

Minutes
Faculty Assembly, School of Liberal Arts
LE105 2:00pm January 28, 2011

PRESENT: Ardemagni, Baker, Bandele, Barrows, Bein, Bersier, Bivin, Blomquist, Buchenot, Chakrabarti, Chumbler, Cochrane, M. Coleman, M. Condon, Connor, Craig, Cramer, Curtis, T. Davis, DeWester, Dusso, Ene, Ferguson, Fox, Freeman, Gibau, Glidden, Goldfarb, Harrell, Grossman, Harris, Hayes, Hughes, Jain, Keller, Jogi, Kissel, Kryder-Reid, Labode, Lebeau, Leech, Lindseth, Marvin, McDonald, Miller, Morgan, Nützel, Parrish-Sprowl, Polites, Rebein, Reyes, Robertson, Rogers, Rooney, Rossing, Sabol, Sandwina, Scarpino, Schuvaks-Katz, I. Sheeler, K. Sheeler, Springer, Tezanos-Pinto, Thuesen, Tilley, Upton, Van Wyke, Wang, Weeden, Whitchurch, White, White-Mills, Williams, Winger, Wittberg. *GUESTS.* Ilg, Richardson.

1. Call to order by FA President Subir Chakrabarti at 2:04 pm

2. President's remarks--Subir Chakrabarti

- Welcomed everyone to the new year and new semester
- Announcements:
 - Most of the vacancies have been filled:
 - Thom Upton substituting for Nancy Robertson on Faculty Council
 - Missy Kubitschek substituting for Jane Schultz on Enhancement Review Committee
 - Una Osili substituting for Paul Carlin on Graduate Curriculum Committee
 - Tim Lyons substituting for Linda Haas on Agenda Council
 - Chakrabarti welcomed faculty members who are new in Spring 2011.

3. Approval of the minutes: approved

4. Dean's remarks--William Blomquist

- Announcements
 - The analysis of Fall 2010 course evaluations should be completed next week by the Survey Research Center, and the listing of faculty recognized by students in the 2010 Graduating Student Survey, which is being analyzed by the Office of Information Management and Institutional Research. Once both sets of results have been distributed to you, we will reopen the 2010 Faculty Annual Report so you can update your FARs with this information.
 - It is still too early in the legislative session to know what the outcome will be with respect to state funding support for higher education, but you have undoubtedly seen or heard or read news of the governor's proposal. In most news accounts it has been characterized as a 3 percent reduction, but that depends on how you count, and in some news reports it has been characterized as a 9 percent reduction. The discrepancy reflects that there was a 6 percent reduction in state funding during the previous biennium that was covered temporarily with federal stimulus dollars. In the new biennium beginning in July of this year, we would really feel the effects of that 6 percent reduction plus the newly proposed 3 percent reduction.
 - Also in the works are changes to the methods by which state funding would be distributed to the public colleges and universities. Some of the changes under discussion could help cushion the impact of state funding cuts for our campus, as improvements in degree completion will be rewarded by the state. Since we all know our campus has plenty of room to improve, there are opportunities for us to enlarge our share of state funding even while the overall total goes down. If we do so, we could lessen the reduction we experience this biennium and possibly even see increases in future years.
 - A reminder to all of you who are in positions where you supervise staff colleagues--department chairs, program and center and institute directors, assistant and associate deans, etc. Staff performance evaluations should be completed by the end of February. We will follow up with an email that contains a link to the online performance evaluation form.
 - A reminder that if you, your program, center, or department has materials being stored temporarily in the old bookstore space (CA 008), renovation of that space will begin this year, and we hope by the end of this semester. Please find another home for anything that has been put there if you'd like to continue to keep it.

