

Indiana University School of Social Work
Faculty Senate Minutes--corrected
November 19, 2010

Attendance: M. Adamek, S. Armstead, J.B. Bell, R. Bennett, J. Daley, C. Davis (Chair), D. Davis, S. Dennis, G. Folaron, B. Franklin, E. Galyean, S. Gass, C. Gentle-Genitty, C. Hostetter, P. Howes, S. Khamis, S. Larimer, K. Lay, D. Lynch, G. Majewski, L. McGuire, A. Omorayo-Adenrele, P. Ouellette, C. Pike, I. Queiro-Tajalli, T. Roberts, C. Satre, P. Sullivan, J. Thigpen, R. Vernon, S. Viehweg, M. Walker, B. Weiler, D. Wilkerson, S. Williamson

In Bloomington: C. Quinn, J. Varga

In Gary: M. Iverson, V. Rucker, M. Thomas

In South Bend: P. Mishler, M. Ramsay

In Richmond: E. Fitzgerald

Regrets: I. Barbosa, C. Black, J. McCabe

Call to Order: 10:05am EST

Welcome and Approval of Agenda: No modifications to the agenda.

Minutes: *Call for vote.* The corrected minutes of May 7, 2010 were approved by voice vote.

I. Dean's Report G. Majewski

- Faculty Handbook Policy on Lecturers
 - a. IUPUI out of compliance; all units need to submit a plan to the VC by end of January
 - b. We have several Visiting Faculty and a few Lecturers
 - c. Visiting Faculty will have to apply for Lecturer positions
 - d. IU Policy- Lecturers should have opportunity to be promoted to Senior Lecturer
 - e. 7th year for Senior Lecturers is the "up or out" year
 - f. P&T Committee is asked to develop an evaluation plan for Lecturers
 - g. We will post ads for Lecturers in January

- Overload and Summer Salary Policy
 - a. Vice Chancellor's and IFC study of part-time faculty and overloads shows a large number of overloads
 - b. Mandate from VC office to cut down on overloads and hire more faculty
 - c. We have not had a written overload policy at IUPUI; used to have a policy of one overload per year
 - d. New policy effective Summer I, 2011
 - e. Faculty to get similar pay as Adjunct instructors, as on other campuses
 - f. We've spent over \$600,000 in faculty overloads in 2002-2009 which could have been used to hire new faculty
 - g. Dual purpose—to create a revenue base to hire more full-time faculty and to show we are taking steps to reduce expenses

- h. Changing the policy makes IUPUI consistent with other campuses and will help with our self-study
 - i. Summer pay remains at 10%, except for administrative faculty
 - j. M. Walker— as in industry, new full-time faculty is more expensive than overload pay when you figure in the associated benefits paid to full-time faculty
 - k. G. Majewski--goal is to expand our capacity by bringing on more new full-time faculty
 - l. C. Hostetter- 1) What are our FTEs in 2002 compared to now? Seems like we've lost FTEs; 2) Will new lecturers have training before they start teaching? They need a pedagogy course and/or mentoring.
 - n. C. Quinn- some of us do not have the opportunity for research grants. Seems like a double penalty.
 - m. C. Davis- suggested delaying this decision due to the concerns expressed
 - n. C. Quinn- To clarify, faculty with 12 month contracts receive the same \$3,600 as adjuncts for summer pay? Yes, that is the policy.
 - o. While this is an administrative decision, faculty input is welcome.
 - p. This item tabled until the December Faculty Senate meeting.
- Infrastructure and Incentives for Research and Scholarship
 - a. V. Majewski would like to propose a meeting of tenured and tenure-track faculty to review and update 2009 recommendations from Research Committee to help revive grant efforts.
 - b. Incentives can include non-tenure track faculty
 - Medical School "Practice Plan"
 - a. Medical School faculty can devote a % of their time to clinical practice and still keep their full-time appointments and benefits as IU faculty.
 - b. Discussions beginning for other health schools, including Social Work
 - c. Is there a potential for "best practices" clinic in Social Work?
 - d. Medicine has a separate 501(c)3 clinic.
 - e. Medical School will share information about their model with other schools
 - f. Could this be extended to all of our concentration areas and to Labor Studies?

