

Faculty Organization Meeting
September 20, 2019
1-3 pm
Hawthorn Hall 107
Minutes

1. Called to order at 1:00 pm.
2. Approval of Minutes: April 19, 2019 – approved without amendment.
3. President’s Report – Susan Zinner
 - a. Changes to the Executive Committee: Thanks to Bill Allegrezza and Dorinda Sattler for their service; they have now rotated off of Executive Committee. Welcome to Vesna Balac (CHHS), Axel Schulze-Halberg (COAS), and Alicia Wright (SOA). Alicia is a new representative for the School of the Arts, which did not have one until now.
 - b. Faculty Organization Committee Assignments: Susan and Kris Huysken are nearly done and will have them posted next week.
 - c. Third Rank for Lecturers: At the University Faculty Council meeting in late April, virtually all campuses agreed that there should be a third tier for lecturers, but the disagreement was over what they should be called. The title “Teaching Professor” was not popular amongst the regional campuses, but there was so much support at Bloomington and Indianapolis that the title passed with a majority of the vote. One campus is rushing through creation of criteria for this rank this year, but other campuses are taking a full academic year. Faculty Question: Is there a financial incentive for this promotion and how is it handled? Answer: Yes, there is a financial component as with any promotion and that is handled by each campus.
 - d. Test-Optional Admissions: This is another issue that is being pushed particularly by Bloomington and IUPUI. It is a suggestion that the admissions policy for the entire university be updated to allow test scores to be an optional metric for admissions. Individual campuses would be allowed to then to choose whether test scores are required, and even schools and units within a campus could make this decision independently. Faculty Comment: Some students might use SAT/ACT scores for placement in the Math Department. It is something to be aware of. Faculty Comment: Placement for all Math classes, not just the majors, is now mostly dependent on test scores. Students can still take an actual placement test, but placement based on scores is easier. Faculty Question: Is it true that students would still need to take tests to get financial aid or is that just a rumor? Answer: Not sure. Bloomington still believes that 80% of applicants will take one of these tests despite the potential rule change. This optional policy will be coming to this campus as early as December.
 - e. Teaching Excellence Committee: A committee headed by Susan and Chris Young, including Kris Huysken, Jennifer Greenburg, Micah Pollak, Mark Thomas and Sharon Pratt, has been tasked with considering the criteria for

promotion and tenure on the basis of teaching excellence. The committee has been looking at departmental criteria on teaching and considering what departments have in common. The committee recommends each department go back and look at its own criteria for excellence in teaching. The committee's report is due to VP John Applegate on October 31st.

- f. Trustee's Teaching Award Policy: The UFC has revised the Trustee's Teaching Award policy. The new policy reads in part: "The Trustees' Teaching Awards on each campus shall be given to six percent of tenure-track faculty and six percent of non-tenure-track faculty whose primary duty is teaching." This policy is new. Last year on our campus there may not have been any non-tenure track faculty who applied for the Trustee's. The chair of the TTA committee, Vesna Kilibarda, has been asked to look into this policy and implementing it in this year's award cycle.
- g. Deans' Review Survey: Both the CHHS and COAS Deans' Review surveys are ongoing. Please fill out the survey. Response rate is low so far.
- h. The Executive Committee will be meeting with VP John Applegate and other administrators this coming Monday. Please contact Susan if you have any questions to pass along.
- i. Streaming or Recording of Faculty Organization Meetings: There has been some question of whether Faculty Org Meetings should be opened up to Zoom attendees for those who cannot make it to the meeting. David wanted to make a comment about that. Faculty Comment: I just wanted to say that if live meetings are recorded, it will effectively remove the anonymity that faculty participants can currently expect in the minutes. If the meeting is only streamed and not recorded, this is less an issue. Faculty Question: Do we want someone from downstate joining the discussion? Faculty Comment: It is nice that we have camaraderie as a group. Faculty Comment: I think we should require people to be here physically to vote. Faculty Comment: The constitution does not require people to be present in person. Faculty Comment: I support attending remotely to save on gas. Faculty Comment: Have you ever been in a Zoom meeting with more than 5 people? Faculty Comment: If we moved to a meeting online, it would require staff support. Recording the meeting would require editing. This is not just a wave a wand and it happens thing. Faculty Comment: I feel that something is lost when it is not in person. Faculty Comment: It seems like these are two different issues. We do not need to record, but we could still stream the meeting live via Zoom. Faculty Comment: It's possible to manage a large Zoom meeting but perhaps this is not the right room. C: Zoom has a chat feature and people can keep their microphones muted if they are not talking. Faculty Comment: Would attendance fall off? It would. People may have the best intentions, but attendance would fall off. Faculty Comment: Something is lost if we are not meeting in person. Meetings are onerous but they are important. Faculty Comment: If people choose to Zoom, will those who attend in person be carrying those on Zoom? We all have other things we could be doing, but we choose to spend our time to be here. Faculty Comment: It's old fashioned to stay here. Faculty Comment: I am old fashioned. Susan: Should we give people the option to Zoom in for the November meeting? Faculty Comment: We should try it. Faculty Comment: I think we

