

Faculty Organization Meeting
September 21, 2018
1-3pm
Hawthorne Hall 107
Minutes

1. Called to order at 1:00pm.
2. Approval of Minutes: April 20, 2018 – Approved with one amendment to the listed and newly elected UFC representative.
3. President's Report – Susan Zinner
 - a. Blueprint 2.0 (Bicentennial initiative): There will be a meeting with Bill McKinney to explain how some of the related events will unfold.
 - b. Lecturer ranks: Some campuses are working on an optional third rank for lecturers (after Lecturer and Senior Lecturer). Still working on terminology. Probably will not have a significant impact on our campus.
 - c. Moonlighting: Former EVCAA David Malik enforced a policy that faculty could not teach elsewhere while teaching here. This policy is now interpreted differently – it is possible to teach elsewhere with the permission of the dean. The Executive Committee recommends that the Deans' Council come up with a common policy on moonlighting for our campus. This policy will be passed on to faculty when it is available. Faculty Question: Does this apply to adjuncts? No.
 - d. Committees: Faculty Committee assignments have been posted. Thanks to VP Kris Huysken for her hard work on this. A few faculty members have volunteered to serve on two committees, so thanks to them.
 - e. Deans' review: Susan, Surehka, Bala, and the EVCAA met this week to discuss the review this year of the deans (Hoyert and Bankston). The first step of this process requires notification to the faculty.
 - f. John Applegate Visit: He will visit campus on October 26 and meet with the Executive Committee. One issue that Ex Com will raise is whether only full professors can serve on the all-campus P&T committee. If faculty members have questions they would like raised, please contact Susan.
 - g. Election Results: Erin, Monica for all campus P&T and Bill A. for Northwest Council.
 - h. Faculty Org Committee Minutes: Our constitution calls for each committee to keep minutes and have them available to any faculty member. We will create a centralized Faculty Org box directory with folders for each committee so that all of these minutes can be kept in one place.
 - i. Constitution Committee: Chair is Mark Baer. This committee will be reviewing the constitution and suggesting changes. Anybody who wishes to join the committee is welcome. All changes will have to be presented to the whole Faculty Org twice before voting.

- j. Calendars: Henry W. is the chair of the Calendar Committee and is unavailable to be here today, so Susan is presenting new academic calendars through 2020. Campuses cannot agree on a one-week Thanksgiving Break or a two-day fall break and a three-day Thanksgiving Break. So we are keeping our own tradition and other campuses are keeping theirs. Faculty comment: we like the week long Thanksgiving Break because of issues with science lab timing. Faculty question: how will this impact IUOCC courses? Answer: classes on this campus will go by our schedule. The proposal was motioned, seconded, and approved unanimously without amendment.
4. Chancellor's Report – William Lowe
- a. Belated welcome back. There will be a reception this afternoon starting at 3:30 in the Arts & Sciences Theater lobby.
 - b. Blueprint 2.0: Our recently redone university mission and goals were intentionally aligned with the Blueprint idea. So those in discussions should realize we are further along than they might think.
 - c. When the Chancellor a couple of years ago talked about Associate Professors on tenure committees as long as they did not vote on cases for Full, he was not contradicted by any administrators, so he believes there should not be a problem with it.
 - d. Applications for the University Faculty Teaching and Service awards are due on October 15. The chancellor urges faculty members to apply for these rewards and says they are worth the work. If you have previously applied unsuccessfully, keep trying.
 - e. Athletics: The University is applying to enter the Chicago Metro Conference. We are currently in an association of independent universities. This puts a lot of travel stress on our teams because these independent universities are scattered around. If we get into the Chicago Metro Conference, the farthest school is in Milwaukee. A decision will be made on October 29. If we get in, we would be able to reallocate money from travel to investment in our teams and expansion to new teams (soccer, tennis, bowling). Expanding athletics has been successful for other IU regionals. A larger athletic program would help us to increase enrollment of new students. Student athletes have to attend full time and usually have higher retention rates and higher grades than the general student population. Money for a larger athletic program would come from reallocating funds from athletic travel, student tuition, and fundraising. Faculty comment: this would be a huge step and would be very useful for our campus. Faculty question: how many schools are in this conference? Answer: 15 currently with one open. Some of the schools in this are IU South Bend, Robert Morris, Governor State, and St. Xavier College. The conference wants competitive teams, not dormats.
 - f. Enrollment and finances: Thank you to all colleagues who worked hard to get students enrolled over summer. We had a 12% increase in new students compared to Fall 2017. Thank you particularly to the Advising Center. Graduate enrollment and non-resident enrollments are up. But as projected, overall enrollment is down particularly because of attrition among undergraduates. We made our revenue target but it was a close run thing: 20% of our enrollment came in the week before

