

Minutes  
Faculty Assembly 22 April 2005  
School of Liberal Arts

Present: Antón, Ardemagni, Ashendal, Bao, Barrows, M.C. Beck, R. Beck, Bersier, Brant, Brothers, Burke, Carlin, Cochrane, Connor, Craig, K. Davis, T. Davis, De Waal, DeTienne, DiCamilla, Dwyer, Fedor, Foote-Ardah, Ford, Gibau, Glidden, Goering, Goff, Goldfinger, Grossman, A. Haas, L. Haas, Harrington, Hayes, Houser, Howard, Hoyt, Kloesel, Lindseth, Little, McCormick, Miller, Minielli, Murday, Niklas, Parrish-Sprowl, Pegg, Powell, Rebein, Robertson, Rozycki, Scarpino, Schneider, Sheeler, Shepherd, Souch, R. Sutton, Thorington Springer, Thuesen, Turner, Vidon, Ward, Weeden, Wheeler, R. White, Wittberg, Wokeck, Zimmerman..

1. CALL TO ORDER

Susanmarie Harrington called the Faculty Assembly to order at 2:07 p.m.

2. ACCEPTANCE OF THE MINUTES OF THE LAST MEETING

A motion was made to accept the minutes from the last meeting of the Assembly (25 March 2005). **The minutes, as corrected, were unanimously accepted.**

3. PRESIDENT'S REMARKS (Susanmarie Harrington)

President Harrington observed that the time was one of both endings and beginnings—of celebrations and farewells. She reminded Committee Chairs that their end of the year reports should flag both key items and unfinished business to assist in the start up next year. The President further observed that the Assembly addressed serious issues in the 2004-05 year (including promotion and tenure guidelines and criteria, as well as by-law revisions), even as critical issues, such as the salary policy and refining the P&T guidelines, will carry to next year.

Noting that the Assembly would shortly be celebrating the accomplishments of several faculty members, President Harrington took the opportunity to praise the contributions of two members of the Agenda Council who were cycling off: Susan Buck Sutton and Enrica Ardemagni. She asked that the Minutes record the Assembly's collective appreciation to Drs. Sutton and Ardemagni. She also expressed her appreciation for Nancy Marie Robertson's work as Secretary especially given the complex nature of the meetings this year. The full text of her comments can be found at the end of the Minutes.

4. DEAN'S REMARKS (Robert White)

Dean White reported that the date for Convocation was as yet unknown, but that it would be Monday or Tuesday before the first week of classes. Dean White and Dean Evenbeck are working to revamp the ceremonies at the start of the year.

He announced that there had been a selection for the Millennium Scholar and turned the podium over to Philip Goff, Chair of the Millennium Search Committee. The latter announced that Edward Curtis would be joining the Department of Religious Studies in the Fall. He brings an impressive array of projects not only in African Studies, but also Islamic Studies and will contribute to the School of Liberal Arts, the Department of Religious Studies, the Programs in African American & African Diaspora and American Studies as well as the Center for the Study of Religion and American Culture and the Institute for American Thought. Dr. Goff thanked the other members of the Committee, Gabrielle Bersier, Khaula Murtadha [School of Education], David Ford, Monroe Little, and Bill Blomquist. Dean White thanked the Committee for its efforts.

He reported that Summer I enrollments were down compared to last year, although observed that it was still possible that some of the difficulties were due to PeopleSoft and the credits would be made up. He concluded by discussing the Strategic Plan indicating that the Strategic Plan Committee would have its next meeting on May 4th. The goal was to have a draft of the plan for the Fall and that there would be a Town Meeting for input.

There were no questions for the Dean.

## 5. ANNOUNCEMENT and AGENDA

President Harrington announced the upcoming workshop on Proposal Development in the Social Sciences and Humanities which will be facilitated by David Bodenhamer, Eric Wright, and Nathan Houser. It will be held Monday, April 25, 10-11:30 a.m., CA 508 and Faculty at all levels of grant-seeking experience are welcome to attend.

By the unanimous consent of the Assembly, the Agenda was accepted.

