

Minutes of the School of Liberal Arts Faculty Assembly

Friday, March 7, 2003

Present: Bao, Barrows, Bersier, Brant, Brothers, M. Burke, Carlin, Craig, Cramer, Davis, Duerksen, Eller, Foote-Ardah, Ford, Fox, Gibau, Goldfinger, Gondola, Grossmann, A. Haas, H. Haas, Hayes, Hovde, Jogi, Karnick, Kloesel, Kryder-Reid, Kubitschek, Langsam, Lindseth, Lyons, Marvin, McCormick, McKivigan, Molinder-Hogue, Mullen, Mullins, Nagelhout, Niklas, Oukada, Parrish-Sprowl, Powell, Sandwina, Sandy, Schneider, Schultz, Sheeler, Shepherd, Souch, Spechler, Turner, Upton, Ward, Weeden, Whitchurch, White, White-Mills, Wilkins, Wittberg, Wokeck, Worley, Wright, Yonogi

1. Call to Order.

John McCormick, President of the Faculty Assembly, called the meeting to order at 2:03 p.m.

2. Acceptance of minutes.

The minutes of the November 22nd meeting were approved unanimously.

3. Dean's Remarks.

Associate Dean, **Catherine Souch**, introduced Acting Chancellor **William Plater** who addressed the faculty concerning the process for replacing Dean **Herman Saatkamp**, who has been selected to be the next President of Richard Stockton College, in New Jersey.

Plater thanked Herman for his five years of service as Dean, and his commitment to the School of Liberal Arts. Chancellor **Plater** indicated that he had met earlier in the day with the Chairs and was eager to hear any comments from the faculty gathered at this Faculty Assembly meeting.

The intent is to first name an Interim Dean who would serve for a full year, from July 1st, 2003 to June 30, 2004. That will give the newly appointed Interim Dean time to meet with and work with Herman during the transition months.

The second step is to initiate a national search for a permanent Dean for the School.

Over the next two weeks, Chancellor **Plater** invites faculty and staff to send suggestions, by paper or e-mail, for the position of interim Dean. The interim Dean should be named quickly so that she or he may work with Dean **Saatkamp** in the preparation of the budget. The School and the Campus are facing difficult budgetary times, and the interim Dean may need to make decisions that will have impact on the School beyond his or her tenure as interim Dean. Therefore the interim Dean should be someone who will have the full support of departmental chairs and the faculty in general, as well as that of key campus administrators. Although the appointment will be made by the acting Chancellor, **Bill Plater**, the incoming Chancellor, Charles Bantz, will review the nominees and confirm the action of the acting Chancellor.

Ain Haas asked about the kind of experience that would be necessary for the interim Dean. Chancellor **Plater** replied that the individual should be a tenured member of the faculty, but that the individual need not have full rank. Experience as an associate Dean is also *not* a requirement for the position. **Martin Spechler** noted that the suggested process seems good and proper. He encouraged the Chancellor to consult with the Agenda Council as well as the chairs of departments.

On the question of a Search Committee to select the next Dean of the School, Chancellor **Plater** indicated that he had consulted with the Chairs already, and would ask for suggestions on the make-up of the Committee. There would be about nine members, five from Liberal Arts faculty. The other four would include the Chair of the search Committee, who is usually a sitting Dean or Associate Dean for one of the other Schools. There will also be a student representative and a faculty representative, as well as a community representative, perhaps someone from the Dean's Advisory Board. In response to a question, Chancellor **Plater** responded that the search would be open. But, if the Search Committee requested a closed search, the administration would consider it. All suggestions should be submitted within the next three to four weeks. The Chancellor would like to appoint the Committee so that it could hold its first meeting in May, to get a head start on recruiting. Ideally the process can be concluded by late fall, with a name submitted to the trustees as early as January, with the transition from the interim Dean to the new Dean to take place in the early summer.

Plater also indicated that this was an opportune time to reconsider the consolidation of Liberal Arts and Science into a single school. David Stocum, the Dean of the School of Science, is nearing retirement. If there is strong interest in the possibility, it would be good to take this opportunity to delay the search for a new Liberal Arts Dean so that the possibility of searching for a single Dean for Liberal Arts and Science would not be pre-empted. This was mentioned at the Chairs meeting; the campus administration will not push for it, but is happy to initiate the inquiry.

