

Minutes
Faculty Assembly, School of Liberal Arts
2:00–4:30 pm Friday, April 27, 2018, LE100

Faculty Attendees: Marta Anton, Robert Aponte, Emily Beckman, Gail Bennett, David Bivin, Ulf Jonas Bjork, Bill Blomquist, Maria Brann, Herbert Brant, Marilee Brooks-Gillies, Andy Buchenot, Jennifer Bute, Thorsten Carstensen, Ulla Connor, David Craig, Kevin Cramer, Edward Curtis, H. Cusack-McVeigh, Tom Davis, Cornelis De Waal, Tijen Demirel-Pegg, Fred DiCamilla, Mitchell Douglas, Aaron Dusso, Owen Dwyer, Jonathan Eller, Estela Ene, Erin Engles, Steve Fox, Amanda Friesen, Philip Goff, Nancy Goldfarb, Didier Gondola, Jennifer Guiliano, Ray Haberski, Kelly Hayes, Katharine Head, Bruce Hetrick, David Hoegberg, Susan Hyatt, Andrea Jain, Lynn Jettpace, Kristine Karnick, John Kaufman-McKivigan, Jaesoo Kim, Francia Kissel, Elizabeth Kryder-Reid, Keiko Kuriyama, Pamela Laucella, Sarah Layden, Erik Lindseth, Kim Lovejoy, Vijay Lulla, Timothy Lyons, Jennifer Price Mahoney, Henry Mak, Amira Mashhour, Kate Miller, Leslie Miller, Kyle Minor, Elizabeth Monroe, Anita Morgan, Gwendolyn Morrison, Deborah Oesch-Minor, Lynn Pike, Mike Polites, Rob Rebein, Audrey Ricke, Kevin Robins, Nancy Robertson, Eric Saak, Ronald Sanwina, Philip Scarpino, Carly Schall, Daniela Schuvaks-Katz, Rebecca Shrum, Michael Snodgrass, David Strong, Shana Stump, Vidhura Tennekoon, Joseph Terza, Rosa Tezanos-Pinto, Elizabeth Thill, Jennifer Thorington Springer, Peter Thuesen, Joseph Tucker Edmonds, Thom Upton, Jose Vargas-Vila, Jing Wang, Scott Weeden, Kim White-Mills, Jeffrey Wilson, Mel Wininger, Elee Wood, Xin Zhang

Visiting Faculty: Jane Hartsock, Andrea Smith

Guest Attendees: Melissa Braunschweig, Julie Carriere, Merle Illg, Hank Lankford, Norman Minnick, Amy Jones Richardson, Stephanie Rowe, Candice Smith

1. Call to order at 2:03 p.m. —Herbert Brant
2. Approval of the minutes from March 2, 2018. Minutes were approved as presented.
3. President's Remarks:
 - a. All committees need to submit year-end reports soon; by May 8, if possible.
 - b. Election results:
 - Vice President of Faculty Assembly: David Craig
 - FRPC: Ray Haberski, Rob Rebein, Phil Goff
 - Agenda Council Regular Members: Xin Zhang, Jing Wang
 - Enhancement Review: Maria Brann
 - IFC: Ray Haberski (re-elected), Ron Sandwina, Jeremy Wilson
 - Nominating Committee: Steve Fox, Beth Goering
 - P&T Sr. Lecturer: Claudia Grossman
 - P&T Tenure: Andre DeTienne, Danna Kostroun, Wan-Ning Bao
 - c. Outstanding Faculty Awards:
 - i. Outstanding Associate Faculty: Norman Minnick, English
 - ii. Outstanding Lecturer: Honnor Orlando, English
 - iii. Outstanding Tenure-Line Professor: Rosa Tezanos-Pinto, WLAC

4. Dean's Remarks:

a. Promotion & Tenure:

