

Faculty Organization Minutes  
April 22, 2016  
1:00-3:00  
Hawthorn Hall 107

1. Call to Order
2. Approval of Minutes of March 25, 2016
3. President's Report
  - a. Congratulations to election slate
    - i. President – Susan Zinner
    - ii. Vice-President - Kristin Huysken
    - iii. Secretary – Mark Baer
    - iv. UFC Rep - Jonathyne Briggs
    - v. At Large Representative to the Executive Committee: Linda Galocy and Iztok Hozo
    - vi. At Large Representative to All Campus Promotion and Tenure Committee: Iztok Hozo and Marie Eisenstein
  - b. Congratulations to award winners
    - i. Founders Day Teaching Award - Gianluca Di Muzio, Philosophy
    - ii. IU Northwest Distinguished Scholarship/Creative Activity Award - Ana Osan, Modern Languages
    - iii. IU Northwest Distinguished Service Award - Tanice Foltz, Sociology
    - iv. President's Award (Teaching) – Diane Larson
  - c. Congratulations to Trustee's teaching award winners
    - i. Demetra Andrews, Assistant Professor of Marketing
    - ii. Mark Baer, Assistant Professor of Theater
    - iii. Alonso Contreras-Astorga, Visiting Assistant Professor of Mathematics
    - iv. Daniel Kelly, Assistant Professor of Chemistry
    - v. Cara Lewis, Assistant Professor of English
    - vi. Micah Pollak, Assistant Professor of Economics
    - vii. Sharon Pratt, Assistant Professor of Education
    - viii. Maureen Rutherford, Visiting Assistant Professor of Psychology
    - ix. Daniel Tsataros, Assistant Professor of Criminal Justice
    - x. Tia Walker, Assistant Professor of Chemistry
  - d. NSO revisions
    - i. 8 NSO dates, thrill of the grill on each of the dates
  - e. Past President George Bodmer will exhibit his art on campus May 5 – June 17
  - f. BofT Report (See Attachment 1)
  - g. Thank you to Chancellor Lowe for your support as President and for your commitment faculty governance.
4. Chancellor's Report
  - a. Congratulations
    - i. Thanks to the Department of Performing Arts for *Failure: A Love Story*, an excellent example of faculty-student collaboration.
    - ii. Promoted to Assoc. Professor
      1. Daniel Frances – teaching
      2. Andrea Griffin – research
      3. Glenn Lauzon – research

4. Brian O’Camb – research
  5. Andrea Tamburro – teaching
  6. Xiaofeng Wang – research
  - iii. Promoted to full professor
    1. Ellen Hennessy-Harstad - Clinical Associate Professor
    2. Vesna Kilibarda– full professor, research
    3. Alicia Wright – full professor, teaching
  - iv. Diane Larson – University Teaching Award
  - v. [Dr. Michael LaPointe](#) - Faculty Member of the year by IUN student-athletes
  - b. Importance of Teaching
    - i. This year a larger number of tenure applications focused on teaching
    - ii. Teaching, Learning and Student success should be our focus every day. Teacher-Scholar ideal is important to the Chancellor’s vision of IUN
  - c. AQIP visit went very well. Thank you to VCAA McPhail for leadership. Thanks to Cynthia O’delle and John Novak for the preparations for the visit. Faculty and students that turned out to the meetings and participated.
  - d. Academic Advising over the summer months is an important function.
5. Vice Chancellors’ Reports
- a. VCAA Mark McPhail
    - i. Thank you for hard work with the AQIP visit. Overall experience with the viewers was very positive. We expect to be accredited and invited to continue with AQIP.
    - ii. Appointment of Dean of School of Business and Economics, Cynthia Roberts
      1. Thank you to retiring Dean, Anna Rominger
    - iii. Charles Hopson will stay on as Interim Dean of Education for the next year.
    - iv. Rehawk Advising Fellows
      1. Frances Daniel, Jon Becker, Jacquelyne Huey and Michael LaPointe.
      2. Administrative Fellows program is in development to support the need for sustainability in Academic Affairs
    - v. Thanks to Charles Gallmeier for support during the first year. “You are a servant leader.”
  - b. VC Jerri Pat Gabbart
    - i. Installation of IUN’s first Free Little Library in Cedar Hall today at 3:30pm.
    - ii. Commencement is upcoming. Senior Appreciation Night upcoming.
    - iii. Thank you for IU Day.
    - iv. Thank you to Charles Gallmeier for helping build a culture of philanthropy.
6. Public Summary of the Review of IU Northwest Chancellor William Lowe – Chancellor’s Professor David Klamen – Co-Chair, Chancellor’s Review Committee
- a. See Attachment 2
  - b. Review concludes that Chancellor Lowe has been a very successful leader and should be expected to continue to lead IU Northwest into the future.
7. IU Northwest Domestic Partners Benefits Resolution and Composition of Promotion and Tenure Committees – Chancellor’s Professor George Bodmer – Chair, Faculty Affairs Committee
- a. Domestic Partnership Resolution – See Attachment 3
    - i. This resolution has been approved on other campuses as well.
    - ii. VOTE – THIS RESOLUTION IS UNANIMOUSLY APPROVED BY THE FACULTY ORGANIZATION.
  - b. Composition of Promotion and Tenure Committees (See Attachment 4):

