong, Lambert, Levine, Lidinsky, Lucal, Lynker, McGuire, McIntosh, McMillen, Mettetal, Meyer-Lee, Mociulski, Nashel, Pant, Reck, Saksena, Schult, Shlapentokh, J. Smith, K. Smith, Sofhauser, Spitzer, Stankrauff, B. Thomas, S. Thomas, Torstrick, Trottier, VanderVeen, Vollrath, L. Walker, Wells, Wright

In President Gerencser's absence, Vice President Saksena opened the March 25th IU South Bend Academic Senate meeting at 1:35 pm in DW 1001. Lacking a quorum, Saksena moved to the administrative reports.

1. CHANCELLOR RECK

- *Air Conditioning.* The Chancellor reported that the air conditioning was unavailable over these weeks of unseasonably warm weather because it is too soon to start the chillers. Once they are started, if the weather cools, we couldn't turn the heat back on. The chillers are, however, being prepared, to be ready for when warm weather arrives permanently. She deferred to Mike Prater, who spoke of the difficulty of turning the chillers on and the risk of freezing.
 - Q: Will the new AC systems in the Administration and Education/Arts buildings have more flexibility, like the system in the SAC?
 - A (Prater): The new systems will function like the old ones.
 - Q: What's the status of the air conditioning in Wiekamp?
 - A (Prater): Those chillers are being prepared.
 - Q: Could you issue an explanatory message about the chillers and air conditioning every year, quickly following the return of warm weather, so that students and faculty understand the reasons for why the air conditioning isn't turned on right away?
 - A (Reck): Yes, that's a good idea.
 - Q: Can we purchase large fans for Wiekamp for the period before the air conditioning comes on?
 - A (Prater): That's certainly worth looking into.
 - Q: The new cooling tower on the top of the cafeteria is really ugly; is this permanent?
 - A (Prater): There is sandstone siding that hasn't been put on yet.
- *Budget.* The IU salary policy was released today; the Chancellor's understanding is that the raise pool is 1.5% for all IU faculty and staff, and an additional 0.7% is an option for all campuses, to be awarded based mainly on merit, and pending approval by Vice President Applegate. At IUSB, implementing this salary policy will lead to an additional \$1 million shortfall in next year's budget. We will address this shortfall, but we will keep the academic mission in mind.
 - Q: Will IUSB exercise the 0.7% option?
 - A: That is under discussion; we hope so. We hope to use the money that has been put aside to address salary compression.
 - Q: Isn't the 0.7% supposed to be for merit?
 - A: The policy specifies "mainly" merit, so there's the possibility for some flexibility. Also, the 1.5% is not necessarily across-the-board, but rather a pool, and so there's some flexibility there as well.
 - Q: Must we go through the considerable work of determining merit raises, when at 0.7% the result is not a significant increase?
 - A: I understand, but we must follow IU policy.
 - Q: Is the budget shortfall caused by this policy an additional \$1 million more than *projected*?
 - A: No, the \$1 million pertains to one of the scenarios that we projected.
- *SAC Fees.* Because the reduced SAC membership fee hasn't resulted in increased membership, that subsidy will be discontinued. In consultation with the Senate Faculty Welfare Committee and Senate President, the Chancellor's Cabinet has developed a sliding scale membership fee, beginning in fall 2012.