- | | |
|------------------------|--------------------|
| • Wan Ning Bao | • Samuel Kahn |
| • Steve Fox | • Henry Mak |
| • Thorsten Carstensen | • Kyle Minor |
| • Holly Cusack MvVeigh | • Rebecca Shrum |
| • Jennifer Guiliano | • Honnor Orlando |
| • Laura Holtzman | • Jennifer Mahoney |

b. Kudos to our students: \$342,000 awarded to students. 13 students in the Top 100; IUPUI's Top Student was from SLA for the second year in a row. Sarah Bahr was Chancellor's Scholar. We had 9 Plater Medallion recipients. History major Morgan Wilson was in the Elite 50, and Cecilia Gomez (2 SLA minors), was named Outstanding IUPUI Woman Leader in the student category.

c. Kudos to our faculty: Teaching Excellence Awards – Gail Bennett, Maria Brann, Thorsten Carstensen, Fred DiCamilla, Erin Engles, Krista Hoffman-Longtin, Kenzie Mintus, Rebecca Shrum, Shana Stump

d. New FACET members – Nancy Goldfarb and Krista Hoffman-Longtin

e. Other notable awards and grants:

- | | |
|--------------------------------|----------------------------|
| • Janice Bankert
Countryman | • Jon Eller |
| • Elizabeth Kryder-
Reid | • Jason Kelly |
| • Kyle Minor | • Holly Cusack-
McVeigh |
| • Sarah Layden | • Charli Champion-
Shaw |
| • Jason Aukerman | • Larry Zimmerman |
| • Jack McKivigan | |

f. Retirements:

- | | |
|--------------------|-------------------|
| • Ramla Bandele | • Susan Shepherd |
| • Bob Beck | • J.J. Stenzoski |
| • David Bivin | • Luise Morton |
| • Janette Pubman | • Kate Thedwall |
| • Missy Kubitschek | • Julie Vincent |
| • Najja Modibo | • Marianne Wokeck |
| • Jane Schultz | |

g. Thank you to all our faculty for their dedication to student success. Neither the dean nor our students take faculty work for granted. This year has been challenging but we are lucky to work with great people in SLA.

5. No old business.

6. Update from Aaron Dusso, SLA Marketing Committee:
 - a. Our outreach to high schools has been haphazard to this point. We want to make it more systematic and provide resources to faculty going out to schools.
 - b. The committee wants to make our majors more visible in the halls of Cavanaugh so campus visit groups will see them. "We want people to be tired of hearing why they should major in Liberal Arts."
 - c. Please complete the 3-question survey and return it to Mike Polites.
 - d. The Canvas site is also a great place to add your suggestions.

7. Update from Phil Goff, FRPC chair:
 - a. FRPC committee formed early in the fall, soon after SLA was informed by the university it was officially in financial crisis and after the Dean's Office hosted several brainstorming sessions with chairs, directors, and staff.
 - b. Committee initially consisted of Agenda Council and Resources and Planning. Given the expertise needed and the amount of time demanded of those on the Agenda Council, the committee was reconstituted to consist of the Resources and Planning Committee, plus those on the Agenda Council who wanted to remain, and three at-large members elected by the faculty.
 - c. Focus for fall semester was gathering, reviewing data and helping the Dean come up with a pro-forma budget that was approved by Faculty Assembly, campus Budgetary Affairs Committee and, more importantly, administration.
 - d. In December, FRPC turned its attention to addressing the most immediate possibilities within SLA for enhancing revenue and cutting costs.
 - e. As the committee reviewed data and had multiple conversations with stakeholders, standing committees were tasked with examining specific areas of concern. Committee members also set up a Canvas site to share data, promote transparency, and enable open discussion.
 - f. Over the past few Faculty Assemblies, these committees have been coming in with proposals for approval or best practices for endorsement by Faculty Assembly. Many thanks to all, but especially to Undergraduate Curriculum and Standards Committee. People of goodwill can agree or disagree with these proposals, but all must agree that this committee has done its due diligence and worked hard to hammer out concrete proposals.
 - g. Next steps:
 - i. FRPC will meet next week to formulate the plan and contents of its final report which will be made available on Canvas and sent to SLA via email.
 - ii. The committee will also discuss the areas of unaddressed concerns and newly identified areas to move into that we will pass along to the next iteration of the FRPC.
 - h. SLA is better off now than we were at this point last year, thanks largely to the Dean's Office, but also to the good work of the committees. But we must not think of this simply as getting back into the black. The minute we cross that threshold, we will still owe millions of the dollars to campus.