should do a show of hands. Susan: Let's have a show of hands in favor of providing a Zoom option at the October meeting. 19 people raised their hands. Susan: Let's have a show of hands of those who are opposed. 20 people raised their hands. Susan: We will consider it again after more discussion. Faculty Question: Is there an ADA rule that would require us to offer an online option? Faculty Comment: This is an ADA-accessible building. Susan: Perhaps a compromise is to allow a colleague who is unable to attend to request to attend on a case-by-case basis. We can allow Scooter to Zoom in for the meeting and others if they request it on an individual basis, but will not plan to generally offer a Zoom option for the meetings.

- j. Chancellor's Search Meeting: The faculty are invited to provide feedback on the search for the next chancellor to the search committee chairs. There will be a meeting immediately following Faculty Organization. Please stay from 3:00-4:00 to talk to them. If you cannot, you can email your thoughts about the chancellor search to Steve Leo at s.leo@storbecksearch.com.
- k. Faculty Question: On the 6% TTA rule, are the non-TT award group for full time instructors? Answer: Yes. Faculty Comment: According to our current faculty numbers, that would mean 6 awards for TT faculty, and 4 for non-TT faculty. Faculty Question: Does the 6% rule mean that all those awards must be given if the applicants are not considered good? Answer: I think the committee takes this seriously and would not award applicants who are not worthy of the award.

4. Chancellor's Report – William Lowe

- a. The chancellor is in Bloomington for an award ceremony and joined us via Zoom to give his report. There was much laughing when this was revealed given the earlier debate on Zoom attendance.
- b. Our Fall enrollments were ahead of Fall 18 right up to the beginning of the school year, but did not quite match them by the end of the census period. So we did not achieve stability in enrollment, but we came close. However, our revenue is what we expected it to be and we are on budget. We did succeed in getting our students to register earlier this year, however. This is good and should contribute to our increasing student retention. Post-census enrollment appears to be holding up better this semester than it has in the past. This reflects that students are making better choices about their courses and we are developing effective approaches to retaining our students. I should be able to reveal the full fall enrollment report to the Faculty Organization at the October meeting. That will be the report that the Trustees receive. Academic life tends toward the seasonal, but enrollment management and retention is going to be a year-round effort from here on out. Next month Spring 2020 registration will begin.
- c. It is IU's bicentennial this year. There is a historic marker for the former Tamarack Hall out on the Green and there will be a brief ceremony next Thursday, September 26th. Next week there will also be a celebration of Faculty research on Friday, September 27th in the Theater.
- d. A reminder that there will be a colleague fellowship reception on Friday, October 18th in the Theater Lobby.