- Q: Would it help SAC finances if we allowed individuals in the community to become members? I'm aware of individuals who'd be interested in membership, and of institutions, like Wayne State, who offer this.
- A (Vice Chancellor Jeff Jones): The operations of the SAC are primarily funded by student fees, and so the idea is that the SAC should be fully available to those students; having community members may make it less convenient for students. We also may not attract many community members because they have other very competitive options. But this could certainly be considered. Athletic Director Gary Demski and I have been thinking about having a SAC advisory board, to help us look at other ways to reduce costs, since SAC operations have required subsidies from the general fund. But the primary mission of the SAC is to serve the students, and we need to ensure that.
- Q: What about different levels of faculty membership, such as walking-track only?
- A (Jones): We haven't considered that, since our focus has been on students. But we'll think about that.
- Q: Aren't there legal problems with members from the community, since an organization funded by the state is disallowed to use those funds to compete with private businesses?
- A (Reck): I believe so.
- Q: Won't the sliding scale likely lose those at the high end of the scale, whose membership fees are supposed to fund the lower end, and thus not achieve its financial end? Wasn't the original idea, in any event, not a business one about the SAC, but about the wellness of the faculty—and hence lowering health-care costs? The small savings achieved here seems short-sighted.
- Q: Yes, it seems like wellness has been an IU priority: wouldn't subsidizing SAC membership relate to that? Are we over-concerned with a short-term revenue issue, compared to the long-term wellness benefit?
- A (Reck): Yes, I understand these points. On the issue of wellness, Human Resources Director Sara Ermeti is planning some presentations. But the reality is that SAC student fees have dropped because enrollment has dropped, and so SAC financing needs revisiting.
- Q: What about the extra health-insurance premium for those who use tobacco? Couldn't that be funneled to wellness efforts such as this?
- A (Rec): That'd have to be an IU decision; we've asked for this in the past, and we'd support it now.
- Q: When are we going to find out more about the IU Wellness Grants that we heard about in the beginning of the year?
- A (Sara Ermeti): We hope to have an IU representative here on campus by the end of April to provide more detail on this.
- *Dining Services.* The Chancellor reported that Director of Dining Services Steve Rose has left to be Head of Nutrition at Memorial Hospital. We will hire an interim Head of Dining Services from Sodexo, who will start on Monday, be introduced at the April Senate meeting, and serve until December 2012. The Chancellor deferred to Vice Chancellor Bill O'Donnell: Rather than borrowing an interim director from another IU campus, we turned to Sodexo because other campuses already contract out their dining services and because of Sodexo's presence in the South Bend area. We don't really know the potential of our new dining facilities; Sodexo thinks we could improve hours of service, quality of food, and revenue, and they believe that they get better pricing than we do for supplies. We will be paying Sodexo what we were paying Steve Rose, and they will also provide consulting on how to improve our operations.
- *Summer sessions.* Registration for the summer sessions begins next week. Continue to highlight to students the 25% tuition discount.
- *Governor's Arts Awards.* The ceremony for the Governor's Arts Awards will be held at IUSB on April 26; we're the first regional campus to host this. Local recipients include musician and philanthropist June H. Edwards and our own Professor of Piano, Alexander Toradze.
- *Commencement.* IUSB Commencement is May 8. This year, the Chancellor will distribute the diplomas and the deans will greet their graduates. Elizabeth Bennion, as this year's Lundquist Fellow, will be grand marshal. The student speaker will be Cory Gilmartin of the SGA.

2. CALL TO ORDER, APPROVAL OF MINUTES

With a quorum established, Vice President Saksena called to order the March 25 meeting of the Indiana University South Bend Academic Senate at 2:07 pm in Wiekamp 1001.

Approval of minutes from February 24, 2012 Senate Meeting. **Motion to approve minutes—M/S/A** unanimous.

3. ASSOCIATE VICE CHANCELLOR JOHN MCINTOSH

Associate Vice Chancellor McIntosh, filling in for Executive Vice Chancellor Guillaume (who is in France), passed on greetings from the EVCAA, who will return to South Bend by April 5 and be back in his office on April 9.

- *Sabbaticals.* Academic Affairs has made its sabbatical recommendations to the Chancellor, who has in turn sent her recommendations downstate. Although the timing feels slow, we're ahead of the normal schedule on these.
- *Dean searches.* Both the EDUC and CHS dean searches will need to be extended. We're hoping that the chairs of the search committees will continue in their positions, and that Karen Clark and Doug McMillen will continue to serve as interim deans.
- *FACET.* Congratulations to Jake Mattox and Lee Kahan, both of English, for their election to FACET. Congratulations to Mattox for his dean's seminar, as well, which immediately preceded the Senate meeting.
- *Grand marshal at graduation.* Elizabeth Bennion is serving as grand marshal because she is the Lundquist Fellow, which the Chancellor's Cabinet has determined will be the regular practice; when there is not a Lundquist Fellow, the President of the Senate will serve as grand marshal.
- *Lundquist Fellow talk.* Elizabeth Bennion's talk (on women in American politics) will be Thursday, April 5, 5:30-7:30 in DW 10001. Preceding Bennion's talk, the 2012 Lundquist Fellow will be announced.
- *Publications Reception and Associate Faculty Recognition Ceremony.* These events will be April 19, at 3:30-4:30 pm and 4:00-5:30 pm, respectively.
- *General Studies Director.* The deadline for applications for this position is March 27. Application materials and information are available from Dean Dunn's office.
- *Annual Crawfish Boil.* This event will be held Friday, April 20. Tickets are on sale for \$20 from Dean Dunn's office and elsewhere. All profits will benefit the CRHC. (Dean Dunn added that there's curbside pickup.)