## 6. APPROVING GRADUATES

Dean Ward offered the list of graduates for approval and moved that the Assembly accept the list. **The motion was seconded and carried unanimously.**

## 7. CELEBRATIONS

### 7A. Trustees Teaching Awards

Speaking for the Committee on Teaching and Advising, Ursula Niklas observed that there had been a larger than normal number of applicants, several were outstanding, and the choice was difficult. She also observed that SLA is limited to the number of awards based on the size of the faculty rather than the student load, and perhaps something could be done to allow for a greater number of awardees. This year's winners are:

Stuart Schrader, Communication Studies  
Jennifer Thorington Springer, English  
Kevin Robbins, History  
Teresa Molinder Hogue, English  
Maureen Minielli, Communication Studies  
Elizabeth Goering, Communication Studies  
Gina Gibau, Anthropology  
Archana Dube, Economics  
Kenneth Davis, English

It was also noted that Jay Howard and Judith Spector were the recipients of TTAs for the Columbus campus.

#### 7B. Promotion/Tenure Announcements

Dean Souch announced the following changes:

Those who achieved Tenure and Promotion to Associate Professor were:

Wan-Ning Bao (Sociology)  
Annie Coleman (History)  
Gustavo Garcia (WLAC)  
Nancy Marie Robertson (History)

For Promotion to Senior Lecturer:

Kate Thedwall (Communication Studies)

And for Promotion to Professor:

Bill Blomquist (Political Science)  
Tom Davis (Religious Studies)  
Jay Howard (Sociology)  
Pat Wittberg (Sociology)

#### 7C. Retiree Recognition

A representative of each retiring faculty member's department delivered a tribute to the retiree. The full text of the comments can be found at the end of the Minutes.

W. Kenneth Barger, Anthropology, was recognized by Richard Ward.

James Wallihan, Political Science, was recognized by John McCormick.

Laurence Lampert, Philosophy, was recognized by Michael Burke.

#### 7D. Outstanding Faculty Awards

Dean White presented the Outstanding Tenure-Track Faculty Member award to Christian Kloesel of the English Department. In his citation, he observed that Dr. Kloesel was an editor and quoted from several of the letters which elaborated on the ways in which the core values of editing have pervaded Dr. Kloesel's long contributions to the school, including one that observed "Editing has the lofty goal of casting the fairest light on utterances so they receive the fairest interpretations an art which can be applied to text and to selves, including his own."

Dean White presented the Outstanding Lecturer award to Claudia Grossman of WLAC. His citation included passages from the nominating letters that indicated that she “broadens students’ perspectives on the world” and that she was a “key player in the internationalization of the campus.”

President Harrington presented the Outstanding Part-Time Faculty Member award to David Cardwell, of the Department of English. Her citation included excerpts from letters in support of the award that included such observations as “Issues of diversity and cultural awareness are second nature to him” and “He is relaxed, helpful, warm....And, he’s fearless.”

## 8. COMMITTEE BUSINESS

### 8a. Agenda Council

President Harrington for the Agenda Council announced that 102 people of the 215 eligible faculty members voted. The On-Line voting process seemed to work well. She announced the outcome:

Agenda Council: Michael Snodgrass, Robert Sutton

Secretary: Patricia Wittberg

Enhancement Review Committee: Paul Mullins, Ursula Niklas, Nancy Marie Robertson

Faculty Council: Robert Barrows

Nominating Committee: Catherine Dobris, Margie Ferguson, Larbi Oukada, Eric Wright

Promotion and Tenure Committee: Carol Brooks Gardner, Marianne Woheck, Larry Zimmerman

President Harrington expressed appreciation to the Nominating Committee, those who were willing to serve, and those who took time to vote.

### 8b. Academic Standards and Policies offered the following proposal:

International Studies majors who are completing a double major or a double degree will be allowed to double count up to three classes for the major requirements, excluding the capstone.

The rationale was that students in this interdisciplinary program which draws from all SLA departments as well other Schools face problems unlike many current double majors: one example, a double major in Anthropology and Geography fulfills all the requirements for each major with no overlap between majors. Four courses from the second major can count toward meeting the student’s Area III requirement of 15 credits at the 300-400 level. A double major in Anthropology or Geography and International Studies faces a different question in that potentially 6-10 courses from each department can count toward their departmental major and toward their International Studies major.

