

Faculty Organization Meeting
November 16, 2018
1-3 pm
Hawthorne Hall 107
Minutes

1. Called to order at 1:01pm.
2. Approval of Minutes: October 19, 2018 – approved with two amendments suggested by Chancellor Lowe and Earl Jones.
3. President’s Report – Susan Zinner
 - a. Constitution Committee: Susan, Kris Huysken, and Mark Baer have been working on updating the constitution. The Constitution Committee will be reviewing proposed changes and bringing them before Faculty organization in January or February.
 - b. Faculty Board of Review: Susan and Elections Committee Chair Nicole Anslover have 7 candidates for the 2019/2020 Faculty Board of Review, but would like more candidates, so anyone interested should contact them. The election will take place the week after Thanksgiving Break.
 - c. The in-person UFC Meeting is scheduled for IUPUI on November 27. Susan will be away at a conference so UFC Rep Andrea Griffin will represent IUN at the meeting. Ranjan Kini has suggested creating a regional campus computer committee and this will be one of the items on the agenda.
 - d. Petition for lecturer rank: A petition started at IUB has circulated among faculty to protest the title “Teaching Professor” for the third rank of lecturers.
 - e. Items from the November 6 online UFC Meeting:
 - i. The Conflict of Commitment policy has been updated and consolidated.
 - ii. The UFC is proposing that we create a Policy Review Committee with 2 members from IUPUI, two from IUB, and 2 from the regional campuses. This will be voted on at the Nov. 27 UFC meeting. Susan suspects it will be approved since it gives faculty a bigger role in discussing university policy decisions.
 - iii. There was some discussion about whether IU should join the National Council of Faculty Senates. The UFC was divided about whether this was a valuable use of our time and who would pay for it (the dues and the cost of sending representatives to meetings), although John Applegate later indicated his office would be willing to provide some support.
4. Chancellor’s Report – William Lowe
 - a. Thank you to all who have contributed to the systems portfolio for our AQIP accreditation. It is an impressive document.
 - b. IUN has been accepted into the Chicagoland Collegiate Athletic Conference. This is good news and will mean better competition, easier travel schedules, and an

expansion of our sports teams. We already have the beginnings of a new soccer team.

- c. Congratulations to: The Women's Volleyball Team has had an outstanding season and last week were in the conference playoffs. They won all of their games in the playoffs until the championship round, which they lost. However, they are now in the national playoffs and are preparing to play in Kansas. Angela Klukken is running in a cross-country national competition today in Iowa. Both men's and women's basketball teams are doing well this season so far. The success of our women's sports teams is a nice connection to our one-campus book theme, *Women & Power*. Congratulations to Mark Baer and the entire theater department on the successful presentation of the play *Well*. There will be another play in the spring. There will also be art exhibitions in the spring. Please support our students by going to see art, plays, and athletic competitions involving our students.
- d. The spring semester will start very quickly in the New Year. Please be around early in the New Year to help with enrollment and to get our students registered.
- e. Retention and graduation is important because there is a payoff from the state in the form of performance-based funding. Because our graduation rate went up 6% last year over the previous year, there is a recommendation from the Indiana Commission on Higher Education before the state legislature that IUN should get a 7% increase in state funding in 2020 and a 9% increase in 2021. Faculty Question: Who made this recommendation on salary increase? Answer: The Indiana Commission on Higher Education. It is not clear how they come up with this formula, but it is working for us this year. Faculty Question: Where is IUN's home soccer field going to be? Answer: In Crown Point. Faculty Comment: This is a good conference to get into.

5. EVCAA's Report – Vicki Roman-Lagunas

- a. Thank you to Cynthia O'Dell, John Novak, Scott Hudnall, and Karen Peterson who are doing the final work on the AQIP systems portfolio.
- b. Thank you to Iztok Hozo and Bala Arshanapalli for their continuing work on the comparative salary data. Clinical faculty is not in the comparative data, so the group is looking at the differences between tenure-track and clinical faculty at each level and drawing up the comparison that way at Iztok's suggestion.
- c. Academic Affairs is looking at the processes for job searches and P&T committees. This is a very important part of our jobs and we want it to go well.
- d. Faculty Question: If the salary comparison group finds individuals that are not appropriately compensated compared to their peers, will this be addressed immediately over many years? Answer: This will probably take some time to figure out. With the compression issues addressed last year, IUN was only able to resolve about 1/3rd of the cases. So the worst cases will probably be addressed first.

