

# Minutes

## Faculty Assembly 1 October 2004

### School of Liberal Arts

**Present:** Anton, Aponte, Bersier, Barrows, Beck, M., Blomquist, Brant, Brennan, Brothers, Cochrane, Condon, Craig, Dalinghaus, Davis, K., Davis, T., DeWester, Dickerson-Putnam, Dwyer III, Eberl, Fedor, Foote-Ardah, Fox, Gardner, Gibau, Glidden, Goodsell, Goering, Goff, Goldfinger, Gronfein, Haas, L., Harrington, Harris, Hayes, Howard, Hoyt, Hughes, Jackson, W., Jetpace, Karnick, Kelly, Kloesel, Langford-Johnson, Lindseth, Lovejoy, Marvin, McKivigan, Miller, Minielli, Mullins, Murday, Musgrave, Nnaemeka, Parrish-Sprowl, Pride, Rozycki, Sabol, Sandwina, Sandy, Sauer, Schrader, Sheeler, Souch, Stahl, Stallings, Sutton, R., Sutton, S., Thuesen, Trotter, Vermette, Ward, Weeden, Wheeler, Whitchurch, White, White-Mills, Williams, Wilson, Wittberg, Woheck, Wolcott, Wright, Yamada, Yonogi, Zimmerman.

1. Call to order.

Susanmarie Harrington called the Faculty Assembly to order at 2:04pm.

2. Approval of the Minutes of the last meeting of the Assembly (22 April 2004).

The minutes were unanimously accepted.

3. Acceptance of the Agenda.

The Agenda was unanimously accepted.

4. President's Remarks.

Susanmarie Harrington welcomed the faculty to the school year. She reported that many of the committees had begun their work for the year. She also reported that the Agenda Council was working with the committees. Harrington announced that the Agenda Council and the committees of SLA would be circulating documents in the texts of email as well as using attachments and asked for feedback about how documents are circulated for discussion. In addition, documents submitted to the Faculty Assembly site will be archived differently. She spoke to the issue of mission differentiation. Harrington asked that faculty engage in the discussion and help shape the School of Liberal Art's response as we define our mission. She offered her thanks to: Johnny Goldfinger for his work as parliamentarian, to Genevieve Shaker and Sue Herrell for their assistance in preparing for the Faculty Assembly, and to the Department of Religious Studies for their assistance with setup for the meeting. She offered advance thanks to the Department of Political Science for setting up the room for the next Faculty Assembly. Harrington asked the Assembly to join her in acknowledging Carole Hale for 30 years of service to the School (a card was circulated). She asked that the Assembly recognize and thank Bob White for his service as Acting Dean and congratulated him on his new position as Dean of the School of Liberal Arts. She presented Dean White with a calendar as a token of appreciation from the Assembly. Finally, she suggested that the Assembly offer collective thanks and

recognition to John McCormick (not present) for his service as former SLA Faculty Assembly President. She offered a resolution that read,

John McCormick served the School of Liberal Arts and his faculty colleagues with distinction in his capacity as President of the Faculty Assembly in 2002-2004. Throughout his tenure, John carried out the duties of his office in the interests of the faculty. By taking great care to implement the then recently-revised by-laws, by giving matters conscientious attention to detail, and by showing care for the future of the School during transitions in the Dean's office, John sought to create a better working environment for faculty and a better learning environment for students. One of his main concerns was to protect the faculty of the School from demands that detracted from their most central work: quality research and quality teaching, activities that support intellectual exploration and the expansion of knowledge for all.

In grateful recognition of John's two years of faithful service, we are therefore resolved to present to him our collective thanks and this framed certificate.

The resolution was adopted by unanimous consent.

5. Introduction of new faculty and future faculty teaching fellows (Department Chairs).

New faculty and future faculty teaching fellows were introduced and welcomed. They were:

Department of Anthropology: Larry J. Zimmerman, Kathryn Christine Glidden,

Department of Economics: Mark B. Chappell

Department of English: M. Catherine Beck, Lynn Jettpace, Leslie Miller, Megan Musgrave, and Stephen Wolcott

Department of Geography: Ikuho Yamada

Department of History: Jason M. Kelly, Eric Leland Saak, Anita Ashendel, Michael Paul, and Adam C. Stanley

Department of Philosophy: Victoria Rogers

Department of Political Science: Bryan Reed

Department of Religious Studies: Peter J. Thuesen and Matthew G. Condon

Department of Sociology: David A. Strong and Todd Lewis Goodsell

Department of World Languages and Culture: Marjorie "Peg" Williams and Kimmaree Murday  
Center on Philanthropy: William Enright, Jr.