- i. This matches our current policies accept for two provisions:
    - 1. Retired faculty are excluded
    - 2. Only full professors for may vote on promotion to full professor
  - ii. These policy changes have provoked controversy in lower committees, both the Faculty Affairs Committee and the Executive.
  - iii. Faculty Comment – Clinical rank should be included; emeritus faculty should be included.
  - iv. Faculty Comment – Associate Professors are capable of judiciously voting on the promotion of other faculty.
  - v. Chancellor comment – this was an issue when the Chancellor’s met last month. There will be an effort to promote consistency across the University with regards to tenure processes. We will be asked to look at this again going forward. The entire tenure process will undergo a 5-year review next year.
  - vi. Faculty Comment – There is simply an issue of practicality. What happens if an associate professor is searching as Dean? Would they not vote on their own faculty promotions?
  - vii. VCAA Comment – The President of the University has asked for a good faith effort to institute this policy. This policy is normative across all Universities.
  - viii. Faculty Comment – The sentence regarding the substituting of faculty from other disciplines may become problematic in the future when considering specialized areas of research.
  - ix. Faculty Comment – The unintended consequence may be that Associate Professors are excluded from All-Campus Tenure Committee.
  - x. Faculty Comment – The same small group of faculty will be forced to serve on these committees every year, regarding in the concentration of power in a small group.
  - xi. Faculty Comment – There are currently 6 of 10 full professors on the All-Campus Tenure committee. This would mean finding 4 more to serve.
  - xii. Faculty Comment – This policy brings into focus the issue of faculty governance. Do the faculty have the right to establish our own rules or not?
  - xiii. Policy was tabled for further discussion and consideration.
8. Campus Security – Professor Steve Dunphy, Chair of Security Committee and Sergeant Brandon Campbell and Corporal Monte Davis, IU Northwest Police Department, and Kathryn Manteuffel, Regional Director of University Environmental Health and Safety
- a. Public Safety and Institutional Assurance. What is the best way to communicates with students?
  - b. Faculty Comment – I find the Active Shooter message offensive. The idea of RUN, HIDE, and FIGHT makes me uncomfortable.
  - c. Faculty Comment – we need to be careful of flooding our students with scare messages which may reinforce their preconceptions about our campus.
  - d. Faculty Comment – Officers could visit classes on day 1 to distribute phone number and sign students up for IU Notify.
  - e. Faculty Comment – Centralized dispatch creates problems for those calling in off-peak hours.
  - f. Faculty Comment – Crisis Management Team meets regularly. Faculty should give thought to what you would do in an emergency situation.
  - g. Chancellor Comment – The handbook and other resources are part of my initiatives. Most of what we do is standard procedure across all campuses. Safety should be the

top priority regardless of the impact on our image. IU Northwest is one of the fifty safest campuses in the USA.

- h. Student Comment – PSA Video might be useful.
  - i. Faculty Question – What happens when I call 911?
    - i. 911 from a campus phone is routed to IU Dispatch in Bloomington.
    - ii. 911 from a cell on campus would go to Lowell. Gary Police department and IU Northwest security are integrated via radio.
9. The Redhawk’s Nest – Dee Dotson, Victoria Morales, and Alexis Morales
- a. On campus student food pantry started in December. Located in Moraine Room 114 next to the police station. Food and personal hygiene products are available.
  - b. All students have access to the pantry with a student ID. Application simply provides information – no one is turned away.
  - c. Mission – confidential, compassionate and accessible. They strive to remove barriers to participation for all students.
  - d. We need your help in communicating the availability and confidentiality of this resource.
  - e. See Attachment 5
  - f. [hawknest@iun.edu](mailto:hawknest@iun.edu) is the place to send questions, comments and suggestions.
10. MOTION TO EXTEND THE MEETING BY 15 MINUTES - APPROVED
11. Old Business
- a. FACET inductees
    - i. Joseph Alexander Ferrandino, SPEA
    - ii. Monica Solinas-Saunders, SPEA
    - iii. Tin-Chun Lin, Economics
12. New Business
- a. Thank you to Charles Gallmeier for improving the relationship of faculty and administration.
  - b. Tanice Foltz – Presentation of findings from sexual abuse survey results will be upcoming.

