Executive Committee meeting: February 13, 2015: Nancy Colborn, Steven Gerenscer, Jerry Hinnefeld, April Lidinsky, Yuri Obata, Scott Opasik, Henry Scott, Alison Stankrauff, David Vollrath,

Scott O: Consider having the Budget Committee have a few forums after the hearings (next week), before the Senate committee that faculty could ask questions. Could also send comments and questions. Will make those ideas public.

Another suggestion – could hand out a list of concerns.

Suggestion for next Senate meeting: Considering putting time limits on each section of the agenda. Another tack: putting the administrative reports at the end of the Senate meeting. Discussion – likely that putting administrative reports at the end of the meeting will be more conducive to Senate business. Idea: remind the Senate that the normal process is for the Senate to approve committee actions (in response to some committees not sharing reports and decisions).

Charge of the teaching committee: Getting push back that there’s not enough time to develop the 4-6 questions in time for approval at the April meeting. Deans and Departments will need to have their questions ready by the beginning of April. Alternative: put together a task force on this.

Distance Education Task Force: Nancy C. offered a draft for a charge for this task force. Questions about whether staff should serve on such a task force. Jerry H: worry that this will not move us forward. What we need is somebody who could have conversations with stakeholders about threats and can identify crucial places where growth must happen to stem the losses. Academic Affairs has the data. This is their work. Jerry: Just creating this task force won’t necessarily move us forward; someone specific will have to work with deans and faculty to work on specific courses. Scott: One outcome has to be an understanding of why it is that faculty are not moving in this direction. Dave V: reverse order of task force’s charge so that the action item with clear urgency is first. Scott: important to look at demographic data on who takes these courses and outcomes.

Topic: New requirement for including student evaluations on FARs. Some critique of process in which this was decided.

---------------------------EVCAA:

EVCAA: Chancellor has asked me to come to this committee as Chief Academic Chancellor. One topic from two perspectives:

Budget hearings on Monday, one day with the budget committee; open to first come first serve in Board meeting. Faculty and staff are welcome.

Context for budget hearings: People will present their budget proposals – flat and 5% cuts. Likely will need to use the 5% cuts. Have a budget shortfall of more than 2 million dollars
because of decline in enrollment. Bill O’D will share a document about this. We’ve been open that we have more than 8 million in reserves; we used some last year and project to use some this year to meet income expense differential. IU will not allow us to continue to eat up our reserves. Within 2-3 years our reserves would be in crisis; we’d be looking at serious layoffs. No one wants to get to that place. We want to prevent that from happening. I’ve seen what happens (in Michigan) when the bottom falls out and its effect on people. We’re privileged now to prevent that kind of crisis.

Budget cuts are real; Chancellor shared these numbers last year. Our FTE is lowest among the regionals. That’s sobering. Asking how did we creep to this place. Something has been creeping in our course offerings, curriculum, electives, scheduling, online offerings, etc. There are a lot of things to think about. We’re at a place where we have declines in enrollments; Business has held steady; Education has plummeted; Health Sciences has grown and continues to have steady growth. We’re suffering from not being ready to offer strong health-sciences programs – we’re 10 years behind in some of these program proposals. We’re catching up at a time when enrollments in that unit are beginning to level off; we need to keep moving forward. CLAS enrollments down 9% this year; that’s troubling, since this unit carries so many of our course offerings and our Academic Affairs budget. As you would expect, the 5% cuts really affect CLAS. Looking at hopefully limited layoffs; likely lecturers and part-time lecturers. During the recession, we still hired and back-filled and have done so in areas where the growth is no longer there. Administration at time had not been doing strategic hiring; we now have a situation in which we have tenure/tenure track faculty we obviously will keep. We will have to look at people who have temporary contracts that may not be renewed due to changes in student load. Growing cost of doing outreach to more high schools (travel, etc.).

AAUP has shared data on growth in administrative hiring; we have not hired student support services people at the same rate as other institutions. I understand that faculty may be upset with some of these facts. I hope you understand that where we are now is because of the way the institution has spent its money.

Now, we need to move the limited funds in ways that support our students. I am responsible for the bulk of the budget cuts, for the obvious reason that the money and people are in Academic Affairs. My portfolio has been expanded beyond my predecessor.

You have a context: this will impact people. It will feel personal. We are a community; it will be difficult, but there’s a pragmatism about these decisions. I know it will feel personal; I am up all night thinking about these. Those of you who are tenured have some immunity; staff changes that we may have to make will change lives.

