

Faculty Organization Meeting
February 21, 2020
1-3 pm
Hawthorn Hall 107
Minutes

1. Called to order at 1:00 pm.
2. Approval of Minutes: January 17, 2020 – approved without amendment.
3. New Business
 - a. Interest in updating office furniture and an option for a standing desk.
 - i. Chancellor suggests a study to find out what faculty want
 - b. Suggestion of Climate Change/Sustainability as an aspect of our curriculum - perhaps as a mandatory general education principal.
 - i. Fall 2022 would be the next opportunity for a change. This could be sent to the Gen Ed committee soon so that it could be enacted by that time.
 - ii. One of the One Book options addresses this - please consider voting for that book.
 - iii. There are several climate change initiatives in planning in Theatre and English as well.
 - c. Daily Redhawk email remains an ineffective way to track campus events.
4. President's Report – Susan Zinner
 - a. Andrea Griffin - UFC Rep
 - i. Discussion at UFC regarding Faculty Participation in Faculty Committees with regards to the new Lecturer rank.
 1. Are faculty of all ranks equal? Should this decision be left to each campus?
 - ii. Campus Sustainability issue still being discussed; initiated by IU East – is the target date achievable?
 - iii. Changes to the rules for faculty dismissal based on financial issues are being discussed.
 - iv. There is an effort to standardize grading policies across campuses.
 1. There are currently 7 different versions
 2. Requesting feedback at this stage - send feedback to Susan and Andrea.
 - v. Coronavirus - IU is following CDC guidelines - a few students/faculty stuck in China.
 - b. Susan Zinner
 - i. Administrative Review Committee
 1. Glenn Lauzon (chair), Mark Baer and Harold Olivey have volunteered for this committee

2. They are charged to define committee and its operation before the end of the term.
 3. We plan that the committee will be fully staffed next year.
- ii. RFC Video Conference
1. Test Optional Policy
 - a. IUN is the first to pass this policy.
 - b. Other Regional Campuses are following more slowly.
 - c. It is infeasible to change for 2020, so will be implemented in Fall 2021.
 2. Sustainability Resolution (Attachment #1)
 - a. Discussion - How do we measure our success? How do we determine cost-benefit?
 - b. Chancellor - IU keeps data regarding these issues. Trustees have a report on this.
 - c. Sustainability Council is planned to be formed upon Erin Argyilan's return to campus in the fall.
 - d. Kristin Huysken and Harold Olivey agree to revise this resolution to align with IU Northwest and bring it forward again next month.
 3. Vision of Faculty Presence Statement (Attachment #2)
 4. Fac Org Elections are upcoming
 - a. President Zinner will not be running for another term.
 - b. Executive Committee will play a larger role in nominations. Nominations are welcome from all faculty members.
 5. Constitution Committee has been charged with reviewing the Constitution every year - please send suggestions to Danny Tsataros.
 6. Proposed changes to Committee Structure (Attachment #3)
 - a. Three years ago President Zinner changed the policy regarding the number of committees each faculty member was assigned to each year from 2 to 1. We now have found that some committees have too few active members to be effective.
 - b. To follow up on last month's new business proposal, President Zinner has examined the Constitution and brought forth two options for addressing this issue for discussion.
 - c. Option 1 - All faculty are assigned to one labor-intensive committee and one less intensive.
 - d. Option 2 - All faculty are divided among three super-committees: Faculty Affairs, Academic Affairs, Student/Campus Affairs. The co-chairs of those committees

are able to distribute them among active charges in those three general areas.

- e. Discussion – If we choose to retain the current policy, understaffing and inactivity of committee work will continue to be a problem.
- f. Discussion - Would it be difficult/impossible to schedule a mega-committee meeting?
- g. Discussion - “super-committees” would allow flexibility of resources.
- h. Discussion - Standing committees allow for proactive work.
- i. Discussion - Option 2 should be more should be more developed: Which committees need more representation? - What are the responsibilities of a super-committee co-chair? Has the math changed regarding the number of faculty vs. the number of committees over the last 5 years?
- j. President Zinner will refine the proposal with the Executive Committee and return next month.