Future Faculty Teaching Fellows joining the departments this fall were then introduced.

Department of Classics: Julie Langford-Johnson

Department of Communication Studies: Narayanan Iyer

Department of History: Robin Henry

Department of Political Science: Gordan Vurusic

Department of Sociology: Julie Estell.

6. State of the School Address (SLA Dean Robert White). (Note: the PowerPoint slides from Dean White's presentation are archived with the Agenda and Minutes of this meeting)

Dean White remarked that it was a pleasure to be here and to have been here during the "interesting experience that was last year." Dean White stated that the information he was about

to share was available on the SLA website for viewing at one's convenience. Dean White began the report by describing the faculty and majors in the School of Liberal Arts. He reported that the SLA faculty is possibly the 2<sup>nd</sup> largest faculty on campus. He reported that majors in the School are up by 92 students than last year, at a total of 1,562 students. He reported that the number of students had continued growth since 1998 and continues to grow. Dean White reported that the department of Communication Studies has the largest major in the School, with 331 majors. In terms of the credit hours, the School is flat. He reported that graduate programs in SLA are growing. He announced that the M.A. program in Museum Studies was approved and that the M.A. in Philosophy has been implemented. Faculty publications remain about the same as in the last few years. Dean White reported that the School of Liberal Arts is the 2<sup>nd</sup> largest external grant generating school on campus. He reported that the number of proposals and proposals receiving funding continues to grow. Dean White noted the success of the capital campaign, stating that the phenomenal success "demonstrates the hard work of many people in this room" and that the School of Liberal Arts very much contributed to the success of the campaign.

In his report of the budget, Dean White stated that state appropriations were about 7 million dollars while our assessment was about 10.3 million dollars. Thus, while the School starts the budget process with a deficit, it is hoped that the deficit will be made up through monies from credit hours, gifts, and indirect costs recovery. We will need to be frugal.

Dean White made several announcements. First, there is a significant shift in duties regarding the mail services. The departments and the Dean's office will handle mail distribution, starting Monday. Second, Faculty Affairs Committee is working on the clarifying the Salary Policy, which was passed in 1990. Third, Dean White announced if departments were interested in his attending their department meetings for further discussion and explanations, he would be happy to do so. Fourth, Dean White reminded the Assembly that the \$12,000 maximum salary for summer teaching policy would be instituted this summer. The maximum salary for those faculty supported by grants would be more. He stated that department chairs have received notification of those faculty members who have not published in a few years and that the Dean's office is starting to check to make sure research is being conducted per course reduction. He announced that in the spring, he would enforce the course-release research requirement. Further, Dean White stated that all faculty members must complete FARs. If the FAR is not turned in, no salary increase will be made for that faculty member. Dean White announced that all departments must have departmental salary procedures in place, including an appeals process. Faculty review by department chairs is to be linked to the chair's recommendation. Dean White stated that all departments must have the policy in place by the end of the semester, whereby the appeal process is included, and the procedure is done in conjunction with the review process.

In response to the question of how to build the national and international reputation of the School and of IUPUI raised at the Convocation, Dean White responded: We must continue to excel in research, scholarship, the scholarship of teaching and learning, and in external research grants. Dean White stated that the School has a great foundation that we are "one of the most wired out there" regarding external grants and teaching and learning, and that we need to build on and extend that success. In order to build and extend the success, Dean White stated that the

objective is not to work more, but to redirect and focus our efforts on external grants. He would like to see us as a School, coordinate our efforts and lead the campus.

