Minutes for Faculty Senate Meeting of 21 September, 2012


The meeting began at 9:20am.

I. Approval of the Minutes

The Minutes for the Academic Senate meeting of 27 April 2012 were approved.

II. Chancellor Reck

A) Naming Gift for The School of Business and Economics: The school received a four million dollar naming gift from the Layton Foundation, the largest single donor gift in the university’s history. The school will be named the Judd Layton School of Business and Economics. The gift will be used to fund scholarships, faculty development, and two new positions in the school. It also includes a $1 million challenge grant for renovation to the school that will be matched dollar for dollar. The naming ceremony will take place at 11:30 this afternoon, followed by a reception.

B) Enrollment: Fall enrollment increased 1.25% and is the second highest in the university's history; the credit hours are the third highest, though they are down 1% from last year. Enrollment seems to have stabilized, which Chancellor Reck attributed to our recent retention efforts. The average GPA of incoming students is over 3.0 for the first time, and more students are taking fifteen hours or more. Minority and transfer students are up as well.

C) Dining Services: Chancellor Reck discussed the new exclusive food services contract with Sodexo, which is a leading food provider for schools, hospitals and other institutions in our area. Sodexo has been operating on our campus since March 2012. The administration will use this year to evaluate whether employing a single food provider makes sound business sense for our campus. Chancellor Reck then introduced Ziggy Pairitz, interim Food Services Director, and Events Coordinator Maureen Muldoon to
provide additional information about dining services and to answer questions from the floor.

Pairitz informed the senate that dining services was stepping up sustainability efforts by eliminating Styrofoam cups and moving to recyclable materials; making more products in house to eliminate unnecessary processing; and employing more local vendors, such as Sheltons and Giazza. Dining services will also be posting the nutritional value for its food. Finally, Pairitz addressed how dining services would reduce costs for small catering events by charging for certain products on a consumption basis rather than for the number of items provided.

Maureen Muldoon introduced herself as the point person for all catering events and informed the senate that all orders should go through her. She encouraged faculty to contact her at the beginning of the event planning process. She and Pairitz then answered questions about dining services.

Q: Can we have a real coffee shop?
A: Yes, there will be a new coffee shop in the renovated Arts building.
Q: I know we also have some good local coffee vendors. Could we use one of those?
A: Send me an email about that with the names.
Q: When I go to the Grille, I usually have to ask for a non-Styrofoam container. Is there anything we can do about that?
A: This is the next thing we will be working on. We also need to educate employees not to throw away the new black containers.
Q: Could you give the price for the pizza deal?
A: We are currently offering a pizza and 2-liter pop for $6.
Q: I just want to encourage you to keep an open line of communication with the vendor review board.

D) Chancellor's Medal: Kurt Simon will be the recipient of the medal. Simon donated $100,000 for the renovation of one of the courtyards in the administration building, in addition to other gifts to the university.

II. Executive Vice Chancellor of Academic Affairs Alfred Guillaume

A) IU FLAGS: While IU Retain has been effective, IU South Bend needs to participate in a university-wide system and will therefore be implementing IU FLAGS, which the entire campus will use by fall 2013. Dean Dunn will lead our transition to this system. Many faculty will use both IU Retain and FLAGS this year.

B) Complete College America: The College of Liberal Arts and Sciences and the School of Business and Economics are working on a university-wide project called Complete College America. Fairly soon we will be adopting this process for the entire campus.

C) Four-Year Graduation Plan: We are considering a four-year graduation pledge similar to the one implemented by Indiana State University. A team from Student Affairs and
Academic Affairs will visit Indiana State University to learn about their four-year graduation plan and how they assess its success.

D) Scheduling Grid: We are under pressure from ICHE, the legislature, and IU to make more robust use of Fridays, so Academic Affairs is currently rethinking the scheduling grid. It will test out several scheduling options that include Friday classes by applying them to the fall schedule to see what they look like.

E) Advising: Linda Chen is working on the academic advising report, a university-wide effort to standardize advising.

F) Associate Faculty Rates: Guillaume believes these rates are far too low and is currently reviewing how to improve them. He noted that we need to raise the rate, but we need to think about whether we want to standardize it across colleges and how we might do so.

G) Release Time and Stipends: Academic Affairs is currently reviewing the current distribution of course releases and stipends to determine when, and how much, release time or stipend is necessary or appropriate.

H) Graduate Education: The university has worked with Noel-Levitz for three years to improve graduate programs, with an emphasis on marketing and advertising. We need to rethink IU South Bend’s role in graduate education. Should we eliminate or combine some programs and perhaps institute new ones that better benefit our community? Guillaume has already asked the School of Education to think about reducing or collapsing some of their programs. He noted that we must think more strategically in terms of fiscal and educational goals, as well as common sense.

I) Student Affairs Retention Initiatives: Academic Affairs and Student Affairs continue to work on retention initiatives. Guillaume encouraged faculty to attend the Tuesday seminars in the Grille to discuss these initiatives.

