Minutes for the 22 February Meeting of the Academic Senate

In Attendance: Raman Adaikkalavan, Justin Amellio, Lori Balmer, Elizabeth Bennion, Oscar Berrau, Vishal Bindroo, Marianne Castano Bishop, Vicki Bloom, David Blouin, Nancy Botkin, Rebecca Brittenham, Kristen Budd, Peter Bushnell, Linda Chen, Karen Clark, Thomas Clark, J Colborn, Louise Collins, Dana Costea, Susan Cress, Carmen Dielman, Hang Dinh, Robert Ducoffe, Elizabeth Dunn, Diane Economakis, Bridget Fong-Morgan, Hayley Froysland, Steven Gerencser, Christina Gerken, Ann Greens, Alfred Guillaume, Chu He, Terri Hebert, Marsha Heck, Jerry Hinnefeld, Sean Hottois, Sharon Jones, Lee Kahan, Vincci Kwong, Larry Lambert, Monle Lee, April Lidinsky, Jeffrey Luppes, Monika Lynker, Anne Magnan-Park, Jake Mattox, John Mayrose, Jessica McCormack, Frank McGoron, Gail McGuire, Doug McMillen, Alex Meisami, Gwen Mettetal, Robert Meyer-Lee, Barbara Mociulski, Jonathan Nashel, Micheline Nilsen, Maria Ochoa Villican, Kwadwo Okrah, Gabriel Popescu, Kristyn Quimby, Una Mae Reck, Dennis Rodriguez, Elaine Roth, Joshua Rubin, Mark Schroder, Carolyn Schult, Henry Scott, Ken Smith, James Smith, Cynthia Sofhauser, Bruce Spitzer, Alison Stankrauff, Monica Tetzlaff, Susan Thomas, Barbara Thomas, Rebecca Torstrick, Tracey Trottier, David Vollrath, Bruce Watson, Roxanne Wolfram, Jeffrey Wright, Lisa Zwicker

I. Approval of the Minutes

The minutes for the Faculty Senate meeting of 25 January 2013 were approved as written.

II. Chancellor Reck

Budget Working Report: The report has been submitted and makes recommendations for $1.7 million in reductions. It has been distributed to the Chancellor’s Cabinet, the Academic Cabinet and the Senate Budget Committee for review. The senate budget committee will be meeting with each Vice Chancellor in early March. A final decision about budget cuts cannot be made until the state appropriation for operations has been finalized by the legislature, the IU salary policy is issued, and the IU tuition rate is set—all of which could happen as late as May or June, since this is a biennium year.

Salary: In response to the November presentation on faculty promotions and summer salary, Chancellor Reck has announced an increase in raises to Associate Professor (from $3,000 to 5,000) and Professor (from $4,000 to $7,000). This put us near the top of regional campuses. The maximum summer salary will be increased from $5000 to $5,500. Faculty who make less than $55,000 will be paid 10% of their salary for teaching a 3-credit course. Going forward, the maximum for teaching summer school will be raised annually at the same rate as the percentage raise for faculty salaries.
**Dean Searches:** Marvin Lynn, currently Associate Dean for Teacher Education at Wisconsin-O’Claire, will be the new Dean of the School of Education. Four final candidates have been interviewed for the Dean of Health Sciences position.

**Chancellor’s Transition:** The New Chancellor will begin his or her duties on July 1, and Reck will become Chancellor Emeritus. She will take a year-long leave to work on special projects for the Executive Vice President and President of IU and to prepare for her transition to full-time faculty in the School of Education. As Chancellor Emeritus, Reck will continue to work on special projects, such as assisting with administrative reviews, participating in searches at other campuses, reviewing and analyzing administrative functions, developing strategies for regional campuses, and mentoring new chancellors. Consistent with past IU practice, she will also serve as a full-time professor for 10/12 of her current salary. In these roles, she hopes to be a fully engaged member of the campus community.

**Applegate Visit:** John Applegate will visit campus on March 27 and will meet with a number of groups, including the Executive Committee and the Chancellor’s Cabinet. President Walker has a copy of the schedule for his visit if faculty would like to see it.

**Dining services:** Chancellor Reck gave examples of several environmentally friendly food services products now being used by dining services, such as cups made from natural materials, coffee sleeves from 100% recyclable paper, and biodegradable, plant-based eating utensils. These materials are optional for catering at 1$ additional cost per person.

Q: What is your vision for this campus 5-10 years in the future?
A: I believe the stage has been set for this campus to be one of the finest regional campuses in the country. I base this on 11 years of history. We had a stable campus when I came, but there were many holes. There was no unit for development, student affairs was a baby, and IT needed to rise up. The academic side was sound. There were capital projects, the master plan that had been developed in the ‘80s, but nothing had happened. Coming in, one had to make decisions about priorities: which one do you work on first? I couldn't juggle all the balls at one time. Now we have fabulous development, a huge student affairs area, technology is more robust, and we still have strong academics. So we can now work on all pistons and not have to concentrate on just one. I think that could spur the campus to the next level.

