

Faculty Organization Minutes
September 18, 2015
1:00-3:00
Hawthorn Hall 107

1. Call to Order
2. President's Report
 - a. Welcome new colleagues!
 - b. Chancellor's Review Committee – thank you in advance for your service
Charlie Nelms and David Klamen, Co-Chairs; Bala Arshanapalli, Barbara Dahl, Audrea Gant-Davis, Lynn Gassoway-Reichle, Michael LaPointe, Glenn Lauzon, Azaz Mehmood, Crystal Shannon, Margaret Skurka, and Michael Suggs.
 - c. Faculty Organization Committee Assignments are complete
 - i. Please Review the list: <http://www.iun.edu/faculty-organization/members-and-committees/committee-assignments/faculty-organization-committee-assignments-2015-2016.pdf>
 - ii. New Colleagues are not assigned to labor intensive/controversial committees in their first year
 - iii. Some Committees stand without a chair – requests will be forthcoming
 - d. AQIP review will happen this spring – faculty organization committees will be engaged in this process (a successful strategy for the Blue Chip accreditation from years past)
 - e. One Book program
 - i. Last year's program focusing on The New Jim Crow was a great success.
 - ii. Operation Homecoming is this year's book. Please consider including it in your syllabi. EC for attendance at One Book Events as well as EC essays linking the book with your course content are good suggestions.
 - f. The Executive Committee stands one member short, one of the At-Large Delegates was vacated due to retirement. Please consider running for this position. Elections will happen soon.
 - g. IU Fort Wayne is now not a "regional campus" – they have been reclassified as a "metropolitan campus"
 - h. Chuck will step down as President of Faculty Organization after the 2015-16 academic year. Please consider who will run for president this spring. Please also consider that the last few presidents have been white men from COAS. Diversity of race, gender and discipline is desirable.
 - i. Remarks to UFC – See Attachment 1
3. Approval of Minutes of April 24, 2015
4. Chancellor's Report
 - a. Introductions of new faculty
 - i. COAS – Dr. Hoyert introductions:
 1. Lauren DeLand – art historian
 2. Ming Gao – Biology and Genetics
 3. Hanako Murase – Psychology
 4. Dr. Ian Taschner – Chemistry
 5. Alonzo Contreras Astorga – Mathematics
 6. Maureen Lynn Rutherford – Psychology
 7. Rebecca Lynn Van Sessen – Sociology and Anthropology
 - ii. College of Health and Human Services – Linda DeLunas introductions

1. Dr. Carol Rozelle - Nursing
 2. Dr. Karl Basel – Asst. Dean and Director of the School of Public and Environmental Affairs
 - iii. School of Education
 1. Anita Martin
 - b. Budget
 - i. Because our 15/16 budget was built on worst case scenario revenue projections, we are in the black for this year and expect to continue to be throughout the year. The first priority for spending of the surplus is salary increase for current faculty/staff. We are in solid financial position going forward.
 - ii. A large part of the maintenance of this strong position is faculty engagement with the students and the campus. We pride ourselves on strong research by our faculty. “We need to also emphasized the teaching portion of the teacher scholar ideal.”
 - c. AQIP – the key characteristic of this program is continuing improvement. This will be a theme in the months ahead. We have not adequately demonstrated that we know how to document our activities. WEAVE is a program that we will be using to create documentation. No new projects are necessary – simply documenting work on recently completed or ongoing work.
 - i. John Novak is the contact for help with WEAVE
 - ii. “Keep calm and close the loop”
 - d. Title IX Sexual Assault and Violence training is required of all supervisors. IU is taking the training seriously and so should all of us. This may not happen on our campus very often because we are not a resident campus, but still be
 - e. Please engage One Book. The book has many short pieces which makes it ideal for adaptation to many contexts.
5. Vice Chancellors’ Reports
- a. EVCAA Mark McPhail was not in attendance. He will make his first appearance before the Faculty Organization next month.
 - b. Jeri Pat Gabbert – VC for University Advancement and External Affairs
 - i. Over\$2.5 million raised – significantly up from the previous year.
 - ii. New campaign year has begun – please reach out if you would like to contribute.
 - iii. There will be a new campaign kicked off in the next few weeks focusing on the new Arts and Sciences building.
 - c. Alexis Montevirgen – VC for Student Affairs and Enrollment Management
 - i. Upcoming Open House will focus on student education of the various functions of Student Affairs
 - ii. Beth Tyler’s title of Dean of Students was initiated due to IU wide policies regarding student conduct
 - iii. Alexis and EVC McPhail are working together well on recruitment
 - iv. Dorothy Frink, Director of Admissions and Studnet Recruitment
 1. We must be better at telling the story of why we are “the region’s university”
 2. Thanks to Marketing for help with the new View Book focusing on clearer story of offerings and advantages of our campus.
 3. Oct 14 visits from Hannover and Lowell students visiting campus
 4. Oct 27 preview night

