

Minutes of the SLA Faculty Assembly Meeting
November 18, 2005

Present: Aponte, Ardemagni, Bandele, Bao, Barrows, Bein, Brant, Burke, Carlin, Chakrabarti, Cramer, Dickerson-Putman, Dwyer, Freeman, Gibau, Goff, Goldfinger, Grossman, Hoegberg Hoyt, Howard, K. Johnson, Kelly, Kilpatrick, Kloesel, Kostroun, Kovacik, Kryder-Reid, Kubitschek, Lindseth, Little, Marvin, Masters, Miller, Morrison, Mullins, Niklas, Pegg, Powell, Rozycki, Sandy, Sauer, Scarpino, Shepherd, Snodgrass, Souch, Stallings, R. Sutton, Thuesen, Towfighi, Upton, Weeden, Whitchurch, White, M. Williams, Wittberg, Wood, Zimmerman.

1. **Call to Order:** Susanmarie Harrington called the meeting to order at 1:00 PM.
2. **Acceptance of the Agenda**
3. **Approval of Minutes:** The minutes of the September 23, 2005, SLA Faculty Assembly were approved without corrections.
4. **President's Remarks:** President Harrington noted that the Staff Lunch yesterday was a success, and she commended Archana Dube for her efforts in coordinating it. This is the last meeting at which Associate Dean Catherine Souch will be present. President Harrington extended her thanks and best wishes with the following remarks:

Catherine embodies the best of the liberal arts. She is accessible to all, ever willing to listen and encourage. Her tenacity in pursuing creative and humane solutions, coupled with humility, wit and good humor make her an esteemed advocate for faculty, students, and staff. Her readiness to work hard and work smart inspires others to do the same. Her natural leadership abilities help us all to pursue excellent in the varied dimensions of her work. Spectacular administrative abilities are only some of her talents. Our lives have been enriched by her mentoring, her teaching, her unparalleled ability to listen. We have been inspired by her commitment to making Liberal Arts and IUPUI places which honor everyone who here works and studies.

Therefore, let the minute of the Faculty Assembly reflect our appreciation for Catherine Souch and express our best wishes for her as she readies herself for her next professional challenge. Her work here has been a gift to us all.
5. **Dean's Remarks:** Dean White announced that Marianne Wockeck will be the new Associate Dean of Academic Affairs. He, too, thanked Catherine Souch for her service, stating that she has been wonderful to work with. Dean White noted that there were two excellent candidates for the position of Associate Dean of Academic Affairs, both of whom were eminently qualified for the position.

Next, Dean White noted that, over the past seven to eight years, there has been a concerted effort on the campus to improve retention of first-year students, without apparent success. There will be a further push to improve retention, this time including upper-level students taking 300- and 400-level courses. Poor retention rates in these latter courses may simply be a result of scheduling difficulties (e.g. in the evening) or may indicate a need to enforce prerequisites more strictly.

Next, Dean White noted that he would like to streamline the various assessment reports that he and the departments must make each year, by surfacing common measures that can be used in all of them. He will ask the chairs and the departments each to come up with three or four measures of the quality of research and scholarship in their unit. He would prefer that the departments articulate these measures rather than for the Dean's Office to impose a common standard of judging quality research, one that might not be as suitable for a given department. These department-generated measures would be used to report improvement over time, and to facilitate comparison and evaluation across the various reports that must be submitted each year. He will then call for similar measures of the quality of teaching and civic engagement.

Finally, Dean White showed a brief PowerPoint presentation on the proportion of male, female, and minority faculty at the various levels: of the 51 full professors, 68% are male, 31% female, and 4% minority. Of the 65 associate professors, 58% are male, 41% female, and 17% minority. Of the 29 assistant professors, 45% are male, 55% female, and 28% minority. Of the 62 lecturers, 44% are male, 56% female, and 8% minority. By comparison, campus-wide, 80% of the full professors are male (10% are minority), 65% of the associate professors are male (16% minority), and 61% of the assistant professors are male (32% minority). Campus-wide, 48% of the lecturers are male; 11% are minorities. The School of Liberal Arts, therefore, has a higher percentage of women faculty at all tenured levels, but a substantially lower percentage of minority faculty at the full professor and lecturer levels.

6. Committee Business:

Academic Standards and Policies: The committee submitted a proposal that International Studies (I 100) be added to the course lists for social science and comparative world cultures courses in the Liberal Arts undergraduate degree requirements. The rationale was that I 100 is an interdisciplinary course with a global or international focus, drawing primarily on social science disciplines. Also, at IUB, this course satisfies a social and historical studies requirement. This motion was unanimously approved by the faculty.