**The Committee moved that the Assembly adopt the proposal. The motion carried unanimously.**

Scott Weeden for the Committee presented the following proposal regarding teaching evaluations:

1. Summary statistics of teaching evaluations (such as those produced by the School) must be returned to instructors within two weeks after having been returned to the department. The originals of the evaluation forms must be returned to instructors within one month after having been returned to the department. Departments should be especially vigilant about getting the teaching evaluations to instructors in a timely manner in the spring semester when the data are required for completing FARs. The Dean's office is requested to consider this time frame when assigning FAR due dates;
2. Departments must retain copies of summary statistics for assistant and associate professors for at least five years in order to be prepared for promotion and tenure reviews;
3. Departments must retain copies of summary statistics for lecturers and other full-time non-tenure track faculty for at least five years to provide for the possibility of termination disputes and to be prepared for promotion reviews;
4. Retention of copies of evaluations materials for associate faculty not under contract is at the discretion of the department; and,
5. Retention of student written comments (e.g., the evaluation forms themselves or transcripts of the written comments) is also at the discretion of the department

Weeden explained that there was concern over ownership rights, especially when the interests of the department and the faculty are in some conflict. Discussion ensued about the wording of points 2 and 3 (whether it was important to distinguish tenure-track from lecturers and what was the rationale for five years). Rick Ward proposed that it be six years since that was what was necessary for promotion and tenure records. The committee accepted the revision and moved the proposal as revised:

1. Summary statistics of teaching evaluations (such as those produced by the School) must be returned to instructors within two weeks after having been returned to the department. The originals of the evaluation forms must be returned to instructors within one month after having been returned to the department. Departments should be especially vigilant about getting the teaching evaluations to instructors in a timely manner in the spring semester when the data is required for completing FARs. The Dean's office is requested to consider this time frame when assigning FAR due dates;
2. Departments must retain copies of summary statistics for full-time faculty for at least six years;
3. Retention of copies of evaluations materials for associate faculty not under contract is at the discretion of the department; and,
4. Retention of student written comments (e.g., the evaluation forms themselves or

transcripts of the written comments) is also at the discretion of the department.

**The motion carried unanimously.**

The Committee announced that there was going to be discussion about General Education requirements in the coming year.

8c. Faculty Affairs

President Harrington thanked the Committee for its work this year and expressed the collective appreciation of the Assembly for the Committee's efforts in shepherding complex issues through the Assembly.

Linda Haas for the Committee credited Mary Trotter for her leadership and expressed regret that Trotter will be leaving IUPUI. Haas explained that the Committee does not wish to present the revised draft of the Salary Policy to the Assembly until the next meeting in September. Faculty Affairs, however, do believe that matter of lecturer promotion adjustments should be addressed before the end of this academic year, and therefore proposes:

That the Faculty Assembly recommend to the Dean that promotion adjustments in the SLA contain the following salary increases: Full Professor, \$6,000; Associate Professor, \$4,500; Lecturer, \$3,000.

This, in part, is to convey commitment to Lecturers. Dean White indicated that the proposal had his approval.

**The Committee moved the motion and it carried unanimously.**

8d: Graduate Curriculum Committee

Speaking for the Committee, Ain Haas reported that the Committee recommends acceptance of a Ph.D. minor in History:

Students in other departments may minor in history by completing, with a grade point average no lower than B (3.0), at least 12 credit hours of course work in history. This course work shall include:

HIST H501, Historical Methodology (4 cr.)

Either a 600-level colloquium (e.g., HIST H620, H650) (4 cr.)

or a 700-level seminar (e.g., HIST H730, H750) (4 cr.)

At least 4 additional credit hours (which may include a maximum of 3 cr. of HIST H575, Graduate Readings in History)

Speaking for the History Department, Bob Barrows explained that the issue had arisen because of the new doctoral program in Philanthropic Studies.

Phil Scarpino moved that at least half the credits be earned on the IUPUI Campus and the Assembly accepted that amendment.

The committee moved the proposal:

Students in other departments may minor in history by completing, with a grade point average no lower than B (3.0), at least 12 credit hours of course work in history. This course work shall include:

HIST H501, Historical Methodology (4 cr.)

Either a 600-level colloquium (e.g., HIST H620, H650) (4 cr.)

or a 700-level seminar (e.g., HIST H730, H750) (4 cr.)

