

**Minutes**  
**Faculty Assembly, School of Liberal Arts**  
**2:00–4:30 pm Friday, November 9, 2018, LE105**

Faculty Attendees: Robert Aponte, Emily Beckman, Gail Bennett, Jonas Bjork, Andy Buchenot, Chad Carmichael, Thorsten Carstensen, Subir Chakrabarti, Martin Coleman, Ulla Connor, David Craig, Kevin Cramer, Aaron Dusso, Owen Dwyer, Jonathan Eller, Estela Ene, Erin Engels, Steve Fox, Amanda Friesen, Nancy Goldfarb, Claudia Grossman, Sara Harrell, Ronda Henry Anthony, David Hoegberg, Lynn Jettpace, Kristine Karnick, John Kaufman-McKivigan, Elizabeth Kryder-Reid, Keiko Kuriyama, Chris Lamb, Pamela Laucella, Sarah Layden, Erik Lindseth, Vijay Lulla, Timothy Lyons, Enric Mallorqui Ruscaldeda, Jennifer Price Mahoney, Tom Marvin, Kate Miller, Leslie Miller, Malcolm Moran, Anita Morgan, Scott Pegg, Lynn Pike, Josh Prada, Rob Rebein, Steven Russell, Brian Steensland, Shana Stump, Joseph Terza, Elizabeth Thill, Jennifer Thorington Springer, Peter Thuesen, Scott Weeden, Kim White-Mills, Jeffrey Wilson

Visiting Faculty: Andrew Smith

Guest Attendees: Liz Goodfellow, Merle Illg, Stephanie Rowe, Sam Walters

1. Call to order at 2:04 p.m. —Kim White-Mills
2. Approval of the minutes from September 14, 2018. Minutes were approved as presented.
3. President's Remarks (Kim White-Mills):
  - a. Thank you to all the committees, which have all met at least once this semester. They are moving forward, and we do expect several action items to vote on in January.
  - b. Camy Broecker and Kathy Johnson extend their thanks to those SLA faculty who attended the financial literacy workshops. They have said that they are willing to come to committee meetings.
  - c. We are still looking for a department to chair and plan the Staff Appreciation luncheon.
  - d. On behalf of the SLA faculty, Kim White-Mills would like to propose a resolution to honor Tom Davis, in gratitude for his service as dean. Three corrections (1 typo, two corrections to degree programs) will be made. Resolution as corrected was approved unanimously.

- e. Dominique Galli (dgalli@iu.edu), executive director of Center for Research and Learning, has succeeded Rick Ward. She would like to remind our faculty of the resources and opportunities provided by Center. The Center focuses on undergraduate research opportunities, including travel funding and support. Students can submit proposals, but they must have a faculty mentor. Faculty can submit research proposals for the Multidisciplinary Undergraduate Research Institute (MURI). These proposals are due January 25<sup>th</sup>. More information can be found at: <https://crl.iupui.edu/crlprograms/facultyprograms/muriprojectawards/index.html> Course development grants are also available through the CRL.
4. Dean's Remarks (Interim Dean Rob Rebein):
- a. We are making progress. We want to update our priorities for the school year:
    - i. Respond boldly to the deepening financial crisis – FRPC sent some long to-do lists to the committees. The committees need to work smart to get through all these items.
    - ii. Expand efforts to protect SLA turf, especially in common core, AP, dual credit, transfer, Ivy Tech – We are getting support from the campus and from the deans, especially about the common core issue. Most of the other items aren't getting much support from campus, which would need to go to push back against state legislature.
    - iii. Launch initiative to increase majors, minors and partnerships – This is working. The dean thanks all the department chairs and program directors who have been working diligently on this initiative, developing relationships across campus. Campus administration's attitude toward Liberal Arts is changing; they are starting to recognize the vital role we play in our campus. Administration is starting to put some pressure on the deans to work with SLA.
    - iv. Re-examine allocation of resources in a systematic way – We are moving in the right direction, starting to gather and use data to make good decisions. We need to compensate our faculty in a way that is transparent, fair, and attractive. We want campus administration to recognize that we have done our due diligence in getting our house in order. Ideally, we could allocate resources in such a way that we could restore travel funding next year.
    - v. Pilot career communities initiative – We want career support in SLA to look as good and work as well as the one in Bloomington and Kelley.
      - 1. Jennifer Thorington Springer pointed out that we are piloting our first career community in the spring - public relations media creative arts.
      - 2. Our alumni are very supportive of this initiative. They want us to prepare our students to work with them and for them.

