Faculty Organization
Minutes
February 17, 2012
1:00-3:00
Hawthorn Hall 107

1. Call to Order--Faculty Organization President Gallmeier called the meeting to order at 1:03 p.m.

2. Approval of Minutes of January 20, 2012--A motion to approve the minutes of the January 20, 2012 Faculty Organization meeting was made, seconded, and passed unanimously.

3. President’s Report--President Gallmeier reported on the following items.
   - Faculty Board of Review--We still need candidates for the FBOR. Please consider volunteering or nomination someone.
   - Elections--Faculty Organization elections will be held soon. Offices include President, VP, Secretary, UFC representative, one at-large representative to the Executive Committee and two at large representatives for all campus P&T
   - Constitutional amendment--ballots will be sent next week. We need at least 100 persons to vote, in order for this process to be valid under the Faculty Organization constitution.
   - VP Applegate--President Gallmeier reported on meeting with Vice President Applegate and regional campus leaders from around IU. Topics included proposals for a Regional Faculty Council and a Regional Academic Leadership Council. Dr. Applegate believes that an RFC would help with cross-campus coordination; faculty expressed concern that it would remove regional campus faculty from important UFC business. One item an RFC may address would be consideration of a summer schedule and/or a summer semester. Another common issue would be general education. An RFC would be established as an ad hoc RFC which would come together as needed and then create a permanent RFC. Faculty advised VP Applegate that the UFC and RFC should be strongly connected. It's important that this RFC would result from faculty initiative and not from Applegate's office.

Meeting attendees adjourned charged with 3 action items: first, each campus faculty president would facilitate discussion about an RFC on his/her own campus; second, the next meeting of the group will be at the end of April and include outgoing and incoming campus leaders; third, consider that if we have an RFC, then the president of the RFC could serve as co-chair of UFC.

4. Chancellor’s Report--Chancellor Lowe is attending the IU Board of Trustees meeting and will not be here today.
5. Vice Chancellors’ Reports--EVCAA David Malik reported on the following items.

- **Faculty Career Success Initiative**—Academic Affairs appointed a committee to review the spectrum of activities and opportunities to improve career success of faculty, especially new faculty.

  Previous changes: Expanded summer research fellowship program (stipends and number increased), Academic Affairs support $230K plus $28K research joint with IU, faculty involvement in reappointment reviews, greater support in first year for faculty, revisions in P&T, expanded new faculty orientation.

  NEW initiative will review: grants and fellowships, publication and dissemination of scholarship, teaching roles, travel opportunities, mentoring programs, etc.

  While most of the motivation has been for new faculty success, we will address the continued success of mid-rank faculty and improving progression to senior ranks. I have asked Bala Arshanapalli, our only titled professor on campus, to lead a Task Force to develop a systematic plan. Any ideas should be forwarded to Bala for the Task Force to take up.

- **New titled position for campus: Chancellor's Professorship**—This new initiative recognizes contributions of full professors for campus accomplishments impacting teaching, research, and service. Requirements include service as a full professor for four years, and at IUN for at least ten years. This recognition brings a base adjustment increase of $6K. Chancellor Lowe remarked: "it is an honor for me to be associated with a program that makes it possible to more fully recognize the professional accomplishments of colleagues who are among the finest teaching scholars with whom I have had the pleasure to work during the last thirty five years."

- **Merit-based Faculty Equity Study**—A group is studying IUN faculty compensation in comparison to a regional peer group of IIA institutions. Governors State, Michigan-Flint, PUC, Eastern Illinois, and Illinois-Springfield will be used. It appears we are still well below those peer averages and will address strategies for adjustments. While we have improved new faculty hire compensation, we still lag. Full and assistant ranks more than 15%, associate rank nearly 9%. A proposal will go to IU administration this month or early next.