4. P. N. SAKSENA, ACADEMIC SENATE VICE PRESIDENT

- *Election results.* Vice President Saksena presented the results of the election for Senate officers and elected committees. These are as follows:

Senate Officers/Executive Committee

- Lesley Walker (CLAS), President
- Ganesh Vaidyanathan (BUSE), Vice-President
- Lee Kahan (CLAS), Secretary
- Rosanne Cordell (LIB), UFC Representative
- Peter Bushnell (CLAS), UFC Representative
- Susan Moore (SART), At-large member
- Alison Stankrauff (LIB), At-large member
- Cyndi Sofhauser (CHS), At-large member

PTR

- P. N. Saksena (BUSE) (full)
- Anne Brown (CLAS) (full)
- Yilei Qian (CLAS)
- Julie Elliot (LIB)

Athletics

- Jamie Smith (CLAS)
- Luann Woodrick (CHS)
- Yuri Obata (SART)

Faculty Board of Review

- Kirby Cheng (LIB)
- Louise Collins (CLAS)
- Morteza Shafii-Mousavi (CLAS)
- Tracey Anderson (BUSE)
- Kwadwo Okrah (EDUC)

Alternates

- Joy Alexander (EDUC)
- Douglas Agbetsiafa (BUSE)

Faculty Misconduct Review

- Linda Fisher (LIB)
- April Lidinsky (CLAS)

Alternates

- Karen Ackoff (SART)
- Monle Lee (BUSE)
- Kevin Ladd (CLAS)
- Alan Larkin (SART)
- Marsha Heck (EDUC)

Vendor Review Board Constitution Change

PASSED

- *Appointed committees.* Vice President Saksena presented the list of Senate appointed committees, which President Gerencser and members of the Senate Executive Committee will fill in the coming weeks. Saksena asked Senate members to consider their top three choices of committees, and to look for a call for volunteers from Gerencser.

5. REPORT FROM THE SENATE PTR COMMITTEE, TRACEY ANDERSON

Tracey Anderson presented the preamble and contents of the Senate PTR Committee's recommended guidelines for reappointment dossiers, which are as follows:

Preamble

The Faculty Senate PTR Committee is composed of faculty from various academic units on the IUSB campus; efforts are taken to represent as many units as possible on the Committee. The Faculty Senate PTR Committee decides reappointment cases regarding faculty from all of the academic units on the IUSB campus. Most of the academic units have very detailed guidelines on the content and number of tenure and promotion dossiers. However, a wide variation exists across academic units on the minimum recommended content and number of reappointment dossiers. In addition, Academic Affairs recently specified that they require only one reappointment dossier. The Faculty Senate PTR Committee believes that uniform minimum documentation in reappointment dossiers would enable the faculty in the various academic units to better represent themselves.

Recommendation

Therefore, the Senate PTR committee recommends the following minimum documentation to be included in reappointment dossiers.

1. For reappointments, a single copy of the dossier is required.
2. A current Curriculum Vita.
3. The latest available annual report – The Senate PTR Committee reviews the dossiers while the current annual reports are being prepared. Thus, the latest available annual report would generally be the one from the prior year.
4. The Dean and/or Chair's evaluation of the latest available annual report.
5. Recommendations from all previous levels of review, using the standard reappointment form.
6. In case of a recommendation with reservations or a recommendation against reappointment at any level of review, include all previous reappointment forms and all previous annual evaluations.