## 5. Committee Updates:

- a. FRPC (Scott Pegg for Phil Goff) – FRPC has picked up where it left off. We are continuing to gather and analyze data. We have given specific tasks to the other faculty committees. We continue to make recommendations to the dean as well as committee chairs and department chairs and program directors. The Canvas site is still up and available for the school to see and provide feedback.
- b. Faculty Affairs (David Craig) – Faculty Affairs was asked to analyze how Associate Faculty are employed across the departments and programs in the School. Many of FAC's best practices recommendations for Associate Faculty have been implemented. The committee is still discussing whether and how to operationalize possible compensation for late-cancelled courses; if this seems doable, we plan to have a proposal for the Dean.
  - FAC has asked department chairs and program directors to write a narrative about teaching needs, staffing and priorities and possible ways to grow enrolments while our faculty shrinks (due 11/12).
  - They are working on a couple minor tweaks to the FAR.
  - They are also considering creating an award for Outstanding Visiting Faculty.
- c. Academic Affairs (Robert Aponte) – It's been relatively quiet. The committee is looking at streamlining the complaint process so students understand how to prepare better.
- d. Graduate Curriculum (Robert Aponte for Carrie Foote) – The committee has not been able to gather all the information it needs to effectively evaluate the costs of our graduate programs. No one seems to have the profitability and cost data, so they are struggling.
- e. Research Advisory (Jeff Wilson for Kenzie Latham-Mintus) – SLA seems to be underutilizing some of the research grants, but we are up in grant money (\$1.9 million) over the last two years. We are piloting a "Works in Progress" series to help develop a culture of collaboration and sharing of our research. The committee is starting some conversations with center directors about cost effectiveness, profitability, and non-monetary value. Charge from Simon Atkinson to identify research priorities for the school and how we will assess progress toward those priorities before a campus-wide research summit in February. Much of the grant money coming in is from center directors and editors of edition projects. Vijay Lulla suggested that we look to some more community partners for grants and contracts. The national outlook is pretty flat, but that will depend on trends and politics.
- f. Resources & Planning (Scott Pegg) – R&P was analyzing chair and director compensation for fairness and transparency. Historically, the compensation process has been secretive and individualized, depending on that person's negotiating skills. R&P is trying to standardize the process for department chairs and submitted their recommendations to the dean, who took them to PDC last week. Once that is finalized, they will move on to program directors, who tend to be more heterogeneous. Amanda Friesen asked if the recommendation shouldn't be shared with ALL faculty, rather than just the people who are most affected. Scott said the committee is happy to share it when it's in a more polished version. Tim Lyons commented that the initial

formula seemed pretty consistent, and now the formula seems less so. Scott explained that the committee wants to start at the top and work down. The intention is that the formula can be tweaked as the workload changes in a department and eliminate tremendous inequities. Brian Steensland remarked that the committee really is looking at departmental workload, but it is a very complicated formula. Scott welcomes feedback and input from everyone, and he will share or keep those comments confidential. The Canvas site is another good place to provide feedback before the committee sends its recommendation to the dean.

- g. Technology (Thorsten Carstensen for Kathryn Lauten) – The committee invites faculty to send any concerns or needs to us. In response to a technology compliance audit, we are working on a video to educate faculty about data security. It should roll out in the spring.
- h. Undergraduate Curriculum (Gail Bennett) – The committee brought quite a few proposals to Assembly last spring. They are monitoring implementation of those proposals, A 1-credit, 5-week course, B311, has been developed for Classical Studies; it can serve as a model of the kinds of the courses we want to look at developing, especially its name and how it fills a specific need in the school. Gail has met with Phil Goff to discuss the committee's charge from the FRPC. They are looking at how private schools in Indiana are recapturing credits lost to AP and dual credit.
- i. Teaching & Advising (Jennifer Thorington Springer for Sue Hyatt) – The committee is reviewing sabbatical-like leave applications and developing a form to standardize those reviews. They are also working on a standardized form for peer review of teaching. They are weighing reinstatement of the graduating student exit survey.
- j. Bylaws Review (Kate Miller) – The committee has met twice. They have received suggestions from both the Assembly president and committee chairs. Several proposals will be coming in the spring. Many of these will focus on committee makeup to better reflect the school's current resources and structure.
- k. Enhancement Review (Peter Thuesen) – The committee's main job is to review the classes of any faculty requesting peer review or having unsatisfactory evaluations. No cases have been brought forward this year. The committee is looking at ways to be more proactively helpful in faculty mentoring. Peter invites faculty to contact him with ideas.
- l. Nominating Committee (Steve Fox) – Nothing to report, as most of their work occurs in spring. Contact Steve if you would like to serve.
- m. Library Committee (Thorsten Carstensen) - The committee is looking at the library's open access policy and also talking about the allocation formula.
- n. External Relations (Aaron Dusso) – The committee has 3 strategies: spending more resources on student recruitment, using Cavanaugh space for more advertising, figuring out how to organize high school recruitment throughout the school. We need to make more personal contact with prospective students. We want to reach out to all those campus visits coming through our space. We want to standardize and support faculty going into high schools. Sherry Minton is now on the committee, so hopefully we'll see some progress on the web presence soon.

6. Comments on Diversity, Equity & Inclusion Initiative (Jennifer Thorington-Springer, associate dean for Student Affairs) – In addition to the two workshops being presented this month, we need a diversity task force for the school. Ideally, the task force will actually have a diverse membership. We also want to keep diversity in mind as we develop new courses and mentoring programs.
7. Action item [VOTE REQUIRED]:
  - a. Proposal of interdisciplinary minor in ethics (Tim Lyons, chair, Philosophy Department) – The Undergraduate Curriculum Committee has been working with Tim and other faculty in the school. The campus is also excited about this minor and has helped get a grant attached to it. Proposal passed unanimously.
8. No old business
9. Adjournment at 3:53pm