Q: You mentioned raises for full professor. What about a lecturer going to a senior lecturer?
A: That's a good point. I will go back and consider that. I believe we did that last time.

Q: I wonder if there are any plans to catch those people who got their promotions a year or two years ago.
A: The last time we did the promotions, we were able to have a fairly large amount for compression of salary. We don't have any money put aside at this time to do that again. I will guarantee that I will talk to the new chancellor about this.
A: I'm glad to hear you are taking a sabbatical, and it is much deserved. One thing I'm wondering, though, is how are we going to pay for virtually two chancellors' salaries when we are dealing with budget cuts.

A: [Vice Chancellor O'Donnell] We've had a series of commitments that the campus has had to honor over the years, just like we will honor this one. As the budget working group has indicated, we don't have a spending problem as much as a revenue problem. We have a budget situation because enrollment is down 5%. That's the issue we need to focus on going forward, along with student retention.

Q: I'm the chair of a large department and I've had to make cuts because we are going through a budget crisis. I want to know what corresponding cuts will come out of the administration's budget.

A: [O'Donnell] We have a number of cuts from all across campus, as noted in the working group report. That report has been released, and it is up to the campus to review it. If you feel that more cuts need to come from administration, you should provide that feedback to the budget working group. We tried to come up with cuts that were strategic and would have the least amount of impact on campus. We do not necessarily think that every idea is a great idea, but we did the best we can. One thing we focused on was unspent budgets. When departments repeatedly do not spend their budgets, it's a waste within the base budget. We are trying to align department budgets with what they are actually spending, what they actually need.

Q: It is my understanding that the ability to hire part-time faculty for the fall in the spring has been curtailed and that such hiring has been pushed back to August, which could have a serious impact on teaching. It is always better when part-time hires can be made earlier in the year.

A: I haven't heard that to be the case and will look into it.

Q: Is the budget working group report public and available?

A: Yes.

Q: It does sound like a lot of the work you will be doing is with McRobbie and Applegate. If your reporting line is to IU, are they amenable to participating with us in the budgetary impact?

A: [O'Donnell] We will be asking that question, I assure you.

Q: The last academic year was a pretty tight year financially, so positions were held open and savings generated that way. At the end of the last fiscal year, there was a lot of money transferred out of general fund account into plant fund accounts. For example, 640,000 went into the administration building renovation fund, which brought the total to $1.6 million. The gist of my question last month was whether the $1 million matching grant for these renovations would be generated through other donations, and my understanding was that the answer was “yes.” If we will have $2 million for that project through donations, why do we need $1.6 million in the plant fund account?

A: It might be for R&R, but I'll hand this over to Bill again. All I know is that we had $800,000 to go and that allowed us to go into the schematic design phase.

Q: Will we wait until we see if we can raise the $1 million before we use the [plant fund] money?
A: We don’t want to lose the million, and it doesn’t mean that we won’t stop raising the money if we have to use some of the campus funds. We keep raising money and then we replace it. If we’re short $200,000 (of course, I won’t be chancellor at that time), I would find the money so that we wouldn’t lose the $1 million. But we’re not going to broadcast it [i.e., that we have the money] because we want the donors to give to that fund.

Q: The senate constitution says that the Senate Facilities Management Committee will be involved in decisions regarding the utilization, modification or expansion of all campus facilities. Can you describe the role that the Facilities Management Committee has played in decisions about the renovation?

A: I don’t even know who they are. It’s run by IU, that’s all I know.

Q: So there’s not been any consultation with that committee?

A: We would have to go back and ask. I don’t even go to the meetings. It’s run entirely now by downstate. We used to have more control of what happens and now we don’t.

III. Executive Vice Chancellor of Academic Affairs Alfred Guillaume

Position Changes: Michelle Bakerson will become Interim Assistant Vice Chancellor for Academic Affairs starting July 1. She will replace Linda Chen, who will take over for Johnnie McCintosh as Associate Vice Chancellor for Academic Affairs when he becomes interim VCAA.

Lundquist Award: The deadline for the award has been extended. Starting this graduation, the Lundquist Fellow will be the marshal for graduation.

United Way: Campus contributions to United Way are behind. Please give.