- i. Much work remains to move us to profitability. We need to think in terms of (a) paying our debt, (b) rebuilding our reserves, and (c) offering suitable and overdue raises to faculty and staff.
 - j. We must think about new ways to bring in revenue through interaction with local high school students, new niche programs to draw in professionals, new interdisciplinary grants to help finance our graduate programs, new department curricula that reflect the reality of a smaller faculty.
 - k. Again, thank you to all of those who worked on committees this year to address our most immediate concerns.
 - l. Thank you to those who joined in the conversation in our Canvas discussion boards, as well as to those who sent me your thoughts. Phil was especially heartened to see our Associate Faculty join the Canvas site so quickly when invited to do so. Some have even lent their voices to the discussion—and some excellent ideas have come from them already.
 - m. Thank you to the Financial Recovery Planning Committee: Herbert Brant, Jennifer Guiliano, David Craig, Kim White-Mills, Subir Chakrabarti, Marta Anton, Bill Blomquist, Jennifer Mahoney, Kyle Minor, Scott Pegg, and of course, Tom Davis and Rick Hanson. This team met every ten days since late December. It was not an echo chamber, but a diverse group of people with different ideas who didn't always agree. But our conversations were always civil, smart, and extremely informed. This committee was truly exceptional. Thank you!
8. Update from Jen Guiliano, subbing for Scott Pegg, Resources & Planning:
- a. Many thanks to Journalism for moving into Cavanaugh, saving us \$400,000 annually.
 - b. Thanks also to the several external centers also working to reduce their space to save more money.
 - c. Proposals coming – 1) administrative compensation for departments and programs, 2) standardizing research course releases, 3) administrative organization
 - d. These proposals will soon be on the Canvas site for feedback and comment
9. Update from Kees de Waal, IFC
- a. IFC meets first Tuesday of every month
 - b. IFC has been discussing the composition of the membership this year. Constitution and bylaws have been amended and voted on to increase non-tenure-track faculty representation.
 - c. IFC has also discussed the Michigan Street and building renovations.
 - d. They have also looked at the PUL/PCL Revisions.

10. Action items: [**VOTES REQUIRED**] – Proposal from the Faculty Affairs Committee, Sue Hyatt, chair, and Norm Minnick, representative from the Associate Faculty Coalition

- Although the committee was charged with reducing associate faculty, these proposals will actually increase costs. They represent a thoughtful recognition of the value of our associate faculty as well as the principles we as a school purport to uphold.
 - Re-open faculty promotion process
 - Add an associate faculty member to Faculty Affairs committee
 - If a section assigned to an associate faculty is cancelled late, the associate faculty should be given \$500 to compensate their time.
 - Independent studies and honors contracts should be compensated.
 - Improve communication with associate faculty.
 - Model our procedures on AAUP hiring protocols to uphold our ethics as a school.

DISCUSSION: Bill Blomquist brought up a potential audit issue due to the fact that associate faculty are not considered hired until the first day of the month the semester starts. If their class is cancelled prior to that, and we pay them \$500, it may raise a red flag.

Edward Curtis proposed that we might consider hiring them as consultants.

Erin Engles noted that we don't have standardized hiring agreement or contract, so we may need to do that first. She is willing to share the form that she uses.

Norm Minnick pointed out that of all the schools he's taught at in Indy, Liberal Arts is the only one without AF contracts.

David Craig pointed out that these are recommendations to the Dean, not policy proposals. As a faculty, we should make a statement about our ethics and expectations.

Endorsement passed with one No vote.

11. Action item: [**VOTE REQUIRED**] – Proposal from the Undergrad Curriculum Committee, Emily Beckman, chair

- World Languages and Perspectives Proposal -the committee believes this proposal will increase enrollments and retain majors. They have worked for six months, talked to faculty, staff, students, examined literature and what other schools are doing across the country. Data has been mined. Drafts have revised multiple times, based on Assembly feedback.
- The requirement can be filled in one of three ways
 - Demonstrate second-year proficiency in a single world language
 - Demonstrate third semester proficiency in a single world language and take on focus from one of the two History Sequences.
 - Demonstrate first-year proficiency
- Options and flexibility are important, and this proposal increases student options from one to three. The proposal moves us into a more competitive position with other schools. The committee believes this will improve income and will be good for students, faculty and the school.