Rosalie Vermette observed that the School of Science would have to be involved and approvals would have to be sought from both universities and even the Higher Education Commission. **Plater** replied that the process would have to be slowed down; the search, in that case, might not start until the beginning of the Fall term.

After thanking Chancellor **Plater** for taking the time to address the faculty, Associate Dean **Souch** noted that the name changes for the World Languages and Culture Department and the African American and African Diaspora Studies program were approved. She also congratulated **Elizabeth Monroe** (History) and **Giles Hoyt** (WLAC) who will be recognized at the Founder's Day ceremonies. **Monroe** is the recipient of the Thomas Ehrlich Award for Service Learning and **Hoyt** will be honored with a John W. Ryan Award for Distinguished Contributions to International Programs. Associate Dean **Souch** also indicated that we are celebrating faculty research published in the past year in monographs and scholarly journals. The list of publications is worthy of your attention and faculty are invited to stay after the meeting for a reception in honor of faculty research.

4. President's Remarks.

President **McCormick** initiated a discussion of how best to proceed with faculty input for the selection of an Interim Dean and the appointment of a search committee for a new Dean of the School of Liberal Arts. **McCormick** indicated that **Plater** had invited the Chairs to send recommendations for an interim Dean directly to him.

Martin Spechler observed that this is part of an unhealthy trend to co-opt the faculty by looking to the Chairs for recommendations. The elected representatives of the faculty should be used to the maximum extent possible. We have an elected president and an Agenda Council. Shouldn't they be more directly involved? **Ain Haas** asked if the Agenda Council would be prepared to

rank those nominated. **Gail Whitchurch** asked if it was feasible for the Agenda Council to act as a gatekeeper. It would be reasonable to keep our elected representatives informed, but individual faculty members should be able to speak directly to the Acting Chancellor. The Chancellor wants names and he wants them soon. **Marianne Wokeck** suggested that there might be a middle way. Perhaps the Nominating Committee could play a role? **Bill Schneider** suggested that another alternative was for the Acting Chancellor, after tentatively deciding on a person, to seek the reaction of the Agenda Council and the Chairs before finalizing the decision. **Whitchurch** replied that she favored individual faculty being able to submit names directly to **Plater**. **Rick Ward** responded that, if everyone sends their own candidate names separately and privately, we won't know the overall sentiment of the faculty. It could be that most of the faculty would favor one person but that individual would not be chosen. If there is some consensus among faculty and that could be conveyed to the Acting Chancellor, we would have more power. **David Ford** suggested that there is nothing to prevent individuals from directly communicating with **Plater** but that **McCormick** should be copied on any nominations. That way it would be possible to determine if one candidate is clearly the "people's choice." **Wokeck** added that this would close the loop.

Ward moved, with **Wokeck** seconding, that, if possible, all communications to Chancellor **Plater** concerning the nomination of a candidate for interim Dean, be copied to John McCormick. The motion passed unanimously.

President **McCormick** indicated that the Agenda Council would meet on Friday, March 14th to consider the nominations for interim Dean and forward to Acting Chancellor **Plater** a "sense of the faculty" concerning possible nominees, based on the e-mails and other communications received by the President.

Concerning the Search Committee for a new Dean, **McCormick** reported that, in a meeting between Acting Chancellor **Plater** and the Chairs, it was agreed that each Chair would nominate a faculty member and a staff person from their department. **Marianne Wokeck** asked what should be done about the Search Committee, given the idea of exploring a merger with the School of Science (SOS). **David Ford** noted that **Plater** would meet with SOS Dean **Stocum** to explore their interest. We don't want to handicap the search at this point. We can start the search and proceed as the School of Liberal Arts. We can adjust, if necessary, should the SOS be interested in a merger. **Rick Ward** indicated his opposition to a merger with SOS. **Martin Spechler** observed that SLA was in favor of such a merger several years ago, but the SOS turned us down.

Marianne Wokeck suggested that all nominations from the Chairs should go to **Plater** through the Agenda Council. **Christian Kloesel** observed that **Plater** just wants 8 to 10 names; he will decide on the make-up of the Committee. **Bill Schneider** observed that the intent was not for Chairs to determine who to nominate, but that they should consult with the Department to determine who to nominate.