Q&A

- Q: Can we add to the first recommendation that a single hardcopy and an electronic copy are required? We need to send an electronic copy downstate.
- A: Yes.
- Q: Just to clarify: the schools may require whatever documents they wish for reappointments, but when it leaves the school for the Senate PTR committee, we just send the above items in hardcopy and electronically?
- A: Yes.
- Q: In the event of #6, in which case new material would be added to the dossier, does that mean that the dossier must be re-reviewed by the previous levels of review?
- A (John McIntosh): Yes.

6. REPORT FROM THE IU UNIVERSITY FACULTY COUNCIL, LESLEY WALKER

Lesley Walker, one of IUSB's UFC representatives (the other of whom is Rosanne Cordell) reported on UFC's proposal to reform its Constitution and Bylaws.

- Walker discussed the history and rationale of the efforts to reform the UFC.
- One of the major proposed changes is to reduce the number of campus representatives on the UFC. Currently, campuses receive one representative for every 100 faculty members; the proposal is to reduce this to one per 200. Walker mentioned that, although this will have the effect of reducing regional campuses to one representative, the intent of the proposal is not to disenfranchise regional campuses; rather, it seeks to address the problems of establishing a quorum and doing business effectively—problems often the result of absent IUB and IUPUI representatives.
- Commenting on whether losing a representative will affect IUSB negatively, Walker believes that it would not, since we are so diligent at participating and making our voice heard. And in addition to our one representative, we will have the Senate President as a voting member, and we may have an alternate who may speak though not vote—so in effect we may have three voices, if only two votes.
- A second major proposed change, also in the interest of efficiency, is to expand the scope of the authority of UFC Agenda Committee, which would be renamed the Executive Committee. Currently, the Agenda Committee is a group of about 15 that meets before UFC meetings in order to set the agenda of those meetings. With the further authority of an Executive Committee, this group would conduct the routine business of the UFC and meet monthly; the whole body of the UFC, then, would meet just once per semester (ideally in person), acting as an overseeing body of the actions performed by the Executive Committee, and deciding substantive issues beyond the scope of routine business.
- Walker commented that, in this proposed UFC organization, the key question is what counts as routine and what is substantive. Although this distinction is hard to codify, there will be a mechanism in place for members of the UFC to check the progress of the Executive Committee if an issue is felt to fall outside the scope of routine business. This mechanism will be specified in the revision of the Bylaws.

- Walker also mentioned that there will be proportional campus representation on the Executive Committee. For IUSB and the other regional campuses, the Senate President will serve on this committee (as is currently the case with the Agenda Committee), and thus the committee will divide into thirds representing IUB, IUPUI, and the regional campuses (along with President McRobbie and Vice President Applegate). She presented the provisions under which the Executive Committee may act for the UFC as a whole, and remarked that she does not believe that the expansion of this committee's scope will affect IUSB negatively.
- A third major proposed change is that all UFC Standing Committees will be eliminated, with the rationale being that currently these committees rarely, if ever, meet. Instead, ad hoc committees will be created when needed, such as the current one on faculty benefits, on which Elizabeth Bennion serves (and for which she will report in a future Senate meeting). Rosanne Cordell added that, since honors degrees must be approved by the faculty, this one UFC standing committee will remain. Cordell also mentioned that the problem with the standing committees was often that they were not appointed in a timely manner in the first place, and she expressed concern over the elimination of the benefits standing committee, because of the resolutions of many IU campuses that the administration should consult annually with faculty about changes in health care and other benefits (and presumably this standing committee would serve that purpose).
- Cordell mentioned that another significant change is that the co-secretaries of the UFC need no longer be from IUB and IUPUI. This returns to the language of the original document. Walker added that, while the understanding is that the co-secretaries will likely come from IUB and IUPUI, this will no longer be required.
- Walker mentioned that this proposal will have its first reading at the upcoming UFC meeting; there will be one more town meeting about it before it returns to the UFC.