- **Illinois tuition revisit**—Finally, after many years, we will be able to offer qualified students funding to offset the non-resident tuition levels. If students meet minimum requirements, they will be eligible for fee remission that will reduce credit hour cost to in-state rates. Chancellor Lowe has worked with IU administration to achieve this objective, long elusive.

- **Enrollment Report.** Latest enrollment reports from Institutional Research: three consecutive years of record enrollments at 5,652 students with 11% graduate students, people of color now represent 43% of campus, women 70%; first to second yr retention dipped, 69% to 63%, but F-S increased 84% to 85%, 6-yr 19% to 23%, and 4 yr 6% to 8%. 
Online Courses and Campus Impact—We have launched our online program within CISTL. Current projections are that over twenty new offerings will be added to the list of online options for students (nearly 40 IUN Online).

6. Assessment/General Education Committee – Assessment of C101/C121 Elementary Chemistry with Lab – Department of Chemistry Faculty Linda Wozniewski and Dr. Nirmala Chandrasekharan gave a presentation on how members of the Chemistry Department assessed this chemistry course. Also, they have expanded to assessing other courses offered by the department.

7. Understanding and Using FLAGS – Beth Tyler, Director of Retention, Cathy Hall, Student Retention Programs, and Mary Beth Mitchell, IER gave a presentation on the FLAGS and its importance for our students' academic performance and for campus retention efforts. Several faculty members offered feedback on the system and described some challenges they have faced in using it.

8. Tech Tips—Jackie Coven presented a session on one of the new campus Unicom services, video calls using Lync.

9. Tribute to Bob Lovely–Professor Jack Bloom delivered the following tribute to Bob Lovely, one of our faculty colleagues who passed away recently.

EULOGY TO BOB LOVELY

I am speaking today to two groups: those who have been around long enough to have known Bob Lovely, and who came to love him as a result; and those who are relatively new and who will have been forever deprived of knowing this wonderful man.

I understand that there is a people—perhaps more than one—who believe that a person's life does not end once he dies because he lives on in the memories of others who knew him/her. In that sense, Bob Lovely will have a long and happy life, as there are so many who have fond memories of him. We all have our memories of Bob. I will share a few of mine.

Bob was a clotheshorse: he had literally hundreds of ties; it seemed that he never wore one more than once. His sister told me that he had 80 sweaters! He must have had dozens of sport coats. How could anyone afford such a costly wardrobe, surviving on an academic salary? Bob frequented the second-hand shops, where you could buy 3 ties for a dollar!

We all know people who were so affected by the movie “Psycho” that they insist on having clear shower curtains. Bob not only had that, but also a glass bathroom door! No one was going to get in there without Bob knowing about it.

Bob had an acerbic wit that could be rapier-like, and was often sexual, sometimes when you weren’t expecting it.

Today, it is no secret among people who knew him that Bob was gay. But when I first came to know Bob, it was a secret. I remember that during my first or second year here, an attractive young woman student (who was not a kid—she was in her late 20s) was interested in him, and she had apparently made some kind of pass at him, to which he responded by saying to her: “Let’s be friends.” She asked me if he was gay, and at the time I had to say that I did not know. For some years, while it was becoming increasingly apparent that he was gay, he did not come out, even after I said several times to him that it made no difference to me. Finally, when
the Soc/Anthro department faculty was socializing—something that did not happen all that often—Bob brought his partner, Dave. That was clearly a statement.

(Interestingly, Bob told me in a conversation a few years ago that despite his being gay, he found women’s bodies more attractive than men’s.)

Dave and Bob were close for several years. Then, tragically, Dave suddenly died of a heart attack five or more years ago, leaving Bob alone. He had already retired, and Bob was waiting until he was eligible to retire. The two of them were going to sell their condos and go to the West Coast.

Bob retired at 64, at the first time he was eligible because, he said, he did not expect to live long. Regrettably, he was correct.

Probably the thing that most people are very clear on is how helpful and supportive Bob was. It seemed that there was no boundary on his willingness to do whatever he could to help out people and this institution. I will give a few examples.