6. School of the Arts Formation Committee Report – Mark Baer (see Attachment 4)

- a. Collaboration in our work is very important here and it helps us to be successful and to move IUN forward.
 - b. On September 21, 2018 the faculty passed a resolution that established this committee with this clause: “Establish a faculty committee as outlined in the university policy for merger, reorganization, and elimination of academic units and programs involving core schools (ACA-79) and in so far as possible retroactively follow the guidelines for reorganization of COAS and creation of the School of the Arts.”
 - c. Membership of the committee: Mark Baer, Spencer Cortwright, Marie Eisenstein, Linda Galocy, Jennifer Greenburg, Bonita Neff, Harold Olivey, and Dorinda Sattler.
 - d. Charge: The committee was charged by President Zinner to come up with ideas for faculty consultation on future changes to academic structure, P&T process for SOA faculty, budget impacts of the new SOA, and other potential issues.
 - e. The committee’s report is in the form of four statements. These are called resolutions, but are resolutions in the sense that they are unanimous expressions of opinion from the members of this committee. They are not a request for an immediate faculty vote.
 - f. See attached report (Attachment 4) for the four statements/resolutions from the committee.
 - g. Faculty Question: Are we voting on this or is this a set of requests that will be given to the chancellor and administration? Answer: This is the beginning of a discussion today. President Zinner: There will not be a vote today. Faculty Question: Is it premature to ask for clarification on the relationship between COAS and the SOA? EVCAA Roman-Lagunas: There is no change in the budget, COAS and SOA will work together and share administrative structures (staff), both deans will report directly to the EVCAA and will have a dotted-line relationship with one another. The EVCAA would like to meet with the Executive Committee on this subject to discuss it further. The EVCAA thinks it would be great if every college on campus created a strategic plan, not just SOA. Faculty Question: These three departments in SOA will no longer report to the dean of COAS? EVCAA: That’s correct. Faculty Comment: The committee did a great job in succinctly expressing concerns that I had. President Zinner: Shall we make discussion on this a recurring item on the Executive Committee schedule. Thanks to Mark and his committee for their hard work.
7. IUOCC class rotation and selection – EVCAA Roman-Lagunas and Dean Mark Hoyert
- a. President Zinner: There is some faculty concern about how classes end up on the IUOCC rotation. The EVCAA will address this question.
 - b. EVCAA: I have asked Dean Hoyert to help me answer this question since he is the in-house expert. This is a fast process right now.
 - c. Dean Hoyert: IUOCC is the mechanism for making online classes from one campus available on another. OCAP is the office for campus academic programs that brings consortium decrees to us. OOE is the office of online education, which is the umbrella organization. How does a course get on IUOCC?

- i. 1. There must be demand for it. 2. It must be online. 3. Consult with your dean and the registrar. 4. The course must usually be taught on multiple campuses. 5. It must be on a standard 8 or 16 week schedule. 6. Our students want to take classes offered on our campus. 7. But our students have trouble figuring out which classes are offered on our campus. 8. Avoid prerequisites for the course. 9. 40 student maximum enrollment. 10. A campus can only offer one section of an IUOCC course at the same time. 11. If enrollment permits, a second section could be opened for IUN students. 12. It's easier to add courses to IUOCC if they contribute to consortial degrees or statewide general education. 13. Courses cannot be added after "replication" date when IUOCC courses appear on the schedule (October 30th for the spring semester). 14. It is easiest to get a course on IUOCC during the first pass of the schedule of classes. 15. It is difficult to cancel an IUOCC class unless it is before the replication date. 16. Other campuses can only list an IUOCC course for our campus if the class is active on this campus (registrar can deactivate a class). 17. IUOCC courses cannot be cross-listed. 18. IU has an appetite for more consortial degrees.
- d. EVCAA: The OOE sends a draft of classes that will be included in IUOCC to the EVCAA every semester. The EVCAA and Dean look at the draft to see which courses will be offered online and how IUN can strategically counter the offerings of other campuses. The OOE however sometimes assigns courses to us for consortial degrees that do not usually fill up, and then we can negotiate to either not teach them or to get to teach an additional course that fills better. We have been extremely successful with IUOCC. We have been catching up with IU East in online offerings and this is thanks to our faculty for being willing to invest in this.
- e. Faculty Comment: I have seen Purdue Global advertising. Will IU online be competing in that market? I have not seen any IU advertising at all. EVCAA: There is a billboard up along the highway that says one can take online classes with IU: "IU Classes, IU Faculty, IU Degree." Allegedly there is such a billboard at every major highway entrance into the state. Additionally, there is some focused recruiting of college age students in California and Texas. OOE has a million dollar budget for marketing is moving towards getting us students from outside Indiana.
- f. Faculty Question: SPEA is teaching 8 courses toward the BAS consortial degree, which has transformed our own degree into a semi-online degree. EVCAA: Does this mean we are not resourced enough to teach both online and in-person? Faculty member: Yes, we have to teach some courses online only in order to cover all our courses. EVCAA: Well, we do not have to teach all 8 of those courses online for the BAS. There could be a renegotiation of which campuses teach which classes that takes away some responsibility from IUN. The EVCAA wants to reach out to departments and know what their resources are for teaching this, but she also wants us to keep in mind that this is where our growth will be, so we should strive to teach these classes when possible.