- The deadline for nominations for this year's IUPUI Top 100 Students is February 4th.
- The deadline for nominating students for any of the School-wide scholarship programs (e.g., Lunsford, Crisler, etc.) is February 1st.
- The deadline for notifying the dean's office of selection of students for departmental or program scholarships to be included in this year's Celebration of Scholarship program is March 1st. If we do not have your scholarship awardees by that date they cannot be included in the program for the Celebration of Scholarship in April.
- This year's Celebration of Scholarship event will be held on April 29th. If you already pulled this information from the School's events calendar earlier, you may need to update the time, which has changed. The new start time for the Celebration of Scholarship on April 29th is 5:00 p.m. This change was made in order to accommodate the Chancellor's Convocation which is also being held that afternoon.
- A reminder that you do NOT have to wear your academic regalia to the Celebration of Scholarship.
- Finally, this is one of those special years that comes along only once in a while, when IUPUI's Commencement and Mother's Day are NOT on the same date. Mother's Day is May 8th and Commencement falls on the 15th.
- Some things to celebrate:
 - We had 114 December graduates in Liberal Arts, a new record. To give you a sense of the upward trajectory we are on, our recorder Sherry Kendall went back five years and pulled the graduation report for December 2005. The figure was 45 graduates.
 - Our student Zachary Ringler received a national award of \$5,000 for overseas study at Hakuoh University in Japan from the Benjamin A. Gilman International Scholarship Program.
 - The students in our Museum Studies program's Collections Care and Management course, and their instructor Richard McCoy, were honored yesterday with the adoption of a Concurrent Resolution from both chambers of the Indiana General Assembly, expressing the legislature's appreciation of the work completed by the students in documenting the historic artwork inside and surrounding the Indiana State House.

- Our student Oaksoon Callahan is one of five recipients nationally of the First-Year Experience Undergraduate Student Fellowships awarded by the National Resource Center for The First-Year Experience and Students in Transition. The fellowship is presented in connection with the 2011 Annual Conference on The First-Year Experience, and will be presented to Oaksoon at the 2011 Annual Conference on the First-Year Experience in February in Atlanta, Georgia. According to the Center, the purpose of the Fellowship Program is to advance the leadership skills and knowledge base of undergraduate students so that they may use what they learn at the conference to return to their campuses and enhance and encourage first-year student development there.
- Our colleague David Sabol in the Department of English and in University College is one of the inaugural recipients of the McGraw Hill Excellence in Teaching First-Year Seminars Award from the Center for Student Retention Strategies and Studies. David will receive his award at the 2011 Annual Conference on the First-Year Experience in February in Atlanta, Georgia.
- Our colleague Susan Shepherd in the Department of English received a \$15,000 International Development Fund grant for her proposed project: "Improving Deaf Access to Reproductive Healthcare in Kenya: A Cultural Model."
- Our colleague Jonathan Rossing in the Department of Communication Studies is one of the recipients of the prestigious Patricia K. Cross Leadership Awards from the American Association of Colleges and Universities for 2010.
- Our emeritus colleague Ralph Gray, retired from the Department of History, was the 2010 recipient of the Eli Lilly Lifetime Achievement Award from the Indiana Historical Society.

5. Old business

- Faculty Affairs Committee. Patricia Wittberg (committee chair) led discussion on action (voting) item on "SLA Faculty Workload: Proportions of Effort and Assignments of Courses" document.

Enrica Ardemagni: Just received feedback from the chairs; has not been enough time to process the comments.

Wittberg: This is not binding in any way; is a set of guidelines. Departments should feel free to alter them. They are a point of reference for Chair to talk to Dean (or vice versa) about faculty workload.

Ardemagni:

The 40-40-20 breakout might need to have flexibility of because what happens within departments, e.g., people who are in a director role and might have a course release--would have an impact on course release.

On last page: Directing 10 internship and thesis and Individualized Major: These are not comparable amounts of work

Question: Has previous feedback already been incorporated? Wittberg will double-check that it has.

Comment: Is not clear from the document that these are *guidelines*. School's FAR document says that it's up to depts to decide what they want to do. One of these documents needs to change to bring them into line with another.

Question: Was there any support for *not* adopting this policy, i.e., staying with the status quo? That is, was there any opposition expressed to the proposal? Did anyone express a preference for remaining with this document? Wittberg: No. This is an attempt to codify what is already in practice. There is no School policy on some of these issues, e.g., directing theses. Is important as the School develops more Master's and PhD programs.

Blomquist: One of things that came up in Chairs' meeting: They prefer clarification on whether this is a temporary or permanent change? If there are relatively routine changes (e.g., changing from 3-2 to 2-3 load within the same academic year), does the Chair still make that decision, or take these decisions to the Dean for approval?