Proposal for next week: 9 strategic objectives – how to the proposals for cuts work into strategic plan:

Looking at my 5% cut

How can I find a 1% faculty salary increase?
Broader goal: By fall of 2018, faculty salaries will increase by 10% compared to 2014. This broad goal is on still on the table, but we have a lot of work to do.

**Highlights of changes in my area:** Considering cutting someone’s time in my office; increasing Honors budget to support what they are doing – rotating DC, Chicago and community service. Proposing adding $4,000 to International Studies office, since travel is a high-impact practice. Want to base budget these things. Adding to UCET to do more support for faculty mentors; to improve high-impact experiences; holding summer research budget as is; looking at criteria for how to use these dollars, esp. for research related to teaching. Asking for joint grant proposals for student-faculty project. Adding more money to SMART grants.

Each of these proposals are linked to strategic goals of supporting student engagement, faculty research and development.

No cut to assessment.

So, in AA: Cut of $186,000 dollars – a bit more than 5%.

**Summer orientation** – want to pay faculty $200 a day; sign up for a minimum of 5 days to work with students. 8 orientation sessions. Goal – smaller and more personal orientation days. Faculty will work with students; deans and directors will work with parents. Almost $20,000 set a side for this work.

All this will be a PPoint in a Box, widely accessible starting Monday. Because of the personal nature of these proposed changes, we wanted to have a discussion about it before we explain. **Jerry:** the Budget Committee really needs to have this information sooner. **EVCAA:** We were struggling with how to get the information out. So much requires a careful explanation. Your point is taken; we want to be sure that we give the context and explaining. We are acutely aware of what you’re saying; we were trying to keep people from feeling vulnerable. **Jerry:** I understand for larger audience, but the Budget Committee needs this information in time to prepare questions. **EVCAA:** I agree with you; there’s no perfect way to do it. The Budget Committee did ask; I’m cautious about this information so that people don’t feel vulnerable.

**Steven:** History: Expansion in 2008; are you saying that we need to return our faculty to about the 2007 size? **EVCAA:** We need to right-size for where we are now. Looking at graduate programs because people with jobs often need to grow professionally. So, wanting to be sure we support the MPA program for this reason. **Steven:** Proposals about what has to be cut; we all understand that we’re in a difficult situation. When you make your presentation, it will be important to be clear about how student engagement is supported. Class sizes for gateway courses are a concern, since courses like W130 and W131 would be impacted. **EVCAA:** I agree with you, but if we look at our peer institutions, we see that we can raise our class sizes and still improve our student retention. We have an environment here that where we are now is the only way to do things; leadership is needed to look for other models that will show us how to small but significant changes and still be impactful for our students. I don’t want the conversation to be that small classes are linked to retention; there’s really no evidence that moving a class from
20-24 will change retention. We have too many courses with larger classes (30-35, etc) where there is good retention.

Jerry: Couple comments: When the Chancellor made comparisons last fall of ratios of credit hours to FT faculty at the IU regional campuses, he saw that our campus was an outlier. However, if you calculate the ratio of credit hours to FTE faculty instead of to FT faculty, we’re not an outlier. Unlike the other regional campuses, we have more full-time faculty than part-time faculty; the issue is that we are being moved toward a greater reliance on part-time faculty.

EVCAA: Yes – that is true. I’m open; this does allow us to manage change. I am pragmatic. I appreciate the social justice perspective on this campus. And I’m not suggesting that you do not have AAUP or a union; the faculty governance that you have now is more in favor of faculty than many union environments. I want to have open and careful dialogue with faculty; I want us to come together to make reasonable decisions. If I’m wrong, correct me. We will find compromises.

Steven: good news: The faculty has mostly had healthy relationships to administration.

Discussion of tone in faculty senate

Discussion of agenda:

1. Call to order
2. Approval of minutes of 21 November 2014 and 23 January 2015 meetings
3. Campus Campaign
4. Committee Reports
   A. Athletics (Kelcey Parker)
   B. Budget Committee
   C. Nominating Committee
   D. Library Affairs Committee
5. Other Reports
   A. English Department (Lee Kahan)
   B. AAUP chapter 5 mins.
   C. UFC Report (Alison Stankrauff)
D. Presidents Report

6. Administrative and Officer Reports

   A. Chancellor Allison

   B. EVCAA Joseph

5. Announcements