- g. Faculty Comment: It is very difficult to cancel a class when it has been set up in the system a year in advance, so this puts pressure on departments that might lose a key faculty member after classes have the possibility of being canceled. So part of this is a planning issue that must be handled well in advance. EVCAA: I dislike cancelling classes, so I try to get feedback right away on schedules so that we can try to get things figured out in advance. We should be able to look forward a year ahead in most cases.
 - h. Faculty Comment: Another problem is advising students in their collaborative degrees. I am not sure what is being done with that. I am not sure who is enrolled in the collaborative degree versus who is a major on our campus. The EVCAA has data on enrollment in collaborative degrees.
8. E-text options and Open Educational Resources (OERs) Textbook Pilot – Will Radell and Latrice Booker
- a. The library and CISTL have partnered up to start a conversation on campus about the cost of textbooks for students. They have had a couple of sections to ask students about the cost of books. Some students say they really like IU E-texts because they are cheaper and are included in bursar bill automatically. Students said that beyond that, the price of books really sucks. For these students, once a single book costs more than \$100, they panic. Students are concerned about getting behind in the cost of books.
 - b. An OER (Open Educational Resource) is an openly available, freely useable educational resource like an open-source textbook. Most are 100% free. Barnes & Noble is offering \$25 for some courses for access to an OER textbook, login, quizzes, and analytics available to faculty members. The library and CISTL are interested in partnering together to create custom OER's for faculty to use in their classes.
 - c. IU E-texts currently reach about 1/3rd of student body of IU as a whole. It promotes greater engagement and retention and reduces cost to students. There is an "IU eTexts" [Canvas site](#) that faculty can join to learn more about how the system works and can read research on its effectiveness. Faculty can search for their books with the IU eTexts Catalog tool on one.iu.
 - d. Faculty Question: Can department secretaries be the coordinators and put through orders for etexts? Answer: Yes.
 - e. Faculty Comment: Faculty should order through IU eTexts if they are using an etext. Do not order through bookstore or students will not get the discount that comes from IU eTexts, which is sometimes half the cost.
 - f. Faculty Question: If faculty members want to participate in the OER pilot, should they look for an email? Answer: Yes, an email will go out in February or March.
 - g. Faculty Question: Is there a way that we can be reminded of deadlines for when etext orders are due? Answer: Will can try to send out reminders.
 - h. Faculty Comment: 47% of students on last survey responded that the cost of textbooks effects their decision of whether to continue staying enrolled in future semesters.

9. Additional announcement – William Lowe

- a. IU is appointing 25 bicentennial professors next academic year. These professors will conduct 4-5 lectures during the year. IUN nominated several faculty members and President McRobbie just announced that Bill Allegrrezza will be one of these professors. Congratulations!