Friday Scheduling Grid: We have made some progress in introducing more Friday classes, but this progress has moved at a snails pace. The use of Friday classes is not something we can ignore. The legislature is keenly interested in this issue and will not give further money for new facilities until we can demonstrate that we are fully using current facilities for instruction. It is a hot topic now for the Board of Trustees, who spent considerable time at their last meeting reviewing campus reports about the use of Friday classes. They are not happy with the progress IU is making. The Deans and Guillaume have anticipated this push and have been studying changes to the scheduling grid that would include more extensive use of Friday classes. In the retreat last January, they looked at permutations to the current grid and have 5-6 different versions to show the faculty. Guillaume told John Applegate that if we are going to move towards a more robust Friday schedule, it has to be done in consultation with the faculty and with their blessing. At some point in the future, the new VCAA will come to this body to seek approval for a scheduling change. This is not something we can choose to do: it will either be mandated for us or we can do it ourselves. In his report to McRobbie, Guillaume included the grids, told him that they would be presented them to the faculty, and informed him that they would have to be discussed by faculty committees over the
next several years. Guillaume does not expect any change to the scheduling grid until 2015 at the earliest.

Doug McMillen then presented the scheduling grids to which Guillaume alluded in his remarks, followed by a sample of principles for scheduling courses. This document is attached to the senate minutes. The grids McMillen presented only included 3-hour courses, and he emphasized that there would be exceptions to whatever grid is ultimately chosen.

Q: Has there been any conversation with the SGA, any kind of student input?
A: Not to my knowledge. There is a student on the Board of Trustees, but it may be a Bloomington student. I’ve said we should get all the students and send them on a bus down to the legislature, but McRobbie said we can no longer do this.

Q: You can schedule the courses, but are the students going to populate them?
Scheduling also has a big pedagogical impact.
A: I do not attend Board of Trustees meetings, but I cannot imagine that this has not been raised with them. Certainly, the regional campuses have raised those kinds of issues, but I don’t think it is going to sway the Board. That ship has basically sailed. They actually argue that this schedule will give students more options and so enrollment will increase.

Q: Are they averse to 3-hour courses on Fridays?
A: No, but in that case, you would not have enough classes to populate the grid.
Q: What do you think it would look like if a new schedule was imposed upon us? Saturday classes?
A: No. We just put that in as an option because we were thinking that the best learning model might be Monday-Thursday, Tuesday-Friday, Wednesday-Saturday classes. That would make the largest gap between classes and allow for better preparation.

Q: I have serious concerns about this. Most of the students I’ve asked say they don’t want to drive in an extra day to take their classes. It will cost them more time and money. Faculty can already teach on Fridays for pedagogical reasons and have been encouraged to do so. Faculty scholarship will be hurt: you can’t just do scholarship in the hour and a half between classes. You need a dedicated block of time. I think faculty governance will suffer, as will faculty development: what about the UCET workshops? Even faculty recruitment: having no classes on Fridays wasn’t the single reason I came here, but it was attractive to have Fridays as a dedicated time when I could do research. There are other creative ways we can include learning experiences on Fridays, like one-hour classes, without changing the scheduling grid entirely.

A: [Guillaume] This schedule change does not mean that faculty will teach 5 days a week. Some faculty may teach on MWF while others teach on a TR schedule.
Q: The best practices say that departments have to offer 60% of their classes at certain times. Where did this percentage come from?
A: This came from examining universities with MWF/TR schedules and seeing what was out there. This was a policy that came up very often. The reason is that you don’t want
a single department occupying one slot; you want to make sure that classes are distributed so that students have access.

Q: Every time we have the same discussion without any data. Could we put together a student survey asking some very pointed questions—5 minutes, do it in the classroom? This is like talking about gun violence without having any data.

A: [Dunn] No it isn’t. Universities have this schedule all over the country. Students are going to answer that they like what is familiar. I think our schedule actually works, but students can be retrained to whatever schedule the campus has. I am astounded the SGA has not already spoken up; they should. We’re not going to change the Board’s mind. We don’t need data, though, since this is already done all over the country.

Q: How many of us went to schools with MWF classes?

Q: Certainly, many of us went to schools with MWF/TR schedules. Those were likely residential campuses, and that schedule accommodates the needs of residential students. We have to establish some data about the pedagogical needs of our students, and those needs should drive our scheduling, which should begin with what our students need, who those students are, and what we as faculty understand works. You say that this will be forced upon us; I have no idea if that is true, but I trust your judgment. What we need then is leadership here and on regional campuses that speaks to the board of trustees about what our students need.

A: [Dunn] Go for it, but you’re not going to get anywhere.

Q: I refuse to accept that.

Q: This is a disaster in the making for the School of Education. I have to schedule classes so that they don’t conflict with CLAS. I have five different majors that have to answer to CLAS departments. If CLAS starts moving all their courses to all the hours of the day, my students are going to find conflicts and are not going to be able to get their education classes in. This is going to extend time to degree for our students. We have fine-tuned the schedule over a number of years to create a delicate balance, and now we’re going to throw it away to create a schedule with a whole new set of conflicts that will have to be filtered out over a series of years of schedule adjustments. This is a disaster in the making.