5. EVCAA's Report – Cynthia O'Dell

- a. EVCAA Vicki Roman-Lagunas is unable to join us today.
- b. Cynthia reminds everyone to come to the celebration of Faculty research on Friday, September 27th in the Theater. There will be wine, beer, and food for 100 people, so please come.
- c. In the first Faculty Organization of the fall semester, we welcome new faculty to our campus.
 - i. Latrice Booker, Dean of the Library, introduced Nico Casas, assistant librarian for teaching and learning.
 - ii. Cynthia Roberts, Dean of the School of Business, introduced Matthew Lutey, assistant professor of finance.
 - iii. David Klamen, Dean of the School of the Arts, introduced Patrick Johnson, assistant professor and program director of communication.
 - iv. Donna Krause, Director of Dental Education, introduced Lisa Borst, clinical assistant professor.
 - v. Vesna Balac, Director of Radiological Science, introduced Nancy Smith, clinical lecturer.
 - vi. Mark Hoyert, Dean of COAS, introduced Muhammad Sajjad, visiting lecturer in Physics; Elizabeth Hoskins, clinical assistant professor of Biology; Emily Polak, clinical assistant professor of Psychology; Thade Correa, visiting lecturer in English.
 - vii. All of the new faculty were welcomed with applause from the Faculty Organization.
- d. Academic Affairs is moving into HH 217 today.
- e. Beth Tyler, Dean of Students, reports that she and Dorothy Frink are working together to manage the office of Student Affairs this year, in the absence of a Vice Chancellor for Student Affairs. Beth has office hours for students listed on her website (<https://www.iun.edu/student-affairs/dean-of-students/index.htm>). She wants our students to be successful. The [Student Behavioral Response Team](#) exists to address student behavior that is alarming. If faculty have disruptive behavior in their classroom, they should deal with it quickly and call Beth if they have trouble. Dorothy Frink introduced herself and said hello.

6. Equity Advisor Training – Aneesah Ali

- a. Aneesah and James Wallace have partnered to create a training program on unconscious bias mitigation. James reports that the Equity Advisor process is designed to make searches fair and equitable. IUN wants to continue to maintain faculty diversity. Aneesah is developing a module on unconscious bias mitigation that will be incorporated into Equity Advisor training. It will include five parts. She will send a copy of the plan for the module to the faculty. Faculty Question: Can you talk about the plan to make many or all faculty into Equity Advisors? Answer: That's not something I am working on right now, but I believe Academic Affairs has a plan to extend Equity Advisor training to more faculty. I have a note

to remind people that that there is a Behavior-Based Interview training on Friday, October 11. Faculty Question: If we have faculty who want or need Equity Advisor training, what should we do? Answer: Contact me. Faculty Question: How many Equity Advisors do we have on campus? Do we need more? Answer: I would say yes we need more because the ones we currently have are not always available.

7. New Library Request Form – Nico Casas

- a. There is a new and easier way to schedule library instruction sessions in your classrooms. The library offers help with finding sources and citation styles in these sessions. Faculty can request an instruction session using this new form on the library webpage:
- b. <https://www.iun.edu/library/departments/library-instruction.htm>
- c. The session request form is at this link: <https://tiny.cc/IUNLibraryInstruction>
- d. For online and hybrid classes the library offers a Zoom discussion (synchronous) or recorded video (asynchronous) for the library information session, but for face-to-face classes they will want to come in person.
- e. It is also possible to request multiple visits in the semester.
- f. There is also a library chat system now that goes directly to a reference librarian.
- g. Faculty Comment: I used an asynchronous video of library instruction in my class and most of my students seemed to watch it.
- h. Faculty Question: Do you have a video already prepared that can be used as a standard thing for most of our courses? Answer: No, not yet, but I could put together something like that. Faculty Comment: Send in a form!

8. IUPUI Bicentennial Symposium – Surekha Rao

- a. It is IU's bicentennial this year, not just IUPUI. Kelly Kish asked for proposals to bring the intellectual capital of IU to the state capital. Surekha is the symposium chair for "Beyond Boundaries: Indiana Academies Symposium," April 3-4, 2020. This will be a signature event of the bicentennial. There are 15 statewide academic societies that are participating in this symposium, from the American Society for Microbiology-Indiana to Sigma Theta Tau International Honor Society for Nursing. Many of these societies have already or will soon be sending out calls for papers.
- b. View the website at <https://200.iu.edu/signature-projects/bicentennial-symposia/indiana-academies-symposium.html>
- c. This is a statewide event. It is a big opportunity for all of us and our students to participate. 1700 people are expected to participate, including hopefully 800 students. Identify some students and encourage them to present. Faculty and students must become a member of one of the participating societies in order to participate.
- d. Please contact Surekha with questions.
- e. Faculty Question: What is the hotel and will students have to pay for their own room? Answer: The hotel is the Hyatt-Regency and unfortunately it is not free.