10. Tech Tips: Classroom Technology Upgrades – Aaron Pigors

- a. UITS is phasing in new classroom technology, particularly new equipment in the classroom lecterns. This is following a schedule:
- b. 2017: Pilot in A&S building
- c. 2018: Phase 1 in Hawthorn and Marram
- d. 2019: Phase 2 in Dunes and Raintree
- e. In addition, in Summer 2019, all classrooms will get new lectern computers.
- f. A video screen wall (IQ Wall) will be installed in Savannah Center later this month. It is 13 feet wide. It will be available for digital signage, events, and even class use.
- g. BYOD (Bring your own device) is a challenge for UITS. So they are trying to increase power availability in classrooms all around campus. For example, Hawthorn 107 has power outlets available under each row of seats now. There is also a “portable power pilot” which provides a bunch of re-chargeable batteries that students can use to plug in their devices if it is not feasible to have outlets.

11. Tribute to retiring Chancellor’s Professors Barr and Gallmeier – George Bodmer and Bill Dorin

- a. George Bodmer’s tribute to Chancellor’s Professor Alan Barr (50 years of service) is attached (Attachment 1). Alan received a plaque to recognize his service and a standing ovation from the Faculty Organization.
- b. Bill Dorin’s tribute to Chancellor’s Professor Chuck Gallmeier is attached (Attachment 2). Chuck received a plaque to recognize his service and a standing ovation from the Faculty Organization.
- c. Professor Emeritus James Lane also asked to say a few words about Chuck Gallmeier (Attachment 3).
- d. Faculty Comment: I motion that these comments about these professors be entered into the minutes. The motion was passed.

12. Old Business

- a. None presented.

13. New Business

- a. There will be a presentation on Women in Business in the Library Conference Center today at 3:30 pm.

- b. The Indiana Ballet will be coming to present the Nutcracker on December 13-15.
Faculty tickets are only 10 dollars.
- 14. The meeting was adjourned at 3:00pm.

Attachment 1:

George Bodmer's Tribute to Alan Barr

Time has a way of slipping away from us. I frequently find myself as the oldest person in the room in committee meetings. Yet, when Alan Barr joined our school, I was a junior in college.

In terms of longevity on the job, I've heard Alan described many times as the iron man because he keeps chugging along, but in truth he has suffered from a raft of frailties. I remember once when a doctor prescribed these enormous pills, about an inch and a quarter long Alan asked the doctor, do these go with white or red wine? He and I have a long-standing agreement that we would tell the other when it was time to retire, but I always doubted he would believe me.

Twice when he was traveling abroad, he suffered injury to his eyes, so that his vision was severely narrowed. When he returned he told me not to schedule him for one of his specialties, the Victorian novel, a course of numerous 600-page volumes. Of course, two years later, he cancelled that request.

Having his vision reduced hasn't diminished his driving skills any, largely because his driving skills have always pretty erratic. Our late friend Jim Gordon said it was only when Alan needed separate reading glasses that he stopped grading papers while he drove.

Alan was born in Brooklyn, and now lives in Evanston, although 50 years of commuting might earn us the right to say we have a second home in Gary. He went to college intending to be chemical engineer, but other interests prevailed and he became that anomaly, an English major at MIT. He earned his Ph.D. at University of Rochester in 1963, and his dissertation on George Bernard Shaw became his first book. He has since published 5 books and many articles. He came over to my house once to give me a copy of his book *Modern Anglophone Drama*. My parents were visiting, and when he left, my mother said, he'd sell more books with a better title. He joined our school in 1969, after teaching at Wayne State, and has built a singular record of teaching, research, and service here for 50 years, and in this he serves as a model of how teaching, research, and service should encourage and nourish one another. He was promoted to the rank of Chancellor's Professor two years ago.

I often thought that Alan represented some new advance of evolution, since he didn't seem to be subject to the same quirks as most humans. If I said I was depressed, he said, well, snap out of it. If I said I was tired, he said, well, take a nap. Needless to say I found this extremely annoying. I often tell stories with myself as the bungler, surrounded by chaos, water pouring out of burst pipes, or my tires unraveling on the highway. It was impossible to tell these stories to Alan, who would keep interrupting to tell me how to solve my problems. If someone was giving us problems in the department Alan would volunteer to talk to them. He would talk to them and say, I solved the problem, assuming that other humans were ruled by logic and reason

as he was, instead of illogic and contrariness as I and most others are. So in terms of evolution, we have “upright man,” “toolman”; Alan might be “reasonable man.”