Q&A

- Q: How many representatives will we have on the Executive Committee, and is this a change from the Agenda Committee?
- A (Walker and Cordell): The committee composition will be virtually unchanged. We currently have one representative, the Senate President, on the Agenda Committee, and this will remain the case with the Executive Committee. All campus Senate Presidents serve; IUB and IUPUI have two additional representatives each, and then there's one at-large member from a regional campus. So the numbers will be 7 from the regional campuses, six each from IUB and IUPUI, McRobbie, and Applegate.
- Q: Would our current number of full-time faculty entitle us to two representatives?
- A (John McIntosh): Right now, I believe we're slightly below that number. But we may be there may be by August 1 (which Cordell mentioned is the certification date for UFC representation).
- Q: It seems to me that there are two possibilities for dysfunction in the new organization: on the one hand, the proposed Bylaws would enable a group of four UFC members to prevent the Executive Committee from doing any business; but on the other hand, if the UFC hardly ever meets, how can that body act as an oversight?
- A (Walker and Cordell): There are provisions of required communication to keep the UFC aware of what the Executive Committee is doing. So even though the meetings of the whole UFC are only once per semester, the UFC should be able to perform its oversight role. The proposed language in the Bylaws requires a meeting *at least* once per semester, so it would be possible for the UFC to meet more often if it was deemed necessary. And about the potential for obstructionist UFC members, this is an intended safeguard against the new empowerment of the Executive Committee.
- Q: In this new organization, it will be critical for our UFC representatives to communicate to the campus the decisions and discussions of the Executive Committee.
- A (Walker and Cordell): Yes, something a like a recap of the Executive Committee's actions posted on a webpage would make sense. And, admittedly, there has been a problem with communication this year stemming from the belated flow of information coming from UFC leadership. We have no control over this, but the motivation of this reform is in part to address this problem.
- Q: Is this proposal final?
- A (Walker): No, we're collecting responses, like the ones we've been discussing.
- Q: Doesn't the UFC agenda list this as an action item for its next meeting?

- A (Walker): That is for its first reading. There must be two readings.
- Q: Some standing committees should remain, although they should have bylaws that indicate their responsibilities.
- A (Walker): There has been a lot of frustration with ineffective committees. Even if the problem is with membership at IUB and IUPUI, there's little we can do about this.
- A (Cordell): The regional campuses are taking on the role of making the UFC accountable.

7. ANNOUNCEMENTS

- From Dina Harris, as reported by Saksena: The Campus Campaign is succeeding; we're at 40%, and this is the last week, so please contribute.
- Ilan Levine, reporting from the meeting of the Vice President of Research's Advisory Board, which met on March 5: The University wants to expand its research presence in the world. It wants to emphasize interdisciplinary research, such as the interdisciplinary IU research project on pain. It wants to support these larger projects, but also assist individual scholars. Ilan had made a list of 15 items based on our earlier input; he had to choose two items from our campus to discuss at the meeting, and he chose access to databases and electronic journals, and guidance in seeking external support in fields other than science. In regard to the first item, Ilan mentioned a method for an IUSB faculty to get adjunct status at another campus in order to get full electronic access at that campus (a process he's testing right now); how to do so is on his website, as is his list of 15 items. Many of these items, such as support for inter-campus research, are under discussion. Please continue to relay to Ilan ideas for how our research may be better supported.
- Rosanne Cordell: The information and links for faculty gaining adjunct status are on the library pages.
- Alison Stankrauff: The Lincoln exhibit in the library will be up until April 13. There will be a closing panel discussion on April 10 with the theme, "Would Lincoln get elected today?" Dean Vicki Bloom's interview about the Lincoln exhibit for WNIT TV will air at 6:30 pm tonight.
- Jamie Smith: March 30 is the deadline for Undergraduate Research Conference submissions. April 13 is the date of the conference.
- Elizabeth Bennion, reporting from the UFC ad hoc benefits committee: In regard to the concern that, for the High Deductible health plan, IU's deductible stipend will eventually be discontinued, the IU administrator at the meeting expressed great confidence that this will never happen, because the plan is so cost effective. Premiums may go up a little bit, but IU plans to cover the entire deductible.

7. ADJOURNMENT—3:09 PM.