- In his last year here, Bob served as the temporary chair of Psychology and of CIS. And he really did the job—not just perfunctorily. He met with the departments, he went to meetings—he did the work.
- Similarly, after he had retired, we had a position come open that we needed to fill, and everyone in the department was already overworked. So, Chuck asked Bob if he would chair the committee. He did, which meant that, living in Chicago, he had to come in here frequently to carry out his duties. He did it unstintingly.
- For me: I had left Berkeley ABD to be a political activist. Several years later, I was working at US Steel here, and I decided to write my dissertation and go back to my original career track. So, I began writing, and when I was half done, I decided that I could finish the rest in a year, so I could start looking for a job. This was in August! I got a list of all the schools in the Chicago-Gary area and I decided to call the one closest to my home first. So, I called the Soc/Anthro department at IUN. Bob answered the phone. At that time, there were no tenured profs in the department. I asked if they had any openings; well, it appeared that two days before, someone had dropped dead. So, Bob led me through the hoops I needed to go through to get the job on a temporary basis.
- Later, when I was applying for the job on a tenure-track basis, the chair of the department, Marty Zusman, called me into his office to tell me that I was not the department’s first choice. You can imagine that I was freaked out. It was months before I was offered the job—apparently, I was their first choice after all. It was Bob Lovely who helped me deal with my anxieties at that time, and he held my hand over this long period and was willing to talk to me.

But, it was in his dying that Bob became truly inspiring.

- He didn’t get depressed.
- Up to the very end, he kept cracking jokes.
- He frequently said that he regretted nothing in his life (who else among us can say that?), that he had lived a good life, that he had people who loved him and whom he loved, that he had good friends.

Then, there was the party. A group of us from the department had wanted to go see him. We arranged for it for December, but then we had to call it off as he went into the hospital. We finally went on the Sunday before he died. It was kind of shocking to see
him: his liver was failing, and his skin had turned a deep yellow. Together with his white beard, he looked like an Indian fakir—or an El Greco-like figure.

Bob made it a party: he served food (pizza, crab cakes, salsa and chips); he gave out little gifts—things he had hidden in bags.

He was still cracking jokes. When Chuck came up and delivered to him a kiss on the cheek from his wife Barb, who had not been able to come, Bob said, deadpan: “What?! No tongue??!!”

Then Bob said it was time for final statements. He told us some of the things I have told you, but also that he cared about us, that we had been good colleagues and friends.

After that, we got to say ours: that we loved him, truly; that if the world were made of Bob Lovelys, how much better a place it would be; that he was inspiring—for all the reasons I have already given you.

Next Bob read us a poem from Walt Whitman’s “Song of Myself,” the last stanza, which I will read to you:

“I depart as air. I shake my white locks at the runaway sun. I effuse my flesh in eddies, and drift it in lacy jags.

“I bequeath myself to the dirt to grow from the grass I love. If you want me again look for me under your boot-soles.

“You will hardly know who I am or what I mean, But I shall be good health to you nevertheless, And filter and fibre your blood.

“Failing to fetch me at first keep encouraged, Missing me one place search another. I stop somewhere waiting for you.”

It made us feel so good that we had had that opportunity to say our goodbyes. We left, all of us, feeling good. When we heard he died—I didn’t expect it so soon, I was so grateful that I had had the chance to say goodbye to him.

That was when I realized that that party was not just for Bob’s sake: he did it for us. It was his final, and kindest, gift.

And that was Bob Lovely.

A motion to insert the tribute into today's meeting minutes, and also to send a copy of the tribute to Dr. Lovely's family was made, seconded, and passed unanimously. President Gallmeier requested a moment of silence.

10. Old Business--There was no old business.

11. New Business--Dr. Ige reported that an announcement about a Promotion and Tenure workshop would be forthcoming.
12. Adjournment--A motion to adjourn was made, seconded, and passed unanimously. Meeting adjourned at 2:49 pm.