class and the first week of class. This leads to a tight budget situation. Without stabilization of enrollment, we will face the most difficult budget situation yet this spring. Revamping financial aid to make it help more students and to encourage them to enroll earlier. The chancellor expects Academic Affairs to make sure that at orientation every student has an advisor to speak to. The 2019 legislature will set the budget for our campus but this will not happen until the spring.

5. EVCAA Report – EVCAA Vicki Roman-Lagunas
 - a. Congratulations to Ming Gao (Biology), who has just received notice that he won a half a million dollar grant.
 - b. Introduction of new faculty:
 - i. School of the Arts (David Klamen) introduced Jeremiah Hulsebos-Spofford, new Assistant Professor of Sculpture.
 - ii. College of Arts and Sciences (Mark Hoyert) introduced Margaret Pollak, new Assistant Professor of Anthropology, and Garin Cycholl, new Clinical Assistant Professor of English.
 - iii. College of Health and Human Services (Patrick Bankston) via Linda Delunas (Nursing) introduced Marne Juestel, new Clinical Assistant Professor of Nursing, Kim Olmos, new Clinical Assistant Professor of Nursing, Lauren Ryan, new Clinical Assistant Professor of Nursing, and Chidiebele “Constance” Obichi, new Assistant Professor of Nursing.
 - iv. School of Social Work (Darlene Lynch) introduced Jennifer Davis, new BSW Program Director, and Tyra Robinson Walker, new BSW Field Coordinator
 - v. School of Business (Cynthia Roberts) introduced Yllka Azemi, new Assistant Professor of Marketing, and Andy Kmiec, new Lecturer in Operations Management.
 - c. Student Survey: 224 Faculty members were mentioned on student surveys as making a difference for them. Congratulations to all!
 - d. Compression problems: Equity study showed that some faculty salaries were suffering from compression. Part of the problem was addressed with salary increases this past summer. Iztok, Bala, and the EVCAA will continue to meet this year to analyze salaries at IUN compared to peer data.

6. Creation of the College of the Arts – EVCAA, David Klamen, Susan Zinner
 - a. Both policy (Academic Handbook, ACA-79) and our IUN Faculty Constitution require faculty involvement in the creation of new schools/campuses or the alteration of existing schools/colleges on campus. Because faculty were not involved in the creation of the School of the Arts, the Executive Committee has raised concerns and spoken with the EVCAA. We will hear now about how this School was created.
 - b. David Klamen began with a personal story about why he had to take leave from IUN for two years and the work he did while not here. He was offered other opportunities because of the work he did, but he wanted to return to IUN. He had the title of dean while away from IUN, and he did not want to give it up when he returned to IUN, so he had conversations with the EVCAA about how he might

keep the title and create a School of the Arts within the College of the Arts and Sciences. It is not an independent school and financially is within the COAS budget. The creation of the School of Arts made it attractive for him to come back and he is excited about trying to improve the arts here at IUN and in Gary.