The value of this proposal is to provide a default document that provides guidelines that are in place unless a faculty member and a Chair have other agreements. Right now we have verbal institutional memory.

Wittberg: The issue of consistency might be important in future assessments of the institution.

Comment: Is this too rigid in trying to codify practice? Wittberg suggested the insertion of terms such as "normally" and "usually."

Comment: Does the "normal" and "typical" exist in reality?

Comment: Does this document supersede what departments already do? Wittberg: No. It is a generalized template. However, if a department's practices were very different from this, a dean or other administrator would probably want to investigate why. Otherwise, the dean's office would probably not get involved.

Wittberg: A document like this can be a protection for the lower ranks, e.g., a Chair who is requiring more than the guidelines state.

Comment: If a department chair and/or department practice is not in line with the guidelines, the junior person could not appeal because department practice supersedes the document.

Wittberg: Maybe there needs to be an additional section that addresses these issues.

Comment: Maybe larger goals of this document could be accomplished by having departments submit their guidelines. Discussion: That would be a burden on departments.

Comment: We are not ready to vote on this.

MOTION: "I move we table this motion." Motion made and seconded.

Discussion. Ardemagni: There has already been through one round of discussion. If you have any comments, send them to Wittberg. She got only 3-4 responses on the previous request for comments.

MOTION PASSED UNANIMOUSLY.

Wittberg will post updated comments.

6. New business

- Nominating Committee: Kristina Sheeler (committee chair) reported three items of business.

- Spring 2011. One faculty member is on sabbatical leave in Spring 2011.

MOTION: "The Nominating Committee will carry on with just four members." Whitchurch clarified that this is in lieu of a special election (as mandated by the Bylaws) because the faculty member's term on Nominating Committee will expire while he is on leave. Thus, this is a permanent vacancy, and the bylaws require a special election because Nominating Committee is an elected committee.

MOTION PASSED UNANIMOUSLY.

- Terms of office ending at the end of the current academic year and need to be filled for the upcoming academic year(s): Sheeler went over the elected offices that will be need to be filled:

Committee Service Opportunities

Agenda Council (2)
Faculty Assembly Secretary (1)
Promotion and Tenure (4)
Nominating Committee (3)
Enhancement Review (2)
Faculty Council Representative (1)

Departmental Representation in Current Officeholders (in raw numbers)

ENG 9
HIST 5
COMM 4
WLAC 4
PHIL 3
ECON 2
GEOG 1
POLS 1
REL 1
SOC 1
ANTH 1

- Sheeler solicited nominations and self-nominations to help the Nominating Committee get started for their work. Sheeler thanked the volunteers and those nominated, and asked others to be willing to run for office if asked. Please contact the members of the Nominating Committee.

Kristina Sheeler, Chair COMM
Martin Coleman, PHIL
Daniella Kostroun, HIST
Tamara Leech, SOC

- Graduate Curriculum Committee: Rosa Tezanos-Pinto (committee chair) reported that the committee finds the proposal very complete. The committee has approved the proposal and is now submitting it to the Faculty Assembly, with the intent of moving the proposal forward.
- Question: Is it feasible that first-semester juniors will have met all of the admission requirements? Answer (Margaret Ferguson, POLS Chair): If the applicants are Political Science majors, they typically would have met this requirement.
- GRE scores. Question was clarified by Ferguson.

MOTION: "The Graduate Curriculum Committee moves that the Faculty Assembly approve the graduate MA/BA Program in Political Science."

MOTION PASSED UNANIMOUSLY.

- Faculty Affairs Committee: Patricia Wittberg (committee chair)

Wittberg: There is some preliminary discussion on campus on whether the whole Lecturer structure and the Clinical ranks would be merged, but she doesn't think it has gone very far.

Blomquist: Lecturer/Sr. Lecturer. Clinical ranks: Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor. The general thinking is that it could be considered at the entry level if they have a terminal degree in their respective fields. SLA has used the clinical ranks in research areas, but in areas of primary teaching responsibility, the ranks for Lecturer/Sr. Lecturer have been used.

Question: Are clinical ranks are non-tenurable? Blomquist: That is correct.

Wittberg: Her impression is that the clinical ranks have been used mainly in the School of Medicine.