At least 4 additional credit hours (which may include a maximum of 3 cr. of HIST H575, Graduate Readings in History)

At least half of the credits (i.e., 6) are to be earned on the IUPUI campus.

**The motion carried unanimously.**

#### 8e. Teaching and Advising

Speaking for the Committee, Dean Ward advised that the Committee was looking at ways to respond to the demands on advisors (especially the lead advisors), observing that academic advising was often a form of teaching and that it needed to be done in the summer (vs. a 10 month schedule). There is a need to determine how to document, assess, and reward advisors. The Committee will be working on this issue next year.

Ursula Niklas reported for the Committee on the Senior Survey, including the essays on the Principles of Undergraduate Learning. Generally speaking, students were most positive about the 2nd PUL (Critical Thinking) and least positive about the 6th (Values and Ethics).

#### 8f. Tech Services

As there was no one present from the Technical Services committee to speak to the bylaw revision the committee has been considering, the item was deferred to the fall.

#### 8g. Ad hoc committee on research, promotion , and tenure

Reporting for the Committee, Michael Burke presented the following suggestions for discussion, but not a vote, at this meeting:

- point 6 in the SLA P&T Guidelines section IV.D., concerning academic editing, should be revised and expanded
- point 7( in section IV.D), concerning applied research, be revised slightly (we anticipate that this will be uncontroversial
- The Assembly should approve an additional point, point 8, concerning the scholarship of teaching.

Specifically revisions might be proposed as follows::

Section IV.D.6: Academic editing consists of a wide range of activities. Those editing activities that require the expertise of an academic specialist and contribute to the advancement of knowledge may be offered under the heading of *research* (usually *basic* research). Editing in the academy can include scholarly editing of primary texts, editing of learned journals, anthologies, and reference works, and similar activities.

When candidates for promotion or tenure offer academic editing as *research*, they should provide clear descriptions of the types of editorial activities they propose to classify as research and, when feasible, should provide reviewers with samples of the products of those activities. Suitably qualified reviewers should comment on the level of academic expertise necessary to perform the activities and should evaluate the contributions made by the activities to the advancement of knowledge.

Section IV.D 7. Applied research may be offered under the heading of *research*. See Section VIII, Guidelines for Evaluating Applied Research.

Section IV.D. 8. Publications concerning teaching are viewed as *research* when they meet the methodological and analytical standards expected of research publications. Examples of publications appropriately classified as research, when such standards are met: significant contributions to the theory of teaching and learning; reports and analyses of soundly designed and conducted experiments; and rigorous conceptual studies. Examples of publications that typically are viewed as *teaching* publications: suggestions for improving teaching and learning; brief reflections on the roles and challenges of teachers; and descriptions of innovative courses, strategies, or techniques.

Michael Burke explained that the Committee wants to make clear to candidates how to present academic editing as research, noting that the Campus Guidelines tend to see editing as “professional service.” The Committee does not see this as an insurmountable problem since academic editing is not service—it is intellectual rather than practical. The candidate will want to document the expertise required as well as the way in which it will contribute to knowledge. The Committee welcomes comments and questions from the Faculty.

Speaking to Point 6, Phil Goff praised the first paragraph, but raised the question of whether the second one put a greater burden on the candidate. He also suggested that the point was misplaced and belonged under candidate’s responsibilities.

Discussion ensued concerning “Scholarship of Teaching” and, in particular, whether it was applied or basic research. Some pointed out the difference between “contributing to knowledge” versus simply reporting “here’s what’s on my mind.” Another issue raised was whether the research was in the area of teaching or in the discipline. The issue also came up as to whether people who were going up on excellence in teaching needed to publish both on teaching and their research (to demonstrate excellence in the former and satisfactory in the latter).

Dean Souch pointed to the need to tie into Campus Guidelines in order to provide the best advice to candidates. President Harrington indicated that SLA will continue to bring the questions raised by our discussions and these issues to the Campus's attention.

In the interests of time, discussion was curtailed. President Harrington reminded people that they would have the opportunity to indicate which committees they wished to serve on and people might want to keep these issues in mind when considering what committees they want. Faculty Affairs will be taking up the issues of editing, research, etc. in the Fall.