6. James Wallace – Director of Diversity and Multicultural Affairs
 - a. Mission - *To promote, sustain, and advance the Indiana University Northwest commitment to diversity, equity, and inclusion by enhancing employee capabilities and competencies through diversity research, trainings, support, collaboration, environmental activities and best practices.*
 - b. Diversity Fellows - \$1000 grants available for faculty – <http://www.iun.edu/diversity/office-programs/index.htm>
 - c. MORE – Minority Opportunity for Research Experience – \$1000 stipend for students to learn research techniques by assisting faculty – 6 will be awarded this year. <http://www.iun.edu/diversity/student-involvement/more-minority-opportunity-for-research-experience.htm>
 - d. Chaz Kyser-Pitts – guest speaker regarding college success Sept 24 in Library
 - e. Gary International Black Film Festival – <http://www.garyblackfilmfest.org/>
 - f. 25th Anniversary of Americans with Disabilities Act – Oct 14
 - g. Ta-Nehisi Coates, author, will be live streamed from Bloomington – Oct 23
 - h. Clothesline Exhibit beginning Sept 28 on campus
 - i. Diversity Assessment – a comprehensive evaluation of diversity efforts in the entire IU system will be conducted this fall. The consultant performing the evaluation will visit campus Oct 12.
7. Beth Tyler – Associate Vice Chancellor and Dean of Students
 - a. New role as Dean of Students – some adjustments that will allow Beth to focus more on helping students and assisting faculty in helping students
 - b. <http://www.iun.edu/student-affairs/dean-of-students/> - forms to help faculty let Beth know about any student issue.
 - c. FEEDBACK IS WELCOME – check out the site and recommend missing information.
 - d. Specifically – guidelines on disruptive student behavior are available to faculty.
8. Myriam Young – Webmaster, University Information Technology Services
 - a. Redesign of the IU Northwest website – much less intense than the redesign of 5 years ago, focused on the look and feel of the site, not the content or platform. Connected to the brand redesign of IU as a whole. Website will be uniform and consistent with other IU campuses.
 - b. “All students visit the website – it is the one think that is universal to all students.”
 - c. Website is being accessed more and more from tablets and smartphones – a goal should be that our website is as fluid and beautiful as possible when accessed by mobile devices
 - d. Sept 21 will begin the migration to the NEW LOOK of the website – the migration will stretch throughout the academic year.
 - e. Faculty Question – Should major changes to website be delayed until after the re-design?
 - i. This can be discussed with each unit. Come talk to us.
9. Old Business
10. New Business
 - a. Tanice Foltz – Clothesline project – Sept 28 –Oct 12, Community Events and Gallery Showing upcoming.
 - b. Linda Delunus – Student Evaluations of courses needs to be standardized across campus.
 - i. This issue will be addressed by the EVCAA next semester
 - c. Jonathyne Briggs – revising the Constitution

- i. We need 100 faculty to amend the constitution so that we don't need 100 faculty to vote on further constitutional amendments.
 - d. Please fill out the survey on Research Needs
 - e. One Book Committee – Please get involved. Local veterans associations are being engaged in the events.
 - i. Author will be on campus in March
- 11. Motion to adjourn – 2:57pm

Attachment 1:

Charles Gallmeier - Report to the Board of Trustees
August 14, 2015

Last month I read an article in my local paper, the *Gary Post Tribune*. The headline read, "Completing degree in 4 years a balancing act." I found the headline to be very clever since one of the students highlighted in the article chose to take 12 credit hours each semester at Purdue University Calumet instead of 15 because, and I quote: "I knew when I started college (2011) I wanted to continue figure skating, but I still wanted to get done in as close to four years as possible. . . . I know they say on the plan of study it averages a good 15 hours of credit, but I opted to do 12 with my load of work and skating." If everything goes according to the student's own plan, this 22-year old Highland, Indiana resident will be done in December and she will also become another negative statistic for the Indiana Commission on Higher Education's goal to get students out of college sooner than later.