Attachment 1:

Report to the BofT  
April 15, 2016

Not very long ago for-profit colleges looked like the wave of the future for higher education. Targeting "non-traditional students" ---- who are typically older, often employed, and don't necessarily attend school full-time, with advertising that promised marketable skills and well-paying jobs. Capitalizing on an economy of scale, these for-profit institutions invested heavily in online learning which enabled them to operate nationwide and lower their costs. The University of Phoenix, to name but one example, enrolled hundreds of thousands of students earning billions of dollars a year.

Today the picture has changed dramatically. For profit schools are not doing as well. Last spring Corinthian Colleges, once the second largest for-profit university in the country went bankrupt, and enrollment at the University of Phoenix has fallen by more than half in the past six years. The real costs of this model have largely been born by the students. Virtually all of their students find themselves loaded with crippling debt, while a study in 2013 reported that graduates from for profit schools have lower earnings, and are actually more likely to end up unemployed, when compared with their peers from traditional institutions of higher learning. Supporters of the for-profit movement praise as well as emphasize the business model approach to higher education. Indeed, they often express transformative ideas for higher education using language drawn straight from the corporate boardroom. But, perhaps that is one of the reasons such institutions are experiencing so many recent difficulties. The fundamental problem is that these schools marketed promises they couldn't keep. And, they did so to people defined as customers rather than as citizens, people who are not just looking for "a job," but rather a fulfilling career, a life of learning and all the advantages that come with it.

I guess I am one of those cantankerous old professors who simply doesn't believe a university is a business or envisions students as customers. But, I am not a Luddite, nor will I hopelessly rail against an inevitable future. For example, I am very much aware that IU Online has been a major contributor to student success and completion on all of our campuses. Online education will continue to play a vital role in the future of our institution. And, it will do so, not because a public university is a business, but because high-quality public education is our university's business. Conducting our business does, of course, mean making the best and most efficient use of our limited resources. Economic inequality is at an all-time high, and public goods of all sorts bear the brunt of this new reality. We all know public universities have been starved considerably in recent years. But, if we really want to conduct our business well, with excellence and integrity, we should push back against this divestment in the public good. We should insist that the public invest more money into public universities so that we have the resources we need to truly fulfill our promise.

- Charles Gallmeier

**PUBLIC SUMMARY OF THE REVIEW OF  
IU NORTHWEST CHANCELLOR WILLIAM LOWE  
April \_\_, 2016**

As required by the Indiana University policy [ACA-13 Review Procedures for Chancellors and Provost](#), the following document summarizes the final report of the Review Committee and the executive vice president's response concerning the review of Indiana University Northwest Chancellor William Lowe.

The Chancellor Review Committee was established to conduct a five-year review of Chancellor William Lowe. The Committee was appointed by IU Executive Vice President for University Academic Affairs John Applegate, as delegated by IU President Michael McRobbie and to whom Chancellor Lowe directly reports. The Committee members represented a diverse group of IU Northwest faculty, staff, community members and a student representative. The Committee was co-chaired by Charlie Nelms, Chancellor Emeritus, Indiana University East and David Klamen, Associate Dean and Chancellor's Professor of Fine Arts at IU Northwest, and its members included: Bala Arshanapalli, Gallagher-Mills Chair and Professor of Finance; Barbara Dahl, Director of Counseling Services; Audrea Gant-Davis, Head of Circulation, Reserves, and Periodicals, IU Northwest Libraries; Lynn Gassoway-Reichle, DDS, Member, IU Northwest Chancellor Board of Advisors; Michael LaPointe, Associate Professor of Biology and Adjunct Assistant Professor, Indiana University School of Medicine; Glenn Lauzon, Assistant Professor of Social Studies, School of Education; Azaz Mehmood, President, Student Government Association; Crystal Shannon, Assistant Professor, School of Nursing; Margaret Skurka, Program Director and Chancellor's Professor of Health Information; and Michael Suggs, Member, Indiana University Northwest Board of Advisors. The review was supported by Jennifer Kincaid and Jo Ann Bush in the Office of the Executive Vice President for University Academic Affairs.