Faculty Affairs Committee: The Committee, through Subir Chakrabarti, moved that the Faculty Assembly approve the revised salary policy. There was extended discussion on this, with faculty members questioning how IUPUI salary compared to salary levels on the other campuses. Chakrabarti said that levels were lower than at IUB. Dean White noted that President Herbert has proposed that the salary increase across the university be set at 10% for promotion from Assistant to Associate, and at 15% from promotion from Associate to Full Professor. Dean White, however, did not know if these changes would be enacted. Such an

increase would cost SLA between \$25,000 and \$30,000 per year, which he did not feel was exorbitant. Chakrabarti said that the rationale was that promotions occur only once or twice in a faculty member's career, and so should be rewarded. No one would be negatively affected by this change. For 12-month appointments, the increase would be left to the discretion of the Dean; Dean White stated that the salary could be recalculated for ten months, the increase determined from that level, and then multiplied back to a twelve-month salary. Several faculty questioned whether a proportional increase did not exacerbate salary inequality between faculty; Chakrabarti said that this concern had been discussed but that the alternative, a flat increase, would cause the salaries of full professors in some disciplines to fall so far behind those of their peers at other institutions that IUPUI would be in danger of losing good faculty. Another question was whether allocating \$25-30,000 to this would lower the raises received by other faculty members who were not being promoted that year. Dean White said that SLA must draw up its own budget each year, and that this was one implication that would have to be considered. After this discussion, the motion was unanimously approved by the faculty.

Graduate Curriculum Committee: The Committee presented a proposal from the Philosophy Department for combined degrees in Medicine (MD) with a competence in moral reasoning and ethical judgment and philosophy (MA) with a concentration in bioethics. The rationale for this is that the proposal has already been approved by the School of Medicine, bioethics is a field of increasing importance, and the Philosophy bioethics MA is intended for mid-career professionals and students in IUPUI's professional schools. This motion was unanimously accepted. A copy of the proposal is appended to these minutes.

Nominating Committee: President Harrington urged all faculty to vote in the special election to fill the Nominating Committee vacancy, and to support the coming special election and slating for the coming vacancy on the Promotion and Tenure Committee.

Resources and Planning: The committee presented the draft of a Strategic Plan to the faculty for endorsement. Dean White reviewed the history of the Strategic Plan, beginning in the fall of 2004, when a consultant (Marnie Maxwell) was hired for the process. The dean's staff, the department chairs, and the students were consulted, and a questionnaire was developed and given to the staff and faculty. In late December, a Strategic Plan committee was formed, which met through spring to consider the survey input. A draft document was developed in the summer and presented to the faculty at two town hall meetings by Phil Goff, the chair of the Resources and Planning Committee, which endorsed the revised proposal in September. Since then, the student council and the staff of Liberal Arts have endorsed the Strategic Plan, and the faculty is now being asked to do so as well.

An extended discussion followed. Bob Sandy opposed the document, saying that, without priorities and specific steps to achieve them, it was neither strategic nor a

plan, and was setting us up to fail. Dean White said that, once endorsed, the measures of success would not be applied immediately. Departments and programs, working with the Dean's office, will work to develop measures and set priorities concerning how the plan will be implemented. Other faculty members questioned specific action steps and measures for success. Several asked what, specifically, the faculty was being asked to endorse. Dean White said that the measures of success were not yet finalized, so that the faculty was being asked to endorse the Mission, Vision, Core Values, Goals, and Action Steps only. The question was called, and the Strategic Plan was endorsed by a vote of 52 Aye, 3 No, and 3 Abstain.

Undergraduate Curriculum Committee: The committee presented a proposal to modify the Spanish major to permit an internship option for the senior Capstone requirement. The motion was unanimously endorsed by the faculty.

Celebration of Teaching:

Elizabeth Kryder-Reid and Cathy Hamaker gave the first presentation, on Community-Based Learning. The Museum Studies program has sponsored various exhibits around the community: in the ArtsGarden, the National Museum of Sport, the NCAA Hall of Champions, the Freetown Village Exhibit, and several projects at the Eiteljorg. Recently, Cathy Hamaker and other students have conducted a tracking study of fourth graders' use of the exhibits at the Indiana Historical Society Museum – what exhibits the students visited, which ones they ignored, and how they interacted with the exhibits.

Jeff Wilson from the Geography Department, together with students Wendy DeBoard, Kelly Johnson, and Kate Randolph described the graduate internship projects in the department, which comprise one-third of all graduate credits earned. The internships are conducted with various organizations around Indianapolis, and enable the students to share their expertise with the community.

7. **Adjournment:** The Assembly adjourned at 2:45, and was followed by a reception for new faculty.