- c. The EVCAA said that there had been discussions about a possible School of the Arts for a decade already. Four or five different faculty members of the arts informed her that the school needed to bring Klamen back. She understands the constitution and the academic handbook but she felt like she could not leak out the information about a counteroffer. She is proud about confidentiality and takes it seriously. She did engage the Deans' Council on two different occasions in Spring 2018, and swore them to secrecy, but felt she could not bring this to Faculty Organization. She says that shared governance is at the core of how she works and what she believes. All the consequences of the creation of the School of the Arts have not been thought through yet and require faculty involvement (she mentioned in particular promotion and tenure requirements). She has had sleepless nights over this and would like input on how to balance faculty involvement and confidentiality of counteroffers. However she believes that the School of the Arts will be very good for IUN.
- d. Faculty Comment: Faculty also have the ability to maintain confidentiality, so that should have been considered. The approval matrix for new programs says that the Indiana Commission of Higher Ed and the Board of Trustees must approve new organizations. Has this occurred yet? Not yet, and this is not a new program, but merely a separated out school within an existing college.
- e. Faculty Question: If there is a new head, how is it not a new school? There already was a head of this program (associate dean), so Klamen is not a new head, but rather has a title change (dean).
- f. Faculty Question: Confused about whether it is a new program or not. If it is not a new program, why do we have to create a new set of rules for promotion and tenure? New administrative areas, but nothing has changed for students or program; that is why it is not a new program. There may not need to be brand new promotion and tenure rules, but there should be a discussion about it. So it's a new division, not a new school? It could be considered a division, but it had to be called a School in order to provide the title of Dean.
- g. Faculty Question: What are next steps for faculty involvement in this process? Susan and the Executive Committee have presented some ideas that will be gone over shortly (see the resolution).
- h. Faculty Question: If Klamen were hired away tomorrow, would the School of the Arts disappear with him, or would it still be here? This is a hypothetical so it is hard to say, but the EVCAA believes the creation of this School was the right thing for this campus and that it should stay here whether Klamen is here or not.
- i. Faculty Question: Is there a salary change with the title change? There is a small stipend for being dean, but it is not a considerable salary change.
- j. Faculty Question: How would this new School of the Arts situation impact deans in other schools? It seems that other schools in other colleges on campus have directors, not deans.

- k. Faculty Question: What is the relationship of the School of the Arts to the rest of the College of Arts and Sciences (as compared to the departments of COAS)? There is no reporting relationship between Dean of Arts and Dean of COAS, but there is a “dotted line relationship.” Otherwise, the School of Arts can be considered like a division within COAS. Things have to develop and mature because this is new. This is a work in progress.
- l. Faculty Question: Is this a new position? Does COAS still have two associate deans in addition to the Dean of the Arts? No, one associate dean position is left in COAS, and the other associate dean position has become the Dean of the Arts position.
- m. Faculty Question: What is the dotted line relationship between Hoyert and Klamen? The two have a collegial relationship but both report directly to the EVCAA.
- n. Faculty Question: This seems like a good opportunity to distinguish ourselves from other regional campuses in the area. What is the vision for the School of the Arts? Klamen has a rough vision but he would not want to lay it out before he discusses and collaborates with the faculty. It would include breaking down of siloes and spirit of interdisciplinary work.
- o. Faculty Question: Where is the money to make this School of Arts work? Future enrollment improvements will allow more spending. But where is the money coming from right now? The same place it came from before – the budget of COAS.
- p. Faculty Comment: There was a detailed article in the paper about Klamen’s return to campus and the School of the Arts. This should help build enrollment and identity.
- q. The Proposed Resolution and Faculty Response to the Creation of the School of the Arts: Considered first is part 3 of the resolution that would establish a faculty committee to address the administrative creation of the school. Faculty question: will Executive Committee representation change? That has not yet been addressed and this new committee will consider implications for that. Faculty question: if this is just a new division of COAS, why would these issues need to be considered? A faculty committee would consider whether the situation has changed and may change or not change things. Faculty suggestion: Amend this part of the resolution to say that a committee would be established following academic handbook guidelines (this means representation of more faculty, not just School of Arts faculty). Language of amendment: “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.” Faculty question: Why just COAS faculty? Why not all faculty? Faculty question: Can we actually create the School as we go? Does the School actually exist if it was created in violation of the handbook and constitution? The Executive Committee determined the School does exist, but that administrative issues have not been addressed. The amendment above to resolution part 3 was seconded, read aloud, motioned, and approved by the faculty organization. The other two parts of the resolution: 1) Support the creation of the

IUN School of the Arts, and 2) Support the resolution concerning the future processes involving any changes in organizational structures of academic units at IUN. Faculty question: Does resolution part 2 apply to the paragraph written above the three resolutions about how this situation should occur in sensitive situations? Yes, the resolution does cover the paragraph above. A friendly amendment was made to modify “time sensitive” to “sensitive” in that paragraph. It was seconded and approved.