II. Program Director's Reports

A. PhD Program M. Adamek

PhD Symposium. The 2011 Spring PhD Symposium will take place on April 29, 2011. Being planned to reflect the school's centennial celebration.

Research Foundation. PhD Committee is working on reinforcing the research foundation content of the program by expanding the quantitative methods course taught by H. Kim to a two-course sequence. We will bring the proposed syllabi to a future Faculty Senate meeting for approval.

Program Review. PhD Committee is also working on an internal program review. We are revisiting the format of a comprehensive program analysis we conducted 5 years ago.

B. MSW Program B. Bennett

IUPUI: 32 Advanced Standing, 64 Part-time, 82 Full-time, 196 total new MSW students

Southeast: In process of putting together an MSW cohort in New Albany for fall 2011, child welfare concentration is planned

Ft Wayne: 3rd cohort to begin in fall 2011, MH concentration is planned

1-credit courses: Developing 1 credit hr course offerings to diversify electives, e.g., E.Marshall will teach courses on practice with HIV and practice with GLBT. C. Gentle-Genitty suggested having these electives open to students from other programs. Faculty interested in teaching specialized 1 credit hr courses should contact B. Bennett.

C. BSW Program L. McGuire

IUPUI: Highest number of juniors—96 full and part-time

- IUPUI does mid-term applications --last year we had 9, this year we have 27
- New BSW student association officers elected
- Working on e-portfolio system to use for assessment for accreditation—will be a second measure for program evaluation

IU-Blmgtn: Bloomington has a double class.

S. Williamson—increased economic strain on our students this year. We started a community food pantry for the benefit of students who are economically stressed.

D. Labor Studies Program I. Queiro-Tajalli

- complete figures for fall enrollment not yet in due to some classes starting in November
- Spring 2011--LS will teach 56 courses, 1154 students, 2,384 credit hours with 20 full-time and associate faculty
- Dr. Geraldine Casey, an anthropologist coming from CUNY, will be on IUN campus starting in spring 2011
- 5 new or revived LS courses to be taught in spring:
 1. *Globalization and Labor*, to be taught by M. Walker. This course is supported by a curriculum enhancement grant received by M. Walker, J. Varga, and L. Duggan.
 2. *Women in Development* to be taught by L. Duggan.
 3. *Labor and U.S. History* to be taught by P. Mishler. This course accepted as fulfilling a requirement for history students as well at IUSB. All credit hours will be credited to LS.
 4. *Conflict and Social Justice* will be taught by B. Mello and includes a trip to Brazil in March 2011.
 5. *Latin American Issues* is a combined BSW/LS course to be co-taught by B. Mello and I. Queiro-Tajalli.
- LS is planning special events for the school's centennial celebration. R. Sovereign will role-play Jane Addams.
- K. Sweeney advertised LS courses using Facebook and Twitter

E. **IU-Northwest** D. Lynch

- 35 BSW majors at IUN as first cohort
- Full-time program is moving from a summer to a fall start to try to increase enrollment
- Next year we will not market the leadership concentration due to lack of interest; currently not able to support all 4 concentrations
- I. Queiro-Tajalli suggests we recruit LS grads into MSW program at IUN

F. **IU-East and IUSB** E. Fitzgerald

IUSB

- 3½ faculty are responsible for 60 students in the field, seeking adjunct liaisons
- Actively recruiting for next cohort of MSW students
- 3 strong candidates for Director were interviewed. That process is moving forward.
- Several IUSB MSW students are interested in Leadership concentration.

IU-East

- BSW students at IU-East sponsored a community Thanksgiving dinner as they have done for the past 15 years
- Reviving Gerontology concentration
- Drug and Alcohol certificate offered 5 Fridays in a row, excellent attendance.
- IU East and IUSB students interested in China service learning course.