I found the newspaper article's subheading to be more disconcerting. It read "2015 Completion Report shows efforts to graduate college on-time a losing battle." This report tells us that statistics for on-time graduation degrees earned in four years on NW Indiana campuses are flat or show a decrease. For example Purdue University Calumet's rate dipped from 12.8% in 2014 to 11.8% in 2015. Administrators cite problems like financial obstacles pointing out that policies have been implemented to keep students on track such as dual credit and degree maps. My colleagues on the Regional Faculty Caucus report that such policies and others are being employed on their campuses as well. The 2014 Completion Report showed that 17.6% finished their studies in four years at my campus, IU Northwest, compared with 12.2 percent in the 2015 report. Chancellor Lowe addressed the report's findings by pointing out that 47% of IUN students attend part-time while those who attend full-time enroll in an average of 13 credit hours per semester, less than the 15 recommended in the state's "15 to Finish" program "that promotes four-year completion." It is also important to note that the report also reveals that IUN's on-time graduation rate for its 21st Century Scholars recipients has increased 3.6%. This important needs-based program provides income-eligible students with up to four years of paid in-state tuition and provides such students choices that many of our students on regional campuses students simply do not have. For example, as Chancellor Lowe notes, a survey of graduating IUN seniors from the 2014-15 academic year reveals that 82% were employed while enrolled in their coursework and 56% of all seniors worked at least 20 hours per week. Chancellor Lowe further notes and I quote, "Compared to other IU regional campuses and peer institutions, our students, on average traditionally work more hours and have more dependents relying on them than at any other campus, according to the National Survey of Student Engagement." It is also important to remember that IUN is the most diverse campus among the regionals and although the report showed improvements for low-income and minority students and, in particular 21st Century Scholars, the report: "notes a statewide disparity for black students, who are twice as likely as their peers to finish late." Commissioner of Higher Education Teresa Lubbers explains, "What that means is we are doing a good job of getting more minorities entering college, but we now need to acknowledge the challenges" [since] "Many of these students are working and balancing family life." Frankly, I couldn't agree with Commissioner Lubbers more, especially when we consider that college student populations are rapidly changing and becoming much more diverse in terms of race, ethnicity, gender, and other characteristics such as social class.

I believe IUN's student population is a good picture of what future college student populations will look like. I also believe it is important to understand that such reports are chocked full of statistics. There is very little qualitative data and I am a good enough sociologist to know that numbers alone do not tell the whole story. Human beings are not just statistics they are real people who make their own

choices and not all people, because of social structural factors beyond their control, have the same choices as others so they must make certain adaptations. As my colleague, Professor Emeritus and recent Pinnell Award winner, Dorothy Dee Ige Campbell reminds us, and I am paraphrasing here, "No matter what programs or policies we put in place students on our regional campuses are likely to make their own choices and if certain choices are not available to them they will make the necessary adaptations to successfully complete their degrees." Students on our regional campuses have done so for many years. Like the figure skater I mentioned at the beginning of my report, I too enrolled in four courses each semester and took classes every summer at IPFW and still graduated in four years. Not because I wanted to be a figure skater but because I wanted to be a sociologist, primarily because of two inspiring and magnificent teachers, one of whom became a friend, mentor, and eventually my chair in the department of Sociology and Anthropology at IUN. His name is Marty Zusman, currently an Emeritus Professor of Sociology at IUN who received his PhD in sociology at IU Bloomington. After a stint in the U.S Navy in the late 60s, I began my college career at IPFW in 1972. I chose not to pursue too many student loans because I did not want to graduate saddled with a whole lot of debt. I was a 22 year old Navy veteran on the GI Bill and I took a job at night as a bartender. It was a great job and the tips I acquired always gave me plenty of cash. After completing my sociology introductory classes I was hooked and I wanted to start my own research agenda and with Marty's recommendation I employed a qualitative methodological approach called "opportunistic research" and decided to conduct a participant observation study of the nightclub where I worked. I wrote a paper which was accepted for presentation at the annual IASS conference and they even published my abstract in the Proceedings. This was the first time I ever saw my name in print. The paper was called, "Bar Room Behavior: Social Interaction in a Nightclub." With Marty's continued encouragement I agreed to do another paper and submit it to a regional sociology conference. I called that one "Happy Hour: Interactive Rituals of Deviance." The point is all of this took a great deal of time and effort which is why I chose to finish in four years by enrolling in 4 courses in the fall and spring semesters and took classes every summer and graduated Magna Cum Laude in 1976. I have no doubt that these choices helped me get accepted at IUB's MA program in sociology where I was able to learn quantitative research methods from a department ranked as the number one program using this methodological approach. I then applied to the University of California at San Diego which was ranked number one in sociology for the qualitative research approach and earned my PhD from that prestigious sociology department. Like the figure skater I made my own choices to pursue my dreams, my goals, and pathway to complete my degrees. After all, I find it interesting that at every IUN commencement, and I have attended every one of them since my tenure track appointment in sociology many years ago, we honor students who have overcome obstacles, have persevered and made choices to find their own way to reach their goals and successfully complete their degrees regardless of the what the sociologist Emile Durkhiem called "social facts" that exist and make it difficult to do so. Every year before the commencement exercise faculty are asked by their deans and chairs to provide some stories of students who have overcome adversity, difficult circumstances, and unique obstacles to walk across that stage. The 70 year old African American woman who refused to quit, remained steadfast, and worked tirelessly to do so. The mother and/or father who arranged to finish their degrees so they could march on the same day as their son or daughter. The veteran, wheel chair bound, who sacrificed for his country and can now proudly say he is college graduates. I believe such stories are one of the primary reasons regional campuses were created. I do not remember a single instance when we publicly acknowledged any student at commencement for finishing their degree on time.

I believe this is both ironic and a reminder that reports based on statistics alone do not provide the whole picture and cannot truly tell the stories which make our regional campuses so vital and important in educating our fellow Hoosiers. Thank you.