5. Chancellor’s Report – William Lowe

- a. Sorry for not making the last meeting.
- b. Reminder - April 17 Colleague Reception.
- c. Spring Enrollment Report
 - i. Enrollment has stabilized at 3532 (-.7%) and credit hours (+.7%) - credit hour increase was the largest in the university.
 - ii. Both South Bend and Southeast continue to see declines. We are not in that group this semester. Efforts were recognized by Trustees.
 - iii. Degree completion is flattening across the university.
 - iv. We achieved 87.9% fall to spring retention - best in the university.
 - v. Students enter regional campuses with an average of 17.3 credits already earned.
 - vi. IUN 4-year graduation rate is up to 22%, 6-year graduation rate is 34% - both are up sharply.
 - vii. State performance funding for 2021 will be affected very positively by graduation rate increases.
 - viii. Attention to retention and success of students is critical to continuing stabilization and growth due to demographic challenges (fewer HS graduates).
 - ix. Connection between Online Learning and student retention/success?
 - x. Thank you to the faculty for all this good work. Let's continue to work for the students.

- d. Chancellor expects salary increases to be approved across the campus within a balanced budget. University has a goal of a \$15/hour minimum wage for full time employees - IUN is already there.
6. EVCAA's Report – Vicki Roman-Lagunas
- a. Surekha Kopparchy - IU Bicentennial Mega-Conference "Beyond Boundaries" is upcoming April 3-4. Thanks to the administration for providing a minibus for transportation.
 - b. Introducing Sandra McMullen, new Grants Coordinator and Senior Grants Writer – hired to support grant writing on campus and pursue major federal grants.
 - c. 2019 Tree Campus USA recognition - Erin Argyilan lead the programming for this achievement.
 - d. Accreditation visits take place in Business and SPEA over the next few weeks – please support these faculty.
7. Academic Affairs Committee – Harold Olivey (Attachment #4)
- a. IU Bloomington charges \$25 to audit. All other campuses charge full tuition.
 - b. Academic Affairs committee suggests moving to the Bloomington \$25 fee.
 - c. The proposed policy change does not include a price.
 - d. Comment - P/F 1-credit for non-degree seeking student might be a better option. "Certain classes may require lab fees."
 - e. Academic Affairs Committee will consider this feedback.
8. MOTION - extend meeting by 10 minutes
9. FACET Presentation – Michael Morrone, FACET President
- a. FACET vision is that each faculty member is invested in excellence in the classroom.
 - b. FACET activities relate to Research, Teaching and Service.
 - c. More info at www.facet.iu.edu
 - d. 47% of University Teaching Awards have gone to FACET members.
10. Old Business
- a. None presented.
11. The meeting was adjourned at 3:04 pm.

Attachment 1:

Sustainability Resolution at IUE

Revised Sustainability Resolution from IU East (11-11-19) for RFC (11-12-19 meeting)

[IU East-specific references are in square brackets below.]

Rationale for putting forward the resolution

1. Whereas the Paris Agreement on climate change (2015); the International Panel on Climate Change Report (2018); and the Fourth National Climate Assessment Report by the US Global Change Research Program (2018) have all warned of the catastrophic dangers to humans and the earth if climate change is not addressed;
2. Whereas Indiana and other Midwest legislators are leading and participating in the bipartisan Climate Solutions Caucuses in the U.S. Senate and U.S. House;
3. Whereas IU is internationally recognized as an Innovative University in *Reuters' Top 100: The World's Most Innovative Universities*;
4. Whereas Core Value 7 of the IU Bicentennial Strategic Plan commits to "Sustainability, stewardship, and accountability for the natural, human, and economic resources and relationships entrusted to IU";
5. Whereas Action Items of the Strategic Plan include the goal "to solidify IU's focus on efficient and environmentally conscious campus design and operation";
6. [Whereas "Global Stewardship" and development of an "IUE campus Sustainability Initiative" is named as part of Strategic Priority 3 of IU East's Strategic Plan (2016);
7. Whereas the mission of several IU East Schools and Programs is to develop global citizens];
8. Whereas, recognizing how current and future university students have made climate concerns and sustainable practices a high priority, as evidenced, for example, by the international student-led Global Climate Strikes;

Now, therefore be it resolved that

[IU East], through collaborations of its constituent groups in administration, faculty, staff, and students, will work cooperatively to

1. prioritize sustainability and a climate action-plan as major, long-term goals of the [IU East] campus, in all planning;
2. actively support the work of the [Sustainability Council, the IU East Office of Sustainability,] and future academic programs in sustainability, such as the Collaborative B.A. in Sustainability Studies;
3. anticipate the post-carbon, sustainable economic era and preserve fiscal responsibility while pursuing the goal of carbon neutrality;
4. create effective synergy between administration, faculty, staff, and students as we implement and model sustainable best-practices and use of renewable resources to the [IU East] campus, student body, and wider community, for the *next* 50 years and beyond; and
5. [as a campus], to collaborate on achieving the goal of becoming carbon neutral by 2040, ahead of what is advocated by the International Panel on Climate Change Report.