President Harrington closed by suggesting that the Assembly might prefer to meet at 1pm rather than 2 next year. She thanked the Assembly for people's interest, encouraged them to submit their ideas and questions to the appropriate committees and administrators, and urged faculty to volunteer for committee. She also extended the Assembly's thanks to Bill Stuckey for his design of the on-line election and indicated we would be using an on-line system to indicate committee preferences.

## 9. ADJOURNMENT

President Harrington invited a motion to adjourn and the meeting adjourned at 4:45 p.m. Faculty were invited to the reception following.

Respectfully submitted by Nancy Marie Robertson 17 June 2005

Note: The tributes to various faculty members follow.

Tribute to Agenda Council Members Whose Terms Ended  
President Susanmarie Harrington  
SLA Faculty Assembly, 22 April 2005

Shortly we will celebrate various award winners and those who are advancing in rank. Two people I would particularly like to single out are the people cycling off Agenda Council. Until serving as President, I didn't realize the key role that Agenda Council plays in helping committees get their work done.

**Susan Sutton's** varied career has taken her from a position as a summer Head Start instructor in Harlem to one as a director of the Office of International Affairs at IUPUI. While engaged in prodigious service to her discipline, an ongoing research agenda and creative teaching here and abroad, she has been a faithful citizen of Liberal Arts. A past president of this body, she has participated in 28 different committees within the school (some very focused, such as an essay award committee, and others more broad, such as various planning committees-Resources and Planning or an ad hoc Dean's Crisis committee). Her experience with policy development, planning, and financial stewardship has made her a valued voice on the Agenda Council. Both as Agenda Council representative on committees and on the Agenda Council itself, she has helped steer the development of policies, helping to balance a need for movement and clarity with a need for deliberation and dissent. Her broad experience has helped make the past two years of work at the Assembly better.

**Enrica Ardemagni** has a similar record of teaching, research, and service. She has taught Spanish here and English in Spain; she has taught in continuing studies or community-based programs in Dallas, Indianapolis, and Colombia and sought additional certifications to advance such work, and has an impressive array of teaching and mentoring awards to her credit. Her commitment to teaching has shaped her work on the Agenda Council and her service more broadly-she may hold the School record for service on the curriculum committee. Since 1987 she has served on 15 different school committees, ranging from Resources and Planning to award selection committees. Her community service achievements and her teaching achievements have made hers a strong voice for students in academic planning, and she, like Susan Sutton, has shaped the work of faculty governance for the better.

Also, thanks to **Nancy Marie Robertson** whose careful work on the minutes this semester has been impressive. She has been organized and accurate; one can ask no better of a secretary than what Nancy has given, and that is impressive given the learning curve associated with this office. This semester's meetings have been particularly complex and Nancy has done a wonderful job recording our thoughts. Thanks for a job well done.

Tribute to Ken Barger  
Dean Richard White  
Department of Anthropology

It is my pleasure to say a few words about our soon-to- retire colleague W. Ken Barger. This is a particular honor for me because Ken was the first person I met from IUPUI when I visited the department looking for a job back in 1984. He was then, and has remained, a man of ideas and ideals, a teacher concerned as much about how students learn as what students learn and a dedicated and successful applied scholar.

Much of Ken's commitment to Anthropology and to issues of social justice stem from his service, as a captain in the US Army in Vietnam. He has described that experience as completely transforming. His undergraduate was in History from Davidson College, but he pursued Anthropology for his masters and Ph.D. work at the University of North Carolina because of his interests in cross-cultural understanding and his concern over the ongoing destruction of native cultures.

His initial work in cultural anthropology took him north to Canada where he studied among the Inuit and Cree. During his first years at IUPUI which began in 1977, he took IUPUI students on field trips to these research areas. His concern for social justice and workers rights moved him south again specifically back to the Midwest and to California, where for the last two decades he has been passionately involved in the struggle for migrant farm worker rights and recognition. This work led to the publication with his colleague Ernesto Reza of "The Farm Labor Movement in the Midwest: Social Reform and Adaptation among Migrant Farm Workers" in 1994. But it is the practical accomplishments of successfully organized actions against growers and canners in the Midwest which resulted in better lives for the workers and their children of which Ken is most proud. He is widely recognized among our migrant community for his organizing skills and his success for their cause. Indeed one of the highlights of my time at IUPUI was the opportunity to meet Cesar Chavez, who Ken brought to our campus to meet with students and faculty.