A: Other schools have this schedule and they manage those conflicts.

Q: But they’ve had that schedule for years, the same as we’ve had our schedule for years.

A: [Dunn]. We may not understand the logic behind the change but schools make such changes all the time. But I say go for it. I welcome you to talk to the board of trustees because that’s the level where the push-back is coming from. I don’t want it, McRobbie doesn’t want it, the Board wants it. That’s we’re going to have to go in the end.

A: [Reck] Yours truly attended the Board of Trustees Academic Affairs meeting. This was on the agenda, along with spring enrollment and other issues. They spent over 2/3 of the meeting on Friday schedules. Right or wrong, that’s how important it is to them.

A: [Walker] One of the things that I can do is to get this on the Regional Faculty Council agenda. I do believe that this is the tale wagging the dog. They’re not on the ground, they don’t know what our students need, they don’t know our demographics. Can we
educate them? For us, it is stunning that they can come up with a proposal that doesn’t take into account what students need or want. I think the student survey is a good idea—let’s do that. I will speak to the other regional faculty presidents and see if they are thinking along the same lines. If we can get Applegate to push back, if our Chancellor will push back … I don’t think it’s a done deal, but it’s going to be a hard slog. But we can move forward on this.

Q: I can’t help but wonder if there is something behind the Board of Trustees decision other than enrollment. I cannot help but think that they are saying “faculty don’t work on Fridays.” They think we are out playing. So I would like to see part of this effort be to educate them about what we do.

A: [Walker] I imagine people have made these arguments, but it’s not going to be enough just for Applegate to make them. If we can mobilize students and faculty to put pressure on them, I think there is the possibility that we can be successful, but I fear that Alfred and the Chancellor could be right about this.

A: [Dunn] But it’s the state legislature and ICHE as well who want this, it isn’t just the Board of Trustees. Because the state legislature has tied this to capital funding.

A: IU and the Board of Trustees are anxious that they will limit our capital funding. Thanks to our chancellor, we are not so concerned about this, but it is a regional issue.

IV. President Lesley Walker

UFC Report: Carolyn Calloway, the leader of the UFC, gave an impassioned speech last Friday to the Board of Trustees warning that the legislature is interfering too much in our business. They are mandating how we use our classrooms and interfering in our curriculum. Her article was in the Herald Times in Bloomington, and President Walker will put it on the web. There is a move afoot at the UFC to push back against these efforts. Walker anticipates that a resolution to this effect will be put forward at the next UFC meeting.

Senate Bill 97: This bill, which would allow students to carry guns on campus, has gone to the rules committee, which is the graveyard of bills. While it has apparently been defeated, this is the second year in a row that this bill has been introduced. President Walker emphasized that we need to monitor the legislature’s incursions into higher education and has signed up for the UFC Vigilance Committee, which will serve this purpose.

Summer Salary: The Regional Faculty Council has been asked to come up with a proposal for a uniform summer salary across all regional campuses. IU Northwest pays 10% of faculty salary with no cap, and they are adamant that this be the regional standard.

Q: As long as only 1 out of 3 students graduates, any appeals we want to offer to protect our freedom are unlikely to get much support from the broader public. The world
around us has shifted, and we are unlikely to succeed unless we care more about how our students do.

V. New Business

Nominations for Elected Committees: President Walker introduced the slate for elected committees and called for further nominations from the floor. Walker explained that we are nominating two Vice Presidents because the constitution does not allow for a special election for President, and she will be stepping down in July to devote herself to her new position as Associate Dean. Jerry Hinnefeld is listed on the ballot as a nominee for Vice President, but he will assume the Presidency for the last year of Walker’s term. Bruce Spitzer would be Vice President.

Q: I believe Michael Lassater recused himself from PTR.
A: We will verify that.

There were no further nominations, and the motion to close the nominations carried. This will be a paper ballot.

Constitutional Amendment to dissolve the General Studies Degree Committee: The General Studies Degree is now housed in CLAS, which will have its own committee that will replace the Senate committee. At a previous meeting, Mike Keen introduced a motion to dissolve the Senate General Studies Degree Committee, and the motion was seconded. This constitutional amendment will be on the ballot.

VI. Announcements

The Undergraduate Research Conference wants representation from all the disciplines. They are open to all formats, including student-formed panels and poster presentations. Abstracts are due April 5, and the conference itself will be April 19.

The Facilities Management Committee is conducting a survey about Northside Hall. The survey is on the bulletin board, and the committee asks for your input.

Please look for the campus campaign brochure: any amount to any account.

VII. Adjournment

The meeting was adjourned at 3:03pm.