J) Online Education: Beginning this fall, distance education will be a separate entity from UCET, which gives IU South Bend more flexibility to participate in university initiatives in this area. Marianne Castano Bishop will lead this effort and an additional faculty member will be added as Faculty Associate for Online Education. Faculty will receive a request to consider this position.

K) Health and Wellness Center: Doug McMillen is leading a task force to examine how IU South Bend can better utilize the Health and Wellness Center and the Counseling Center. One of the charges Guillaume has given McMillen is to investigate the possibility of combining the two into a Holistic Wellness Center, for which we would need to find space on campus.

L) Accreditation: IU South Bend will be reviewed by the Higher Learning Commission in fall 2017, and work has already begun to prepare for reaccreditation. The new rules ask us to submit a report about a campus-wide project that illustrates how we define the campus
and how we assess “who we are.” IU South Bend’s project will focus on engagement, which the campus already began to address through appreciative inquiry and other efforts last year. Causeries and other venues will continue this year to discuss what it means to be an engaged campus and how we assess that engagement. Guillaume emphasized that this effort needs to be more decentralized to handle the entire campus. Consequently, several people will be invited to co-chair the effort with Rebecca Torstrick, and others will be invited to join the steering committee. The campus liaison from the HLC will also be invited this year to discuss how we might parcel out the work for this effort over the next few years.

M) Elkhart Center: This fall marks the fifth anniversary of the Elkhart Center. Guillaume encouraged the senate to read the article about the Center in the Elkhart Truth.

N) Dean Searches: Dean Dunn is leading the search for the Dean of Education, and Dean Ducoffe is leading the search for the Dean of Health Sciences. While these searches failed last year, Guillaume believes that they will succeed this year because we have been more strategic in our advertising. He thanked all of those who have participated in these searches.

O) New Faculty: The biographies of all new faculty are featured on the Academic Affairs web site.

P) Currents and Aspire: Guillaume praised these publications and encouraged faculty to check them out.

Executive Vice Chancellor Guillaume then took questions about his remarks from the floor:

Q: I'm very disappointed that the campus would make this decision to go to a MWF schedule based on some abstract metric rather than on what is pedagogically sound and the needs of students.
A: Pedagogy is always of interest to us, and we will weigh all those issues. We must move in this direction and implement Friday classes. We are being pushed in that direction, and it is in our own best interest.
Q: Is the drop in graduate enrollment due to new state rules that don’t compensate teachers for a master’s degree?
A: There are a number of factors. Regarding Education programs, the statewide standards are constantly in flux. It is true that the changes in pay scale made five or six years ago did hurt enrollment. The other moving target is state standards for certification. We did not expect that change, it hit us suddenly, and things are not going to go back to what they were before. We need to find new ways to educate teachers. Online education is one such opportunity. Now teachers are more adept with technology than in the past, so they might be more attracted to online courses.
Q: Stipends and releases are a very effective way to encourage faculty who are full-time teachers to take administrative and other positions.
A: The Deans and I are very much aware of that. The goal is not to get rid of stipends and releases. There are some inequities, so we just want to make more of a balance. We are very much aware that our salaries are not very high. We made a gallant effort last
year to raise salaries; we set aside $100K and used that money effectively. But we were not allowed to do it this year. This is something that the new chancellor and new executive vice chancellor will have to deal with, unfortunately.

Q: I’m pleased that we will give some attention to the salaries of our associate faculty. A quick question about IU FLAG: will we be taxed for FLAG after coming up with our own system?
A: I am not aware of any tax. I know we are being taxed on online education because IU is harnessing all its efforts in this area through John Applegate. What do you say (Vice Chancellor Bill O’Donnell)?

O’Donnell: The tax is $40K a year for 3 years.
Guillaume: That’s for online education. There is no tax for FLAG.

Q: Regarding the four-year contract, when students fail to graduate in four years, they might blame their advisors. How will we police this? Who is going to keep track of whether both sides are fulfilling the contract? How will this reshape the relationship between teacher and student, especially when the teacher is the advisor?
A: The Deans and I have had those very same discussions. One of the things we want to find out from Indiana State is how they address these issues.

Q: I think the contract could be beneficial, but our students still have a lot of financial, health, and other “non-standard” problems that make it difficult for them to finish in four years. The contract may be good for some students, but I can’t see it as a panacea.
A: We could accommodate students in the contract by making it less about 4 years than about 8 semesters. I’m not wedded to a four-year contract, and I don’t believe we should offer it to every student. We should think about categories of students.

Q: I find that students think 12 hours is full time, and I have to push them to take 15 hours. We need to raise awareness of what it takes to graduate on time.
A: We have to reeducate our students, faculty, and advisors. Students don’t realize that there is a financial incentive in taking more hours. We also know students take fewer hours because financial aid becomes not just a means to education but also a means to live, both to meet obligations they must meet and ones they choose to have. We’ve been pushing advisors aggressively to have students take more hours and we are succeeding. We don’t want students hanging around for eight years, but for some students it may be necessary. We understand that some of our students already have careers and want the degree to move up. They may take a long time, and we have to respect that as well.