III. **Committee Reports**

A. **MSW Committee** J. Daley

Course Curriculum Changes (see multiple handouts) Course descriptions and objectives have been modified to be in line with the competencies. All of the proposed changes were approved by the MSW Curriculum Committee on November 12, 2010.

Motion: to approve new mission statements and goals for the Leadership and Child Welfare concentrations and the associated course descriptions and course objectives, and the LET (Learning Evaluation Tool) and I-LET (Instructions for LET) for intermediate level field placement

Revised courses:

Child Welfare: S632, S633, S634, S636

Leadership: S516, S661, S662, S663, S664

Revised Mission Statements and Goals for Child Welfare and Leadership Concentrations:

Child Welfare Concentration:

Mission Statement: *The primary mission of the Indiana University School of Social Work Child Welfare tract is to educate students to be critical thinking, research informed, continuously learning, ethical and effective social worker prepared for child welfare practice.*

Goals: Students will demonstrate ability to:

- Critically evaluate child welfare laws and policies and their impact on individuals, families and communities.
- Apply and evaluate theories and models of practice for ethical and effective child welfare practice with individuals, families and communities.
- Advocate for disadvantaged and oppressed populations engaged in the child welfare system.

Leadership Concentration:

Mission Statement: *IUSSW's Leadership Concentration prepares graduates to leverage organizational practices, social structures, and social policies to bring about social and economic justice in a changing global community.*

Leadership Goals:

- Prepare all MSW graduates regardless of concentration to provide basic administrative and managerial services.
- Enable Leadership Concentration graduates to assume administrative and managerial roles in social work practice.
- Enable Leadership concentration graduates to engage in transformative practice in communities, organizations, and policy arenas.
- Use research and best practices to support excellence in leadership.

Discussion- G. Folaron—S618 has 17 course objectives and we would like to get it down to 7. L. McGuire this is an unresolved dilemma—S618 used to be an intermediate course rather than a concentration course. It is really two courses in one. Should we have concentration-specific policy courses? L. McGuire advocates two policy courses. *S618 referred back to MSW Committee.*

Motion approved by voice vote.

Revised MSW Mission Statement- B. Vernon

Motion: to adopt a more concise mission statement for the MSW Program:

The mission of the Indiana University School of Social Work MSW program is to educate students to be critical thinking, research informed, continuously learning, ethical, and effective social workers prepared for practice.

Motion approved by voice vote.

B. BSW Committee S. Williamson

Revised Course Descriptions for S381 and S400. Revised wording of course descriptions to reflect practice behaviors, competencies, and LET.

Motion: to adopt revised course descriptions for S381 and S400.

Motion approved by voice vote.

C. Budgetary Affairs Committee L. McGuire

- L. McGuire is rep to IUPUI Budgetary Affairs Committee—A way for faculty to have input into budgeting process.
- Two issues:
 - 1) revision of assessment process. New process favors Medical and Law Schools. Big issue: funding for the University Library which has been supported by Law and Medical Schools though they have their own libraries. Also looking at revising the formula for distributing state appropriations. Could affect us negatively since state appropriations are geared toward supporting undergraduate education.
 - 2) cost-benchmarking-- efforts to streamline university services such as purchasing, registrar, etc. IUPUI hired consultants to look at how much we spend across departments for services like payroll and compare to other universities and 'world-class' organizations. Looking at opportunities for cost-savings. Uncertain if this process will lead to layoffs.

IV. Old Business None at this time.

V. New Business BSW Committee at 1:00 today.

VI. Good and Welfare

Announcements: IUSSW Holiday Party—Dec 10th

NEXT FACULTY SENATE MEETING: Dec. 10, 2010

Meeting adjourned 11:35am.

Respectfully submitted,
Margaret E. Adamek,
Faculty Senate Secretary