

Indiana University School of Social Work
Faculty Senate Minutes--corrected
February 26, 2010

Attendance: M. Adamek, S. Armstead, I. Barbosa, B. Barton, J. Bell, R. Bennett, C. Black, L. Blackman, S. Boys, K. Byers, C. Campbell, B. Cournoyer, J. Daley, D. Davis, E. Fitzgerald, G. Folaron, E. Galyean, S. Gass, P. Howes, K. Khaja, S. Khamis, H. Kim, S. Larimer, K. Lay, G. Majewski, B. McAllister, L. McGuire, K. Moffett, A. Omorayo-Adenrele, A. Osborn, P. Ouellette, M. Patchner, C. Pike, I. Queiro-Tajalli, T. Roberts, C. Satre, C. Snyder, L. Steiner, S. Sullenberger, C. Snyder, J. Thigpen, R. Vernon, B. Weiler

In Bloomington: L. Duggan, C. Hostetter, C. Quinn, J. Vargo

In Gary: F. Caucci, M. Thomas

In South Bend: J. Beathea, P. Mishler, M. Ramsay, P. Newcomb, S. Perez

Call to Order: 10:05am EST

Agenda: No modifications to the agenda.

Minutes: *Call for vote.* The corrected minutes of Dec 11, 2009 were approved by voice vote.

I. **Dean Reports:** M. Patchner, G. Majewski

Good News:

IUPUI

- D. Westhuis recovery going well.
- Joseph Taylor Diversity Award- awarded to the Multicultural Teaching Community of Practice co-chaired by K. Khaja and K. Grove. Other Social Work members include. I. Barbosa, S. Boys, and C. Gentle-Genitty.
- Study Abroad.
 - China--Proposal approved for summer course focused on health care in China. S. Larimer and J. Bai are the co-instructors. Seven students are committed so far.

 - Croatia--Plans are moving forward for the Planning course in Croatia in May working with school systems & development of social capital. C. Luca-Sugawara and G. Majewski will be going with 3 or 4 students to Croatia.
- Edward C. Moore Symposium.

A presentation on the S504 and S514 mentoring group with V. Chang will be presented at Moore Symposium. C. Hostetter is giving the plenary speech.
- Military Social Work. Daley & Patchner went to NASW headquarters to work on developing competencies for military social work.
- SW Values Inventory. C. Pike revised the "SW Values Inventory" during her sabbatical. The new version was sent to 80 programs.
- SW Congress. K. Byers is a delegate to SW Congress in April in Washington, DC. The Congress will focus on setting new directions for the profession. Email her with suggestions.
- Addictions Leadership. K. Lay attended the GLATTC institute for mentoring leaders in addictions. K. Lay is mentoring one of our former students.

- Addictions certificates. C. Satre reported that field instructors have been giving very positive feedback on our addictions certificates.

IUSB.—MOU nearly through the approval process. Will put P&T processes and MSW program under IUPUI. M. Ramsey will present B. Vernon’s game.

IUNW. M. Thomas and F. Caucci have ongoing research grants.

Labor Studies. I. Queiro-Tajalli reported that 7 faculty will be presenting at the *Annual Conference of UALE (United Association for Labor Education)*.

IU-East. E. Fitzgerald reported on IU East’s involvement as mental health consultants with Head Start programs in Union County. Expanding capacity of services for rural children and families.

IUB. L. Duggan reported on a brown bag series focused on “Is fair trade possible in a global economy?” getting good attention on the Bloomington campus.

Sabbaticals—K. Byers- July 1-Dec 31,

K. Lay- Fall semester

Patchner- July 1- Dec 31 to work on IN Commission on Childhood Poverty

Student Evaluations of Teaching. (G. Majewski)—As a cost-saving measure and in consideration of staff time, student evaluations of teaching need to be handled differently. Copying student comments very time-intensive. Recommendation:—get quantitative data electronically. Original copies of student comments would be given to faculty. All comments of Associate faculty will be kept. No university policy on this topic, but VC recommends keeping records for 5 years. Individual faculty need to keep track of student comments. We will set a deadline by which student evaluations are due. Testing center can get us numerical summaries by Jan 15th.

Discussion—Administrators should keep records of student comments for evaluative or legal reasons. Automated sheet feeder and scanner could be used to keep a permanent record of student evaluations (B. Cournoyer). Important to have a record of student comments as quality check for P&T- perhaps do a quality check with a proportion of student comments (J. Daley). It is an important use of staff time to electronically scan student comments (C. Hostetter). We could use survey monkey cheap to do online evaluations and avoid paper evaluations (P. Ouellette). IUNW does electronic student comments but with a very low return rate (M. Ramsey). Return rate for online courses is very low (I. Queiro-Tajalli).

Consensus: It is important to keep a record of student comments on course evaluations. We will streamline the process with an automatic scanner for electronic storage. If faculty want old evaluations, contact Patricee.