- r. Given the time, a motion was made to extend the meeting until 3:15pm. It was approved.
 - s. Faculty Question: is the “sensitive” paragraph a change to the constitution or not? It is a procedural issue rather than a change to the constitution.
 - t. Faculty Question: if we do not approve the resolution, what does that mean about the School of the Arts? Voting against the resolution just means that the resolution does not carry, it does not carry a negative impact such as disbanding the School of the Arts.
 - u. The entire resolution with the above-described amendments was motioned, seconded, and approved by majority (but not unanimous) vote of the faculty organization.
7. CUMU and the role of anchor institutions – Ellen Szarleta
- a. Postponed until the October 2018 meeting
8. Student engagement roster – Cynthia O’Dell
- a. The Student Engagement Roster is how we provide early feedback on how our students are doing. Everyone is required to fill it out in Week 2 for attendance purposes. Those teaching 100 and 200 level classes are also encouraged to fill it out in Weeks 4, 6, and 8 for performance purposes. When the Student Engagement Roster is filled out, the student receive direct emails from the faculty informing them that their professor has provided feedback for them. The student’s advisors also receive copies of these feedback reports. It is possible for faculty to see whether students have read their feedback report. Remember to click the submit button after you have entered feedback – student names have green checkmarks next to them if feedback has been submitted. The system allows usage of grading data from Canvas directly in the engagement roster. It is possible to leave feedback for multiple students at once. Students only get feedback email on performance, not on attendance report.
9. Change in Funding For Equipment Purchases – A representative from the Office of Fiscal Affairs
- a. New account for equipment purchases or replacements: Instead of individual accounts, there will now be one main account. Requests have to be filled out by chair, dean, and EVCAA, and then sent in to budget for the purchase to occur.
10. Update on Faculty Development Committee – Maria Young
- a. Postponed until the October 2018 meeting

11. ODEMA Conference and RFP – James Wallace and Steve McShane
 - a. IU Bicentennial: Celebrate, recognize, chronicle, document, inspire, and engage
 - b. On September 29 the South Shore Dance Alliance will have a show here in the theater.
 - c. IBIP (Indiana Blacks in Philanthropy) Conference: to introduce philanthropy to diverse communities. Conference is November 5 at IUN. Call for Proposals: deadline is October 5. Information can be found on the ODEMA website.
 - d. Bicentennial Education Conference (March 29, 2019). Exploring Partnerships for the Future. How can we get some student participation in this conference? Keynote by Eric Deggans, TV critic for NPR. There will also be six concurrent sessions and student presentations. This conference supported by \$10,000 from the IU Bicentennial Fund.
 - e. Tamarack Cornerstone will be on display in the library next week. There will also be on display the contents of a time capsule, which was hidden in the cornerstone.
 - f. The Calumet Regional Archives is working on a digital scrapbook that should be available next spring.
 - g. A state historical marker should be installed on campus in Fall 2019.
12. One Book, One Campus Update – Crystal Shannon
 - a. Postponed until the October 2018 meeting
13. Tech Tips – Ryan Vega
 - a. Postponed until the October 2018 meeting
14. Old Business
 - a. None
15. New Business
 - a. Crystal Shannon: One Book, One Campus book is Women & Power by Mary Beard. The author is unable to come to campus, but is following IUN on Twitter. The Chancellor has provided 1,300 copies of the book to students on our campus.
 - b. Jen Fisher: IU Undergraduate Research Conference is November 16, and abstracts are due by October 5. Encourage students to apply. There are currently zero submissions across all campuses.
 - c. David Klamen: There is a reception in Arts & Sciences at 3:30 and there is an exhibition of faculty art in the art gallery next to the reception.
 - d. Cynthia O'Dell: General education survey was sent out this week. Please fill this out and offer up your ideas.
 - e. Ryan Vega: Open software request period for Spring 2020, so please submit by October 12.
16. Meeting was adjourned at 3:15pm.