Attachment 2:

Vision of Faculty Presence Statement

See the following pages.

A Vision of Faculty Presence for Indiana University's Third Century

The mission of Indiana University has been, and remains, the education of students, the generation of new knowledge, creative activities and service to the community. Faculty members are central to this mission as educators and scholars. They create a community of learning and scholarship and participate in shared-governance of the university. The development of this community of learners and scholars depends on interactions between the various stakeholders in the community – faculty, students, staff, administrators, and the public.

Faculty have considerable flexibility with regard to how they satisfy their complex responsibilities to the university. Historically, these activities have taken place on campus. More recently, technological advances allow faculty to teach courses, mentor students, conduct research, create, and collaborate with colleagues and other members of the university's communities remotely. Some faculty responsibilities necessitate absences from the university campus. For example, presentations at other universities and professional meetings, performance opportunities or other professional artistic endeavors, and research at other locations are important parts of faculty duties as scholars advancing the frontiers of knowledge. Overall, the combination of faculty being on campus and working at distance allows the university to be successful in fulfilling its mission.

In this context, strategic and purposeful presence of faculty on campus is essential in serving the university in the age of technology-mediated communication. Faculty agency, engagement with colleagues, participation in campus initiatives or events, meaningful discussions with students, colleagues, and staff all benefit from planned and unplanned interactions that occur on campus. Further, we articulate the importance of faculty presence on campus to our stakeholders - the students, our colleagues, the staff, visitors to the university and the citizens of Indiana.

Students – Faculty are essential in guiding students through their educational experience at the university. When teaching, faculty lead the students in their discovery of new knowledge. Equally important is their availability to students outside the scheduled class time to answer course-related questions, mentor students via independent studies and private lessons, provide feedback on research projects, advise, provide career guidance, and engage in the intellectual exchange of ideas. These exchanges are most effective when the conversations happen in classrooms before or after scheduled sessions, in faculty offices during office hours or when students drop by or call in. These meetings, initiated by faculty or by students, provide space and time for students and faculty to collectively work towards a meaningful exchange of ideas.

Colleagues – Faculty members' interactions with their colleagues are important in numerous ways. Shared-governance is one of the central principles of the university. Faculty participate in this process through their work on committees at the departmental, school, college and university level. These activities inherently require discussions to develop a consensus. The communication in the context of immediacy and proximity is most productive for collaborative decision-making: faculty can actively listen to colleagues, provide feedback, and contribute to discussions during planned meetings as well as participate in impromptu conversations. Faculty presence on campus is also important in engaging in team teaching and in helping with departmental duties, such as covering courses when a colleague is absent due to professional travel or illness.

Staff – Staff work with the faculty to support the university mission of education, scholarship and service. This will be most effective when faculty and staff develop positive working relationships, which will facilitate the execution of university responsibilities efficiently and without undue workload. Similar to the interaction with colleagues, faculty presence on campus provides opportunities for regular communication, planned or unplanned, with staff.

Citizens and Visitors– The citizens of Indiana provide the support that makes the university possible. Faculty have a responsibility to serve as good stewards of the funds that they provide. The perception of faculty presence on campus by the public is essential for creating an understanding among the citizens of Indiana that faculty are actively involved with the students, creative activities and research and service. Faculty presence on campus is also important in meeting with visitors to departments, schools, colleges and the university.

Attachment 3:

Proposed Changes to Faculty Committee Structure

See the following pages.