At a party, when I described a group of ill-prepared students in a literature class, a faculty spouse said to me, well your students have never been that good, have they? I was stunned and stewed over that over the weekend. I then realized that never have I backed off from teaching my students the best I can. I haven't offered them any less than the best value. The reassuring thought in my internal discussion was Alan's teaching. I can't think that a student at any university in the country could get better, more intellectually rigorous, imaginatively engaged material than what Alan presents them with. When I walk into Alan's dining room and see piles of books and notes on his dining room table, I always say, so you sent in the article, huh? Once Alan has finished his research and his article or book or chapter and sent in the manuscript, the next project is already be stacked on his table, ready for him to get to work.

Alan was chair of the English Department for 11 years, he has long chaired the Grants Committee and the All-Campus Promotion and Tenure Committees (which he is still doing presently). He was the chair of the committee that most recently revised the Golden Rod, the criteria for promotion and tenure. In his leadership, he embodies the concept of institutional memory.

Alan is a great friend, a father to his sons, a companion to Dace, a great host. His holiday parties have been the event which annually closes the season, year in and year out. He is always ready for a movie or a late night conversation with a bottle of wine. When we would try a new restaurant, whether Ethiopian or Peruvian, I would always tell my wife, look for Alan's car, always parked directly in front. He loves reading, he loves world travel, he loves talking about politics over the phone, he loves keeping in touch with his friends, he loves the success of his students and the children he finds around him, he loves bringing a roast beef to a party, he loves Two-Buck Chuck, he loves reading on his back porch. He was the last person who held onto his rotary phone, and after years of arguing as well as many others, he finally got a cell phone. I always thought I could recognize his ornate writing style, but he has been such an active and engaged member of the university faculty, chair of important committees, rewriting for example the promotion and tenure criteria, that he will continue shaping the school in the years to come, and people I haven't yet met will be parsing his sentences as they advance.

Alan is a large man, a dedicated teacher and scholar, a loving friend and companion. We rarely come upon someone of his magnitude.

On behalf of Faculty Organization, I would like to present you this plaque acknowledging and honoring your contribution to Indiana University Northwest Faculty.

Attachment 2:

Bill Dorin's Tribute to Chuck Gallmeier

A number of us were asked to say a few words about Chuck, but time was only going to allow one person. We argued who was going to, and I lost, so here I am.

I want to make sure this does not sound like a eulogy. Chuck is just retiring. We are honoring Chuck and Alan today at faculty org, which is atypical of what we do when our colleagues retire. But as Chancellor's Professors, both have given a lot to this campus and to faculty governance.

Chuck has had a long involvement in faculty governance. UFC rep, involvement when there was a drive to recruit AAUP member, VP, and his eight years as President of the Faculty Organization. We thought he would never step down.

What this is says is, he has always been advocate for everyone, but primarily the faculty.

I have known Chuck since shortly after he started. I observed very quickly that he was a "rising star." Chuck is one of those people who knows "how to work a room."

Chuck has touched many lives in his time here at IUN. Be it faculty, staff, or student. If you needed a letter for some purpose, like promotion and tenure, or applying to graduate school, or winning an award, you could count on Chuck. As George Bodmer related to me at lunch, the only time Chuck didn't write a letter was when he went up for promotion.

When someone needed a body to sit on a committee, Chuck was there. When a department needed a person to sit on search and screen, Chuck was there. This was NOT limited to just IUN. Because of his interactions throughout the state, other campuses and even President McRobbie asked Chuck to serve on important search and screen committees.

Attachment 3:

James Lane's Tribute to Chuck Gallmeier

As a longtime chair of the Faculty Organization Gallmeier was a worthy successor to such distinguished predecessors as “Founding Fathers” Jack Buehner and Bill Neil, soft-spoken Fred Chary and John Ban, union activists Lew Ciminillo and Esther Nicksic, erudite Bill Reilly, curmudgeons George Roberts and George Bodmer, no-nonsense IUN grad Linda Rooda, and diplomat Mary Russell. I can think of nobody who has devoted more time and energy than Chuck in providing necessary faculty input to administrators. He and I didn't always see eye-to-eye on university matters – he was more the pragmatist while I was more outspoken in criticizing questionable actions of our “Old Boys” network. While faculty can often be petty about holding grudges, Chuck never, ever let university matters ruin our friendship.