EVP Applegate charged the Committee in June 2015, and the Committee met seven times through December 2015. The Committee reviewed a variety of information regarding IU Northwest including strategic plans, materials provided by the Chancellor, and financial and enrollment data from university reports. The Committee solicited input from the IU Northwest campus community and more than 40 surrounding local city officials and local K-12 school leadership, and received 20 responses from the solicitations. The Committee also met with a variety of campus and university staff and faculty during 15 interviews.

The Committee engaged the IU Center for Survey Research (CSR) to conduct a web based survey of all tenured and adjunct faculty, administrators, and professional and hourly staff. Three separate emails were sent to the surveyed group with information about the process, an invitation, and a reminder. From a sample size of approximately 750 people, there were about 265 respondents. Quantitative survey results were tabulated by CSR as well as an analysis of open ended responses by faculty and staff.

Dr. Susan Borrego, Chancellor of the University of Michigan-Flint, was appointed by EVP Applegate to serve as the peer reviewer for the review process. Dr. Borrego came to the IU Northwest campus on November 1- 2, 2015, and met with Chancellor Lowe, met with the

Committee and separately with the Committee co-chairs, and conducted interview sessions. Dr. Borrego submitted a written report to the Committee and EVP Applegate.

Chancellor Lowe provided a written overview of his administration to the Committee at the beginning of the review process and the Committee met with Chancellor Lowe on December 10, 2015, and again on February 18, 2016, following his review of the report and response.

The consensus of the this Committee – and the clear picture articulated by the students, staff, faculty, administrators, and community members that were interviewed – is that Chancellor Lowe has been and continues to be an effective leader of IU Northwest. Students praised his personal and supportive demeanor, community members largely admire his commitment to the region, and faculty and staff echo the perception of his valuable leadership. This praise was collected from both relevant shareholders in the region and from staff and faculty colleagues. University associates from other IU campuses were particularly vocal in their unambiguous recognition of Chancellor Lowe's success as a leader in his work regionally and among his statewide partners and collaborators.

The Committee also offered several observations and recommendations for the continued progress of the campus, including the following:

- The committee recommended a refinement and clarification of the IU Northwest existing strategic plan, with meaningful faculty involvement, in order to articulate the campus' unique position and strengths in the region, as well as the anticipated role of online offerings. Such a plan would assist in efforts to address enrollment volatility, identify areas for growth, and further establish IU Northwest's identity in the wider community.
- Under Chancellor Lowe's guidance, IU Northwest has expanded its commitment to academic excellence and deepened its reputation as a leader in research and creative activities in Northwest Indiana. The Committee strongly encouraged Chancellor Lowe to continue to prioritize excellence in scholarship and teaching.
- The Committee encouraged Chancellor Lowe to determine how best to optimize constituent communications.
- The Committee recommended enhancing the strategic vision for developing online education with greater input and information sharing with faculty.
- Finally, in light of the competitive environment for higher education in the region, the Committee recommended that Indiana University should determine how to best utilize its vast resources in developing and implementing strategies for marketing the particular strengths of IU Northwest.

The Committee found that Chancellor Lowe has skillfully identified the key challenges facing IU Northwest, he has highlighted them and taken steps to address them, and he has consistently demonstrated solid and successful leadership. After carefully collecting feedback from a variety of constituencies, the Committee was positive about Chancellor Lowe's continued leadership role and optimistic about the future direction of IU Northwest under his guidance with shared participation from the campus community.

In his response to the Committee's findings, EVP Applegate expressly agreed with the Committee's positive assessment of the overall leadership of Chancellor Lowe since assuming the chancellorship. He noted that a great deal has been accomplished by the chancellor and campus during that period, about which he and the campus should justly be proud. He singled out fiscal management, advocacy for the campus, and engagement with the Northwest Indiana region for particular praise. He also identified four areas, also noted by the Committee, which will require priority attention in the coming years: redoubled efforts to support enrollment, especially by increased student retention and graduation; supporting a lively campus that provides an engaging

student experience; further strategic planning that focuses on the campus's position in the region and university, with special attention to enrollment; and continued efforts to assure robust communication between the chancellor and the campus community. In conclusion, EVP Applegate congratulated Chancellor Lowe on six successful years of leadership at IU Northwest and recognized his contributions to the progress of the campus, the university, and the Northwest Indiana region.