DISCUSSION: This proposal is very similar to the previous. The biggest change is a technical one involving a campus rule.

David Craig asked if we know how many students earn “special credit” and do not have to take more than one language course. He also raised the concern that the proposal is moving too quickly, and instead of reducing the language requirement, we need to reinstate the history course across the board.

Kyle Minor said it’s important that we take action now or we will lose our opportunity to make some decisions in the future.

Emily reminded us that the BS degree is still an option for students, but it appeals to a very different population.

Edward Curtis expressed concern that this proposal may reduce the value of our degree. We may be doing our students a disservice by not pushing them to complete those second language classes.

Emily responded that we likely never even see a lot of students who are completely turned off by our requirement.

Marta Anton said this proposal has elicited a lot of conversation and shows how much we care about our school. However, she doesn’t believe that WLAC has had time to study the proposal and its potential impact since the final version was only available within the past week. She requested that this be considered a first read to give us more time to consider unintended consequences. She wanted to know why we are rolling back these credits so significantly, to levels lower than they had ever been in the past 25 years. Although the committee has put in a lot of time, the

evidence is not conclusive. Because of the dire financial situation of our school, we need to look at more data. The evidence presented in the proposal is difficult to interpret and does not indicate a cause-effect relationship between enrollment drops and the language requirement. She concluded that WLAC faculty are not motivated by protectionist agendas, but there is no direct evidence that a reduction in language credits will guarantee increased enrollments—it will merely shift credits from one department to others. Marta posted many of her concerns on Canvas where they can be read. She hopes in the future, proposals will be more transparent and inclusive.

Emily responded that she agrees that committees must consult with faculty who are affected. The committee opened up their meetings and met with a number of faculty, including Didier Gondola and Marta. We need as many participants at the table as possible. The committee sent out many drafts to concerned faculty before it went to the rest of SLA. In 2013, WLAC credits were increased and the 2-semester history requirement was taken away. This time, the committee tried to be thoughtful, careful, and transparent. Because the FRPC charged the UCSC with action on the curriculum, they moved forward; in the committee's view, the proposal is moderate and reasonable.

Owen Dwyer asked how many students are we talking about? How many will actually be affected? He pointed out that the General Studies degree is a great option for students who don't want to do a second language or math/STEM.

Jose Vargas-Vila asked what kind of data does the committee have that guarantees the success of the proposal. Steve Russell replied that no data can indicate guaranteed success. The proposal allows our students to achieve a B.A. in a way they couldn't in other schools. We can't act like a robust, financially healthy school; we need to do something to be more competitive – this proposal does that. The committee has acquired a mountain of data and spent 6 months examining possible effects. Unintended consequences should be mitigated by the caution of the committee.

Kate Miller said WLAC has been asking for specific data to show that the WLAC requirement has hurt enrollments. They haven't seen that.

Whether we vote today or in September, it could be implemented in Fall 2019, if passed.

Kate Miller moved to postpone/table the proposal.

Paper ballot on tabling the proposal. Move to table was defeated in a paper ballot. 26 – 66 with 1 abstention.

Proposal was voted upon in a paper ballot. Proposal was approved 65 – 21 with 3 abstentions.

12. Action item: [**VOTE REQUIRED**] – Proposal from the Undergrad Curriculum Committee, Emily Beckman, chair
 - Religious Studies Curriculum Proposal
 - David Craig explained that faculty in the Religious Studies department have shifted. This proposal makes the major more flexible for students. The total number of credits remains the same.
 - Thom Upton asked if this proposal changes the number of 300 and 400-level classes students need to graduate. David said it does not have an impact on that.
 - Proposal passed unanimously on a voice vote.
13. Action item: [**VOTE REQUIRED**] – Approval of graduation list, Elee Wood
 - a. List was approved unanimously on voice vote.
14. Passing of the Gavel - Herbert's term as president has ended. Kim White-Mills will be our president next year.
15. Adjournment at 4:12pm