Comment: Lecturers having a different FAR than tenurable/tenured ranks would remove the subtle pressure that Lecturers need to be doing research. Blomquist: With the system-wide FARs now, it can probably not be done. He has no objection, but the question would have to go to the IFC. Wittberg serves on that committee, and will bring up the suggestion there.

Comment: Promotion cases for Lecturers should be decided at the School level.

Blomquist: Given the Indiana University procedures for promotion, this cannot be done.

Comment: Lecturers do not get any credit for the research that they do. Response: The FAR is not the promotion document.

Comment: Not giving Lecturers credit for research undermines the general case that teaching is informed by our research (and vice-versa).

Question: Could a third level be added to Lecturer/Sr. Lecturer, that would recognize a terminal degree and a research program? Answer: That is what the suggestion of the clinical ranks is supposed to address.

Wittberg: This document is not a policy. Things start melding and blurring. For example, what is the difference between a Lecturer whose promotion on teaching, and a tenurable/tenured?

Comment: Kelley School also has clinical ranks. Other comments: Law and Nursing too.

Comment: SLA should stay with its current practice, at least for now. If the university decides to combine the lecturer and clinical ranks, SLA would probably have to make change its document anyway.

Comment: Making a list of pros and cons was delegated to Ardemagni and Blomquist.

Comment: Lecturers' research should be recognized and valued.

Faculty Handbook page 84 addresses this.

Comment: Sr. Lecturers have to submit a project proposal to apply for a sabbatical-like leave; that implies research. Wittberg: The sabbatical-like leave could be to improve teaching, but could include research. Comment: Language is already in the document on page 6 and the same paragraph is under Clinical Teaching.

Questions: Has there been any argument against sabbatical-like leave for Lecturers? Has there been argument against Lecturer/Sr. Lecturer ranks? What are the reasons this document has appeared now?

Blomquist: Part of the impetus for this document is because Marianne Wokeck has received comments from Sr. Lecturers about being eligible for a leave. Re. clinical ranks: If they have a thirty-year career, they hit the ceiling after just a few years. The clinical ranks increase the opportunities for promotion over a longer period of time, although there is a roadblock at the beginning of the rank (the necessity for having a terminal degree).

Question: Page 84-85 of the handbook: One interpretation is that Lecturers will not be renewed if they do not go up for promotion after seven years. Chairs need to have this clarified too, because it affects how they talk with their Lecturers.

Comment: The campus policy says seven years. Wittberg: She thinks that a seven-year requirement is not the intent of this document. Comment: The people who wrote this document were careful *not* to create a seven-year requirement. Comment: The campus document *does* say a seven-year "up or out" concept. Comment: Mary Fisher said this was discussed at the UFC level, and apparently UFC is not agreement and is revisiting the issue. In the interim, things are in limbo until UFC clarifies whether then did, indeed, mean, a rule for seven years. Blomquist: IFC has said that they will take this up as a UFC-level issue. Quoted Applegate: Because Lecturers are supposed to be teaching specialists (80-20), then they should be promoted. If they are not excellent then, after seven years, they should not be reappointed.

Comment: If I'm a Lecturer, and I document my excellence in teaching every year, why can't I continue to do that? I have no interest in being a Sr. Lecturer.

Wittberg: Noted the time (3:50pm) and said that much of what is being discussed now are things that this body cannot address. Is it worthwhile to continue to pursue these guidelines, or should it be tabled until other questions (e.g., clinical ranks) have been decided?

Three arguments in favor of moving forward: benefits Lecturers as soon as possible; keeps inertia going; addresses need for Lecturers to be protected.

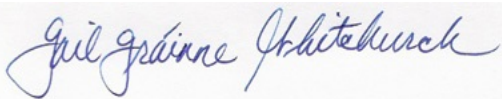
Announcement: DeTienne, André , who is on campus faculty affairs committee, has asked to be on a panel about Lecturers on 21 February 11:30am-1pm in UL 1126.

Wittberg thanked everyone and encouraged continued participation.

7. Motion to adjourn

8. Adjournment. Meeting adjourned at 3:55pm.

Minutes respectfully submitted,



Gail Gráinne Whitchurch
Associate Professor
Secretary of the SLA Faculty Assembly, 2009-2011
January 28, 2011