Harriet Wilkins moved (**Rosalie Vermette** seconded) that each department's selections should be forwarded to the Agenda Council. The Agenda Council should examine the list for balance along all relevant dimensions, and either ask for further nominations, if necessary, or forward an appropriately balanced list of names to Acting Chancellor **Plater**. The motion passed unanimously.

President **McCormick** noted that ballots for self-nomination to committees would go out in the next couple of weeks, and encouraged all to volunteer. The web site for the Faculty Assembly is up and running. Each Committee has a link. Comments or suggestions for improvement are welcome. We are honoring the research accomplishments of faculty after the meeting. The category of refereed book chapters and articles has been added. If your office in Cavanaugh needs to be cleaned, call 8-1620 and someone will come and clean it. **Gail Plater** expressed her thanks to **Gen Shaker**, who is putting the food together. **Gen** has also been pivotal in preparing 4-color brochures (for the first-time) for undergraduate departments. These will have a three-year shelf life. Every department office has 100 or so. You can get extras, if needed, from the Office of Student Affairs. The Campus Campaign is under way. It would be appreciated if all faculty can turn in their pledge cards before Spring Break. Liberal Arts has typically been one of the leaders; we would like to keep that tradition current. The first Explore IUPUI last October had 55 events. We will be reducing the number of events for this next year, but will still want at least one per department. Each department has at least one member of the Planning Committee for Explore IUPUI. If you have ideas, let your representative know. We learned that we need portable events that can take place outside the building. Campus Day is from 10 to noon, with the Alumni Luncheon at noon.

5. Committee Business.

a. *Academic Standards and Policies.* **John McCormick** reported that the Committee would be presenting a motion on the Area III requirements at the April meeting, following discussions with **Miriam Langsam**.

b. *Core Curriculum Committee.* **Steve Russell** reminded faculty that the Committee brought information, last Fall, to the Faculty Assembly about some of the difficulties with the Integrator courses, which are a key component of the common core curriculum for the schools, Liberal Arts and Science. Very few integrator courses have been developed, with only one on the books for next Fall. The Committee has been working on ground rules to govern the development and/or redesign of existing courses that could serve as integrator courses. This includes a number of changes, such as allowing a single faculty member to serve as “lead person” for developing such a course. There is also a little money to encourage faculty to develop integrators. They have worked with the Office of Professional Development to create a fund that would provide up to \$10,000 for the development of integrator courses. The Dean of SOS has also committed \$10,000 for any integrator course development where an SLA faculty member has a SOS collaborator. Existing SLA funds for course development and redesign can also be used for integrator course development. We have also tried to straighten out the policies for assigning credit. All of these suggested changes are included in a policy document titled, Integrator Courses. (An electronic version of this document is included, after the minutes.) **Steve Russell** moved, on behalf of the Committee, that the SLA Faculty Assembly endorse this policy.

Bill Schneider observed that the Committee had done a terrific job and that this document is very worthwhile. He suggested that the Committee provide an electronic version to John McCormick so that he could post it on the Faculty Assembly website. **Schneider** offered a friendly amendment to the effect that the instructors of an integrator course should have the freedom to reach their own agreement on the division of credit for the course.

The motion passed unanimously.

c. *Faculty Affairs Committee.* **Martin Spechler** reported that the Committee had done a wonderful job this year. They have determined the recipients of the Faculty awards. These will be announced and presented at the next Faculty Assembly meeting in April. The Committee has also completed a draft White Paper on Service. As background, **Spechler** indicated that service loads on some individuals had gotten excessive. The number of events faculty are expected to attend is growing. There are benefits to these, but the burden is not shared evenly and is inequitable. Some do a lot; others do little. The Committee is bringing the document to the Assembly for discussion and comment this meeting and will bring it back in April for a vote. The intent is to establish a reasonable standard for service; no one should self-exploit. It also addresses the

relevant actors, asking department chairs to reward those who are effective and active, asking the Agenda Council to place junior people on appropriate committees, and asking the Dean's office to think about the costs in terms of faculty time when creating new committees or advisory groups.