Several years ago, Bill Neil, IUN's first elected Faculty Org chair, who hired me, spoke to this body about a recently deceased colleague, George Thoma, I think, or perhaps Herman Feldman. Bill confessed that what he most missed about the university was the collegiality. So do many of us, and that is one reason why I suspect that we will continue to see my good friend around campus for many years to come. Let's hope so. I can't imagine IUN without him.

Attachment 4:

Recommendations of the School of the Arts Formation Committee

School of the Arts Formation Committee

An ad hoc Committee of the IU Northwest Faculty Organization created and charged by President Susan Zinner. Membership: Mark Baer (Chair), Dorinda Sattler (Secretary), Bonita Neff, Jennifer Greenburg, Linda Galocy, Marie Eisenstein, Spenser Cortwright, Harold Olivey

Each of these resolutions was approved by unanimous vote.

SOA Formation Committee - Resolution 1

Whereas, the School of the Arts was created as the result of a confidential contract negotiation which concluded with the signing of Dean Klamen in June 2018;

And Whereas, the faculty governance bodies are entitled to the opportunity to consult on the Merger, Reorganization, and Elimination of Academic Units and Programs according to IU Policy ACA-79 and IU Northwest Faculty Organization Article 10.1;

We are resolved that EVCAA Román-Lagunas, along with members of the Dean's Council, should have immediately consulted with the faculty governance bodies before moving forward with internal operations and external communications regarding the new School of the Arts.

We assert that future academic reorganizations should engage the faculty governance bodies at the earliest possible juncture. Furthermore, we assert that if at some future time the School of the Arts moves to separate from the College of Arts and Sciences, the faculty governance bodies be given ample opportunity to consult on that process.

SOA Formation Committee - Resolution 2

Whereas current and future School of the Arts faculty members deserve clarity and continuity in their promotion and tenure processes;

We recommend the following sequence for promotion and tenure approval:

1. Department Committee - Consisting of 3 tenured members of the candidate's

department/program

- a. In cases where the department does not contain enough tenured faculty members to convene this committee, members may be drawn from other School of the Arts faculty.
 - b. The department committee should include at least two members who share the same general discipline as the candidate (i.e. Fine Arts, Performing Arts, or Communication). If necessary, committee membership may be drawn from other regional campuses to fulfill this recommendation.
2. Department Chair
 - a. If no chair exists, this step is skipped.
 3. COAS P&T Committee - Consisting of 5 tenured members of the COAS faculty.
 - a. There need be no special requirement for School of Arts representation on this committee.
 4. Dean of the School of the Arts
 - a. This step would replace the review by the Dean of the College of Arts and Sciences
 5. All-Campus P&T Committee
 6. EVCAA
 7. Board of Trustees

SOA Formation Committee - Resolution 3

Whereas we believe in the enrollment growth potential of the School of the Arts;

And Whereas we envision the possibility for impactful community engagement and student-involved research in these departments that would benefit the campus as a whole;

And Whereas current and future Deans of the School of the Arts will require budget flexibility and support to manage and grow these departments;

We request that the EVCAA, Dean of COAS and Dean of SOA report to the faculty on the following issues:

1. Specific enrollment goals for the SOA

2. Maintaining proportional funding for the SOA and COAS moving forward.
3. Monies to be devoted toward SOA promotion and recruitment
4. Monies to support new and continuing community engagement initiatives by SOA faculty
5. Circumstances under which separation or reunification of the SOA and COAS would occur.

Furthermore, we recommend that until such time as the dotted-line reporting relationship between the Deans is removed, SOA share COAS administrative infrastructure to the greatest degree possible.

We request that the EVCAA report to Faculty Organization regarding these issues by the end of the 2018-19 academic year.

SOA Formation Committee - Resolution 4

Whereas, the School of the Arts was formed and approved without the existence of a specific strategic plan;

We recommend that the Dean of the School of the Arts work with SOA faculty from all three department/programs to draft a strategic plan addressing the following:

- Assess current strengths and weaknesses within each degree program.
- Identify opportunities to maximize current faculty and resources to encourage student retention and success.
- Identify opportunities for collaboration and synergy among faculty and programs.
- Prioritize the need for filling faculty and staff vacancies.
- Articulate a vision for the future of the School of the Arts looking forward at least 10 years.
- Complete outstanding program self-studies We request that the Dean of the School of the Arts report to Faculty Organization regarding the strategic plan by the end of the 18-19 academic year.