III. Hannah Dill, President of the Student Government Association

President Dill addressed the following goals for the SGA:

A) Rebuilding and Stabilizing the SGA: The SGA started the semester eight members down. One of the goals is to raise awareness of the SGA, which they did at Welcome Week. They also used the 3rd annual barbeque to promote the SGA, explain what they do, and advertise open positions. After the event, they had 28 applications for the empty seats on the SGA. They will approve the four new senators and two new justices at the meeting later today. This will improve the relationship with the Academic Senate because the SGA will now have sufficient members to fill positions on Senate committees.
B) **Student Activity Fee:** The goal is to better manage how it is distributed. After conversations with Vice Chancellor O'Donnell, the SGA decided not to pursue an increase in the activity fee. They will form a committee that will consult with O'Donnell about what it makes sense for SGA to fund. Upcoming events will promote awareness of what the activity fee is used for.

**IV. President Walker**

A) **Executive Committee Members:** President Walker introduced the members of the Executive Committee: Vice President Ganesh Vaidyanathan, Secretary Lee Kahan, Parliamentarian Carolyn Schult, Immediate Past President Steven Gerencser, UFC Representative Peter Bushnell, and Members-at-Large Susan Moore, Alison Stankrauff and Cyndi Sofhauser.

B) **Chancellor Search:** The fifth faculty forum was concluded this morning. The Executive Committee has received approximately 140 responses through the forums and 95 through the survey, which is roughly half of the faculty. President Walker then discussed the results of the survey, which was produced from the comments at the faculty forums. It is clear that equitable compensation for faculty and staff comes out highest, followed closely by support of faculty and staff development and the centrality of academics to the campus mission. This suggests that the next chancellor needs to be someone who invests in human capital and keeps the emphasis on what we do: teaching and research.

President Walker then took questions from the floor about the survey results:
Q: Budget and marketing are ranked low on priorities, but most of our problems come from low enrollments. If the money goes down, there can’t be equitable compensation.
A: I guess there is a sort of disconnect.
Q: This is not necessarily the case. The Vice Chancellor of Fiscal Affairs understands the budget and can communicate this to the Chancellor.
Q: Will there be more of these kinds of opportunities?
A: These were to help establish a profile of what we’re looking for. The search committee is now entering the confidential stage: applications, interviews, etc. Campus visits will take place in January and then another survey will go out. Please be on campus the last week of January and the first week of February because that is when the visits will take place.
Q: The consultant for the search firm said they get more applicants by seeking people out. If you know someone on another campus who will be good for this position, please pass that name along to someone on the search committee.

President Walker then summarized faculty comments on the survey: that the new chancellor invest in human capital; be a strong advocate for IU South Bend to the IU System; recognize the economic challenges that our students face and the type of student we work with; and value the centrality of research on our campus.

C) **Faculty Governance:** President Walker said that one of the Executive Committee’s efforts will be to increase participation in faculty governance. To inform newer faculty about
faculty governance roles and how to become involved, the committee will hold a reception for faculty who have been at IU South Bend for five years or less.

D) Senate Committees: Currently, all committees are staffed at their minimum levels, but they work better at maximum capacity. The following committees still have open positions:
1. Academic Personnel Committee: 1 member from Health Sciences
2. Library Affairs: 1 member from Arts, Education, or Health Sciences.
3. Research and Development: 1 member, perhaps from Health Sciences.
4. Non-Tenure Track: 1 tenure track member
5. Vendor Review Board
6. Faculty Board of Review: 1 member from Health Sciences or the Arts.

Q: [Immediate Past President Gerenscer] Some people may wonder why they volunteered for one committee and then were placed on another one, only to now see the committee for which they volunteered soliciting new members. The Executive Committee sometimes cannot accommodate multiple volunteers from a unit because it has to consider the diversity of the committee. However, when someone withdraws from that committee, the constitution of its membership changes.

Q: Budget committee needs a student representative.

V. Announcements:

A) The library has partnered with the Academic Center for Excellence to provide evening tutoring in the library. There is drop-in tutoring from the Writer’s Room. There is also a tutoring for biology and chemistry from Monday through Wednesday, 6:00-8:00pm, and business tutoring two days a week. Additional tutoring will be provided by appointment.

B) Lisa Pratt, Provost Professor and Chair of the Department of Geological Sciences at Indiana University Bloomington, will give a public lecture, entitled "Seeking Signs of Life on Mars and Icy Moons," on Thursday September 27th in Northside room 113.

C) Poet Steve Henn will read from his latest book, And God Said: Let there be Evolution, on Thursday, September 27th, 2012, at 7:30PM on the 3rd floor bridge of Wiekamp Hall.

VI. Adjournment

The meeting adjourned at 10:32am.