Attachment 3:

### **IU Domestic Partner Benefits Resolution**

Whereas the Trustees of Indiana University have voted to eliminate domestic partner benefits, resulting in unequal treatment of faculty on the basis of marital status;

Whereas the Nondiscrimination Policy of Indiana University states:

“Indiana University prohibits discrimination based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.”

Whereas the Trustees of Indiana University have voted to eliminate these benefits, resulting in unequal treatment of faculty and diminishment of their effective compensation;

Whereas The Constitution of the Faculty of Indiana University states:

‘The Trustees and administration should consult the faculty concerning: ... B. Budgets. C. Faculty compensation and benefits ... Consultation of the faculty shall be through representatives authorized by faculty governance institutions. Consultation should occur sufficiently in advance of action to permit faculty deliberation.’ (Article II, Section 2.3.)

Whereas no such meaningful consultation occurred by the “Trustees or administration” regarding the changes to “Faculty compensation and Benefits”;

Be it resolved that the Faculty of Indiana University Northwest calls on the IU Administration (1) to make available to IU employees in 2017 and beyond the domestic partner benefits that have been available for 2016 and earlier, (2) to extend domestic partner benefits to couples regardless of marital status and/or gender, (3) and to alter benefits in the future only after meaningful consultation with the faculty ‘through representatives authorized by faculty governance institutions’ and that such ‘Consultation should occur sufficiently in advance of action to permit faculty deliberation.’

## Attachment 4:

### Composition of Promotion and Tenure Committees

Every promotion and tenure committee, to the extent feasible, should be comprised of at least three senior faculty. Committee members' rank should be equal to or higher than that sought by the candidate. If the case is a tenure-only one, then all committee members must be tenured. Retired faculty members may not serve on the committee. If sufficient faculty members are not available, consultation between the dean and chair (or existing senior faculty) can add tenured faculty from another department or unit to the Committee. It must be stressed that no untenured faculty may participate at any level of the process, with the exception of senior lecturers who may participate in departmental reviews of lecturers. No faculty member may participate or vote in more than one level of the promotion and tenure process for any candidate. Every member of promotion and tenure committee is expected to participate in every meeting and in all votes. Faculty will only be able to vote if they have participated in the discussion, deliberations, and review of the candidate; absentee or proxy votes are not allowed.

Attachment 5:

## **The RedHawk's Nest Visitor Guidelines**

1. The Indiana University Northwest RedHawk's Nest food pantry is available to current students of IU Northwest who express a need for food and/or hygienic supplements at a given time.
2. Before arriving at the pantry, first-time visitors will be asked that they complete **The RedHawk's Nest First-Time Visitor Form**. This form can be found on the club's RedHawkLink page, printed, completed, and brought upon arrival; the document can also be completed upon arrival of the first visit.
3. Upon entering the food pantry, all visitors will be asked to show their current IU Northwest Student ID (RedHawk Card).
4. If a student is found to have acted inappropriately during or after a visit, the student may be asked to leave The RedHawk's Nest and to not return. These inappropriate actions include, but are not limited to, the stealing or selling of items received from the pantry. We take these matters very seriously, as we do not ask of any verification that our visitors are in need. Please be respectful and truthful!
5. Dates and hours of operation will vary depending on the quantity of items stocked in the pantry. Because these are subject to change, along with the amount of items each student will be entitled to, we will be updating a document to RedHawkLink as well as sending out emails of these changes.
6. The RedHawk's Nest will operate on a point system. This means that each item will be worth a certain number of points. Each visitor will be entitled to "spend" a given number of points during each visit. Visitors will be able to choose what items they want to "spend" their points on. Again, the amount of points for each visit is subject to change based on availability of the items.
7. Upon exiting the food pantry, all visitors will be asked to show the volunteers the items they selected. The volunteer will then mark off the items each visitor chooses on **The RedHawk's Nest Visitor Check List**. Once the volunteer has completed checking off items on the form to correspond with what each visitor has chosen, the visitor will be encouraged to ensure **The RedHawk's**

**Nest Visitor Check List** is correct. The visitor will then be asked to print his or her name and provide a date and signature.

8. If you have any questions or concerns, please feel free to contact Victoria Morales, Alexis Morales, or Dee Dotson via email at [vicmoral@iu.edu](mailto:vicmoral@iu.edu), [alemoral@iu.edu](mailto:alemoral@iu.edu), or [dfdotion@iun.edu](mailto:dfdotion@iun.edu), respectively.