#### 7. Reports from IUPUI Faculty Council (Rosalie Vermette) and University Faculty Council (Martin Spechler)

Martin Spechler reported that the Council discussed the financial aid problem as one that would “probably go away,” and that the problem was likely a one-time phenomenon. He reported that UFC discussed conducting a chancellor’s review and that our input would be sought. Spechler also reported on items from President Herbert’s address: 1) there will be a new Vice president for Academic Affairs for the entire IU system, 2) there is expansion planned for all campuses and we will see expansion on IUPUI’s campus in Nursing and Medicine, 3) mission differentiation is a major priority of the President. The study is data-driven. Mission differentiation is a campus project aimed at how the campus should present itself. Spechler stated that he thinks the School should present itself as “already established and effective.” 4) General Education is a high priority for President Herbert and that the President’s views coincide with IUPUI’s views, seeing general education as issues of principles. Spechler reported that President Herbert signed a new agreement with Ivy Tech and the Bloomington campus supporting the Passport Program, 5) Spechler reported that the President is willing to support Arts and Humanities here at IUPUI and thus more money will be available through the President’s office, and 6) President Herbert considered two strategies for attracting new students and endorses the strategy of competing for the best students rather than giving scholarships based on need.

Rosalie Vermette reported that the Faculty Council has been busy looking into the fee structure. She reported that the committee is working to remedy the problem of undergraduate students having to pay graduate fees when registering for Graduate Non-Degree program courses. Vermette also reported on several other issues of discussion by the committee, including: 1) doubling initiatives are being addressed by the council, 2) enrollment management is an issue of importance and one for which the council approaching from a “cradle to endowment” perspective, 3) retention and graduation rates have seen their first drop in several semesters, currently at around 67% with a goal of 75%, 4) we expect to play a pivotal role in structuring the role of civic engagement as it is amended in the bylaws, 5) the committee is working on special issues that relate to participation of non-tenure track faculty and their role in governance, 6) addressing faculty compliance with the final exam rule, 7) review of procedures for fringe benefits and domestic partner benefits programs, 8) the future role of Faculty Council and its relationship to the School’s faculty governance, and 9) mission differentiation. Vermette reported that the committee is working to assist the School in its response and that the committee endorses the view that the statement reflect one voice rather than disparate voices. She urged us to take a leadership role in crafting the statement. She stated that IUPUI is well positioned to define what general education curriculum might be across campuses.

Faculty Assembly President, Susanmarie Harrington opened the floor to questions and comments regarding what the School would like to include in its response to the Mission Differentiation Project. Dean White commented that it was his understanding that each campus will define its own mission. There were no other comments. Harrington urged the faculty to read the

documentation on the website, that the committees review the documentation, and that all respond to the statement.

#### 8. Committee Business.

##### a) Nominating Committee.

Faculty Assembly President, Susanmarie Harrington reminded the assembly that the Nominating Committee seeks volunteers for the vacant SLA slots on the IUPUI Faculty Assembly; a by-law proposal to make seeking such nominations part of the work of the Committee will be forthcoming.

##### b) Resources and Planning.

Martin Spechler reported that Dean White has indicated to the committee that he would like to consult with them on the allocation of funds the school will receive as a result of his becoming dean. Spechler asked the assembly for their thoughts on how these funds might be allocated, reported that the committee had discussed the possibility of enhancing junior and sabbatical research opportunities. Spechler noted several issues, among them: the issue of increasing pay for senior faculty to meet the 25% difference in pay between the School and comparable institutions and also ensuring that every established program in the School that can operate has funding to do so. Dean White stated that he wanted it to be clear that the \$200,000 would be made available to the school for perpetuity, not just for this year. He stated that his preference is to put money toward supporting the infrastructure of the school, projects and initiatives that support all faculty, students, and the school.

#### 9. Old business.

Faculty Affairs chair Mary Trotter reported that the committee is continuing to develop guidelines for promotion and tenure. The guidelines will be posted to the SLA website in October for review. The Assembly should be prepared to discuss these important issues in the November Assembly. Susanmarie Harrington encouraged the faculty to review the documents and to engage in the deliberative process. She also stated that it will be important that the guidelines are approved and in place January.

#### 10. New Business.

Rosalie Vermette announced that Chancellor Bantz will deliver the State of the Campus address at the next Faculty Council meeting. Everyone is invited to attend.

#### 11. Adjournment.

After thanking Associate Dean Souch for her work with all the office moves in the building of late, President Susanmarie Harrington invited a motion to adjourn. The meeting adjourned at 4:00pm. All were invited to join in welcoming the new faculty at the reception to be held on the 4<sup>th</sup> floor.

Respectfully Submitted by Kim White-Mills 10/25/04