Faculty should work with departments, Student Government, and student presentation funds to secure money for students to pay for their hotel.

- f. Faculty Question: Can we have the first slide again? Answer: Yes.
- g. Faculty Question: Is IU funding any of this? Answer: Yes, the funding of the conference is coming from the Bicentennial Office. Question: Well how come the students cannot get funding? Answer: Everything else is funded by Bicentennial office, but it seems that hotel is out of their budget. Faculty Question: Is there a group rate for the hotel? Answer: Yes, and I will have a code for the group rate by next month.

9. Grammarly – Ranjan Kini

- a. Student language is very poor. I am not blaming it on the English department. But student language is very poor in their papers. I find Grammarly to be 95% accurate in my experience. Some universities require students to use Grammarly. The administrators on this campus have approved Grammarly, but the request went downstate and there it still sits. There are concerns about security, because every document submitted to Grammarly goes into the cloud. There is concern about what Grammarly does with the data it gleans from our students. I think Grammarly is good and it helps students to improve. It points out grammatical errors and explains why they are errors and it can tell students if they accidentally have committed plagiarism. Faculty can also use it for their own work.
- b. Faculty Question: How is this different from Turnitin? A: Turnitin is only plagiarism detection, not writing assistance. Faculty Comment: This is a defense of the English department. This is a useful tool but it is not a substitute for teaching. Do think about the intellectual property issue, because these companies keep the information uploaded to them and make money off of it. Ranjan: There is an issue of aggregation of data, the company keeps the data but does not attach names to it for privacy issues. The university is negotiating with the company on these issues. Faculty Question: Is there a separation between how Grammarly handles student and faculty data? Answer: I don't think so. Faculty Question: When will it be ready? Not now, but soon, potentially by the end of this semester.

10. Old Business

- a. None presented.

11. New Business

- a. One Book (Crystal Shannon): Have your students participate in the campus read: *They Can't Kill us until they Kill us*. It looks at diversity, inclusion, and culture through music. There is a campus Spotify list and anyone can submit music to be included on it. Nico Casas is reviewing submissions. So far there are about 10 songs. The book is being used in ENG W 130 and 131. The author is coming in October and everyone is invited.

- b. Suggestion (Bill Allegrezza): This is a suggestion for Faculty Organization. By the time we get to the end of the meeting, I am so damn tired, I'm like, fuck it I'm going home. I suggest we move new business, or we could call it faculty chat time, be moved to the beginning of the meeting so that we have more time to talk about issues we find important. Susan: Do we want to have people put items on the agenda, or just leave it open? Bill: I think it would be great to leave it open. Faculty Comment: I think it needs to stay open and we should not curate what comes before the room. Faculty Comment: I like it. Faculty Comment: Having a small period for an open conversation may encourage more faculty to attend these meetings. Faculty Comment: We just want to have conversation sometimes. Susan: Do we need to vote on this, parliamentarian? Answer: No, you as president set the agenda. Susan: Well how about this starting in October I will put 15 minutes of open faculty discussion at the beginning of the meeting before the President's Report. Faculty Comment: I think what we are really looking for is time to talk not just hear about business.
- c. Beach Clean up (Zoran Kilibarda): Geology Club is doing beach clean up at Marquette Beach at 9:00AM tomorrow (Sept 21).
- d. Redhawk Induction Ceremony (Jonathyne Briggs): Thank you to all for releasing your students to attend this event. There were 135 students, triple of previous inductions. This is a faculty led event, and if anyone has concerns or complaints, please join the Faculty Org committee on student ceremonies.
- e. Student Conference (Jen Fisher): IU Undergraduate Research Conference is in Bloomington on Friday November 22nd. This is open to all undergrads. Encourage students to present.
- f. Performing Arts (Mark Baer): Performing Arts is doing a project "The Raisin Cycle" include a production opening November 1st and various supporting and community outreach events, and another production in the Spring that extends the conversation. The whole project is about housing and gentrification.

12. The meeting was adjourned at 2:53 pm.