There followed an extensive discussion of the White Paper to which many contributed. The main points made include:

i. Item 1 in the White Paper includes the Statement: "Lecturers should attend one such event and assume at least one minor responsibility in their area." A number of speakers thought this defined the lecturer role too narrowly. One suggested that lecturers, like other faculty devote 20 percent of their time to service. Others felt that Lecturers were hired mainly to teach and their service obligation should be kept to a minimum.

ii. The document appears to embody an "old-fashioned" concept of service. The new term is *civic engagement*. This document is somewhat limited in not considering professional service to the discipline. Others mentioned that community service is also not addressed by the White Paper. Where should that fit in? The White Paper appears to address university service mostly. Shouldn't it address service in all of its manifestations?

iii. Could the title be changed to reflect a focus on faculty citizenship? Everyone contributes to the operation of their unit. Everyone should be a good citizen and do their share, although that might not necessarily include university service for everyone.

iv. Item 1 in the White Paper enumerates the number of major and minor responsibilities each faculty member should undertake. Some viewed that as too prescriptive.

v. Faculty are expected to take on service obligations but we are not rewarded for it. The accretion of service expectation has been a major change in the work life of faculty. We need to establish a floor, a minimum acceptable level of service.

Martin Spechler thanked everyone for their ideas and indicated the Committee would be happy to receive additional suggestions via e-mail. The Committee will try to incorporate the comments received.

d. Library Committee. **Delores Hoyt** reported on the repercussions of the bankruptcy of Rowecom, the serials vendor for IUPUI (and for most major university libraries in the country). EBSCO, another major serials vendor, is buying out Rowecom. Because of an agreement that EBSCO is working out with publishers, the Library will, generally, be able to maintain coverage of journals either in print or electronically. Once this transition from Rowecom to EBSCO is complete, the Library will assess the state of its journal collection and, at that time, consult with Departments about missing journal issues in 2003. Should we go back and purchase these or not? Dean Lewis has committed to maintain all of the 2004 subscriptions. **David Ford** asked what happens if a source of electronic journals goes belly-up. Are we at risk from having only an electronic subscription? **Hoyt** replied that, in most cases, we have access to journal articles across a number of sources. Some journals we have both paper and electronic versions; most others would be available either through the publisher itself or through J-STOR or other options. **Ford** also indicated that the Law Library has not always been willing to share their materials in the usual way. **Hoyt** replied that was unfortunate, but that there will be a new Director of the Law Library and she expected that problem would be addressed.

e. Nominating Committee. The ballot for the upcoming elections was available as an information item.

f. Technical Services Committee. The report on printing changes has been deferred until more firm details are known about the changes.

g. Undergraduate Curriculum Committee. The change to the minor in Political Science was presented as an information item. **John McCormick**, switching from his Presidential hat to his Chair hat, offered to answer any questions, but there were none.

6. Report from IUPUI Faculty Council and Indiana University Faculty Council.

Liz Kryder-Reid reported that the IUPUI Faculty Council heard from two new committees, the Committee on Research and the Committee on Distance Learning. **Bill Schneider** reported that there is \$3 million available for the enhancement of undergraduate programs; this represents base funding, and can involve faculty lines. Department Chairs have received copies of the request for proposals. Proposals will be due on April 21st. We will have a pre-proposal process in the School to try to identify likely “winners.” Each project should be for a minimum of \$100,000. A number of items from the University Faculty

Council were discussed, including: i) the likely resolution of the food service dispute with the University Hotel is for the University to buy the hotel; ii) as part of the implementation of the Peoplesoft computerized system, we have to standardize fiscal, personnel, and student report systems across the campuses; iii) the legislation to include a faculty representative on the Board of Trustees is moving along, but we do not know if it will pass; iv) the Board of Trustees have indicated that they will not pay any increase to the health insurance costs that exceeds 14 to 18 percent; v) the Search Committee for the new President of the IU System has indicated that the new President will probably have to be offered a salary in excess of \$500,000. Some consternation was expressed. **Marianne Wokeck** indicated that individuals might send an e-mail to the Board of Trustees. The new President must have the respect of the faculty.

7. Old Business.

Martin Spechler commended **Kevin Cramer** for his work in writing up the request to name one of the new dormitories after Joe Taylor.

8. New Business.

There was no new business.

The meeting was adjourned, by acclamation, at 4:07 p.m.

Respectfully submitted,

Paul S. Carlin,

Secretary of the Faculty Assembly
School of Liberal Arts
IUPUI