- II. **Proposed Change to the IUSSW Guidelines for Promotion and Tenure**, B. Cournoyer raised the question, “Is a forum needed for non-tenure track faculty?” On behalf of the P&T Committee, B. Cournoyer presented a draft of policy that integrates IUPUI criteria with Red Book criteria and

requested a vote. Due to IU Dean of Faculties by March 15th. Would prefer additional time for commentary.

Discussion:

- Goal was to make the Red Book fit with the IUPUI criteria at the level of advancement from Associate to Full Professor (C. Hostetter).
- Service—sounds as if you have to be outstanding in all 3 yrs of service. How do develop a national reputation for university service? The standard for excellence in service seems too high. If we set the bar so high, we may make it more difficult for faculty to advance to full (K. Byers)
- Strongly urge that we not pass this. Needs more discussion. Huge implications for our future. Big problem—long list of unsatisfactory criteria for teaching (W. Barton)
- Can we convene a special meeting of the faculty for more in-depth discussion with just tenured and tenure track faculty at a later time? (P. Ouellette, L. McGuire)
- Campus P&T Committee --very seriously want to be independent evaluators. Trying to get school standards more in line with IUPUI standards. Your dossier may be in jeopardy if it is not in line with the IUPUI criteria (J. Daley, B. Bennett)
- Criteria for excellence is good, except for service. Bar for satisfactory is too high (W. Barton)
- We should develop criteria that reflect SW and LS concerns, not based on IUPUI criteria. We need to represent our view—we shouldn't be trying to fit IUPUI criteria (P. Mishler)
- This has come up in Exec Committee of Faculty Council. Not just a concern for our school. Concern about lack of incentive to go to Full Professor (K. Lay)
- Tenure process is difficult already. The bars are getting higher and higher. Concern about impact on quality of life of faculty trying to meet the standards. We want to support our faculty (K. Khaja)
- IUPUI criteria geared toward depts with a 2/2 load. We have a 4/4 load (B. Cournoyer).
- Anyone in an admin position (50%) are expected to meet the same criteria (K. Byers).

Motion to accept the report. Unanimously rejected.

P&T Committee directed to consider the input and come back with a new report.

- III. **MSW Policy on Student Continuation, Review and Dismissal, MSW Policy on Incomplete**, B. Bennett G. Majewski wrote revisions. Both policies passed by MSW Committee.

McGuire: Motion to accept. Howes: Second. Motion passed unanimously by voice vote.

- IV. **Strategic Planning Group-Education:** S. Williamson

Students may be inconsistently exposed to APA. Education Group drafted: "Common Expectations for Formal Writing at IUSSW."

- This is for Social work students, not Labor Studies which uses different citation styles (I. Queiro-Tajalli).

- This essentially says “we have a policy unless we say otherwise.” We need to articulate our expectations to students individually as instructors. Adopt as a practice, not a policy. Each of us need to hold our students accountable each semester (E. Fitzgerald).
- We already have a policy that states that SW students must use APA (I. Queiro-Tajalli).
- Helpful to have as a concrete tool to clarify expectations of students.

Consensus: Endorsing this handout tacitly as a tool, especially for Associate Faculty.

V. Search Committee Reports:

IUSB--(P. Newcomb, J. Daley) 3 faculty candidates will be invited to campus. New IUSB faculty will be hired by IUPUI.

IUN--(F. Caucci)- received 21 applications, 9 complete applications were reviewed, chose 4 outstanding ones. Will review 4 more. Aiming for top 3 to be interviewed.

IUPUI--(L. McGuire, G. Folaron)—received 30+ applications. 17 met criteria. Did numerical rankings. Top 3 candidates have been invited to campus. A 4th will be invited. First candidate will visit March 4 & 5th. Presentation at 11:45am on Thursday.

VI. IUPUI Faculty Council, Bob Vernon

We need a new Faculty Council Representative. C. Luca-Sugawara would like to continue. Approved by voice vote.

VII. Constitution Committee Report, Lisa McGuire

A comprehensively revised Constitution will be brought forward at the next Faculty Senate meeting.

VIII. Old Business

None at this time.

IX. New Business

We need SW Rep for IRB board. (Khaja)

Announcements:

14th Annual PhD Spring Symposium. All are invited to the PhD Spring Symposium to be held Friday, April 23rd. Our keynote presenter will be Dr. Deborah Padgett from NYU.

Dissertation Final Defense. M. Adamek announced that James Brown successfully defended his dissertation on January 22nd. Beth Muehlhausen will have her final defense Monday, March 8th at 1:00pm.

Centennial Committee is looking for suggestions for a keynote speaker who would draw alumni to the event. Email ideas to K.Byers at kvbyers@indiana.edu

Labor Studies Search. R. Needleman will be retiring in May 2010. Position will be filled at IUN.

NEXT MEETING: Friday, April 9th, 2010 10am

Meeting adjourned 11:25am.

Respectfully submitted,
Margaret E. Adamek,
Faculty Senate Secretary