Faculty Org Committee Restructuring Proposals

February 21, 2020

Option 1

- ▶ Proposal: All faculty should be on one committee that is fairly labor-intensive and one committee that meets less often (perhaps just once a year and/or whose work can be done on-line)
- ▶ Rationale: Allows Faculty Org committees to have more members, have work more fairly distributed while still having the existing number of committees to exist

Option 1

- ▶ All faculty serve on one of these committees:
 - ▶ Executive Committee (elected)
 - ▶ Academic Affairs
 - ▶ Admissions
 - ▶ Assessment
 - ▶ Faculty Affairs
 - ▶ Survey & Curriculum



Option 1

▶ Faculty also serve on one of these committees:

- ▶ Academic Ceremonies
- ▶ Board of Trustees Teaching Award
- ▶ Budget
- ▶ Calendar
- ▶ Campus Planning/Facilities
- ▶ Community Engagement
- ▶ Computer & CT/DE
- ▶ Constitution Review
- ▶ Diversity & Inclusion
- ▶ Elections
- ▶ Faculty Development
- ▶ Founder's Day Teaching Award
- ▶ Grants
- ▶ International Affairs
- ▶ Library
- ▶ Retention
- ▶ Scholarship/Financial Aid
- ▶ Security
- ▶ Student Affairs
- ▶ Writing Across the Curriculum

Option 2

- ▶ Proposal: Every faculty member serve on either 1) Faculty Affairs Committee, 2) Academic Affairs Committee or 3) Student/Campus Affairs Committee and then serve on a related subcommittee falling under each primary committee
- ▶ Rationale: These three committees serve the primary function of faculty governance at IUN and the subcommittees are linked to each of the three and would allow us to function more effectively.

Option 2

- ▶ Primary committee: Faculty Affairs
 - ▶ Faculty Affairs Committee shall concern itself with matters pertaining to the rights, privileges, and responsibilities of faculty members; it shall be advisory to or representative of faculty, depending on matters referred to it.

Option 2

- ▶ Primary Committee: Faculty Affairs

- ▶ Subcommittees:

- ▶ Executive Committee
 - ▶ Community Engagement
 - ▶ Computer & CT/DE
 - ▶ Diversity & Inclusion
 - ▶ Grants (Faculty)
 - ▶ Elections
 - ▶ Faculty Development
 - ▶ International Affairs



Proposal 2

- ▶ Primary Committee: Academic Affairs

- ▶ Academic Affairs Committee shall be concerned generally with consideration of the implementation of University system-wide academic standards and policy review and recommendation in all areas of academic standards and academic program quality.

Option 2

- ▶ Primary Committee: Academic Affairs

- ▶ Subcommittees:

- ▶ Academic Ceremonies
 - ▶ Assessment
 - ▶ Calendar
 - ▶ Library
 - ▶ Constitution Review
 - ▶ Survey & Curriculum



Option 2

- ▶ Primary Committee: Student/Campus Affairs

- ▶ Subcommittees:

- ▶ Admissions
 - ▶ Budget
 - ▶ Campus Planning/Facilities
 - ▶ Grants (Students)
 - ▶ Retention
 - ▶ Scholarship/Financial Aid
 - ▶ WAC
 - ▶ Board of Trustees Teaching Award
 - ▶ Founders Day Teaching Award



Discussion

- ▶ Issues to consider:
 - ▶ There are other committee assignment options; these are just two that were proposed in Jan. Faculty Org
 - ▶ The assignment of committees (especially in option 2) is somewhat arbitrary; some committees could belong in several categories
 - ▶ We could choose to leave our structure as it is (but doing so fails to address the issue some Chairs have encountered of too few faculty to accomplish necessary tasks)
 - ▶ Other thoughts?

Attachment 4:

Academic Affairs Committee: Proposed Revision to Auditing Policy

AUDITING A COURSE

Courses may be taken on an official audit basis, which means that students can attend the course without working for or expecting to receive formal credit. No credit will be given, and the audited course will be indicated on the student's transcript with a grade of NC (no credit). The student must discuss course work expectations with the instructor, and it is up to the instructor to approve the student's request. Courses taken for audit do not apply toward any academic degree and do not count as part of a student's full-time or part-time course load for the purposes of financial aid or loan deferments.

Students considering the audit option should discuss their plans carefully with their academic advisor. It is possible that another grading option (i.e., Pass/Fail) may be more appropriate. In some cases, schools do not allow students to register for a class for credit after taking it on an audit basis. Students must pick up the audit forms from their school or division, secure the appropriate signatures, and submit the completed form to the Office of the Registrar by the deadline specified in the academic calendar. Once invoked, the student may not change to credit status for the course.