As a teacher, Ken has always been at the forefront in using technology to enhance education. He was among the first in our school to develop a web page, and has always seen this medium for its educational rather than informational potential. He was among the first in our school to use Oncourse and to develop online testing and ongoing assessment of his learning objectives. Ken has an incredible sense of obligation to his students. He still stays in his office well past 9 in the evening responding to students' online assignments and encouraging his students to see beyond simple answers to the deeper meaning in his questions.

Ken has maintained the spirit of the life-long learning that he tries to instill in his students. He began pursuing marshal arts to keep his son company several years ago, but long after his son quit to pursue other interests, he has persisted and is now a master himself, spending hours each week instructing others in both philosophy and technique.

Ken plans to remain active in all of these areas after he retires. In fact, one of his first actions will be to return to Vietnam to close one circle as he begins another. I hope you will all join me in thanking Ken for his years of service to the school and university and in wishing him well on his new adventures.

Tribute to Jim Wallihan  
John McCormick  
Chair, Department of Political Science

**Jim Wallihan** is originally from California. He joined the faculty at IUPUI in 1974, after completing his Ph.D in political science at Indiana University in Bloomington. For the next two decades he was coordinator and professor of Labor Studies at IUPUI, where he developed and ran a Bachelor of Science in Labor Studies, and a non-credit Union Education Program. He was also active in local union and labor activities, and between 1980 and 1982 he was president of the American Federation of Teachers Local 3950. He was a member of the board of *Labor Studies Journal*, which he chaired between 1985 and 1996.

He joined the Dept of Political Science in 1995, where he has taught courses on US politics, Third World politics, private governments, and labor studies.

He will probably be best remembered for his role in helping bring to the School of Liberal Arts the Sam Masarachia Scholars Program. With an endowment of \$1.2 million donated by Sam Masarachia, a long-time member of the United Steelworkers of America, the program gives full tuition scholarship to a dozen very bright students studying and engaging in representation and advocacy on behalf of workers, senior and communities.

Tribute to Laurence Lampert  
Michael Burke  
Chair, Department of Philosophy

Laurie (**Laurence Lampert**) joined the philosophy department 35 years ago, in 1970. Younger folks here may not know him, since he's not a man of the Assembly and has not been active in recent years on faculty committees. But old hands will recall a time when Laurie was *very* active in school affairs. For example, with Rebecca Pitts of the English department he co-founded the student literary magazine, *Genesis*. He has served three times on the school's promotion and tenure committee, chairing it in 1982.

Laurie is counted among the world's leading scholars of Plato, Descartes, and, above all, Nietzsche, which explains why he has been nominated three times (by the Dean of the Faculties, among others) for the rank of distinguished professor. He has also received several external and internal research grants, including one in 2002 from the IU President's Arts and Humanities Initiative. Although his *cv* shows numerous articles and professional presentations, including several as keynote or featured speaker, his crowning achievement is his publication of five highly esteemed books, four of them single-authored, three published by Yale University Press and one by the University of Chicago Press.

Laurie has never been enamored of teaching. He says he finds it an unnatural act. But students are enamored of Laurie. His Wednesday evening seminars, which cover whatever topic he is currently studying himself, have inspired generations of IUPUI students, giving them a close-up view of the passion, the process, and the excitement of research in progress. To give just one indication of Laurie's reputation as a scholar and a teacher, I'll note that this semester a retired surgeon pursuing a graduate degree in philosophy at the University of Minnesota is flying to Indianapolis each Wednesday in order to take Laurie's seminar.

Laurie retires in good health and good spirits. During spring break, while most of us were catching up on this and that, Laurie flew to Berlin and bought an apartment. (He'd rather live in Munich, closer to the Alps, but says that real estate prices there are out of sight.) In retirement, Laurie will divide his time between Berlin and Indianapolis (with periodic visits to his cottage in the Canadian north woods). We hope that in time he'll want to resume his Wednesday evening seminars.

Laurie, enjoy! After 35 years, you've earned it!