

## Minutes

### Faculty Assembly, School of Liberal Arts

2:00-4:00 p.m., Friday March 6, 2015 LE 105

Faculty Members Present: Anton, M.; Aponte, R.; Ardemagni, E.; Bao, W.; Barrows, R.; Beckman, E.; Bell, D.; Bivin, D.; Bjork, U.; Blomquist, W.; Champion-Shaw, Ch.; Cohen, M.; Connor, U.; Curtis, E.; Davis, T.; Dicamilla, F.; Eller, J.; Ferguson, M.; Foote, C.; Fox, S.; Friesen, A.; Gibau, G.; Goff, P.; Gondola, D.; Grossmann, C.; Guiliano, J.; Haberski, R.; House-Soremekun, B.; Jain, A.; Jettpace, L.; Kaufman-Mckivigan, J.; Kaviani, M.; Kelly, J.; Kostroun, D.; Kryder-Reid, E.; Lamb, C.; Latham, K.; Little, M.; Lovejoy, K.; Lulla, V.; Lyons, T.; Marvin, T.; Miller, L.; Moran, M.; Morgan, A.; Parrish-Sprowl, J.; Robertson, N.; Roesch, K.; Russell, S.; Saak, E.; Sandwina, R.; Schneider, W.; Schultz, J.; Shaker, G.; Sheeler, K.; Shepherd, S.; Shrum, R.; Sisson, A.; Strong, D.; Thill, E.; Theusen, P.; Towfighi, S.; Tucker Edmonds, J.; Upton, T.; Vincent, J.; Weeden, S.; White, R.; Wokeck, M.; Wood, E.

Guests: Illg, M.; Jones, A.; Smith, C.

1. The Meeting was called to order at 2:02 p.m. by President David Bivin.
2. Approval of the minutes: The minutes of the January 30, 2015 FA meeting were approved unanimously by acclamation.
3. President's remarks—David Bivin
  - President Bivin noted an Agenda change for the current meeting: There will be no discussion of P&T guidelines;
  - President Bivin announced the forthcoming ballot to vote for IUPUI Faculty Council;
  - Commencement is Sunday, May 10 at 3:30 p.m.; regalia orders are due March 23<sup>rd</sup>; it is important for SLA to have good representation.
4. Dean's remarks—William Blomquist
  - The National Survey of Student Engagement (NSSE) is an important source of data for us. Your students have received an email inviting them to take the NSSE survey. If any of your students ask you about it, please do encourage them to complete the survey. If you'd like to go a step further, please feel free to post a note to your students via Oncourse or Canvas encouraging them to take the survey;
  - A couple of reminders about end-of-the-school-year events:
    - the deadline for faculty and staff to order a cap and gown is March 23<sup>rd</sup>;
    - also, this year's Celebration of Scholarship falls on a Saturday (April 25<sup>th</sup>) and next year's will too;
  - March 23<sup>rd</sup> is also the deadline for students or faculty to submit abstracts for poster presentations at this year's IUPUI Research Day. Research Day itself will be Friday, April 17<sup>th</sup>;

- Please accept the invitation to be nominated for elected faculty governance positions;
- Our colleagues Steve Overbey, an associate faculty member in Communication Studies, and Scott Wallace, a lecturer in Political Science, received this year's Gateway to Graduation Teaching Awards from the IUPUI Gateway Office;
- Our colleague Sandra Petronio, professor of Communication Studies, is this year's recipient of the Distinguished Scholar Award from the Western States Communication Association;
- Our colleague Elee Wood, associate professor and director of Museum Studies, is being honored with a university award this year—Indiana University's Thomas Ehrlich's Award for Teaching Excellence.

## 5. Old business:

- **Salary Policy:**  
Wao Ning-Bao presented the revised SLA Salary Policy (the document had been posted, and reported on background and history of the document, which the faculty has had the opportunity to offer feedback and comments; those comments have been taken into account in producing the final version. Discussion followed:
  - A question was raised concerning the market adjustment policy as to whether the stated policy of a requirement of an evaluation of 'exceeding expectations' on the past two FARs as a requirement for consideration for a market adjustment means exceeding expectations in all three categories (teaching, research, and service); Dean Blomquist explained that the current school policy leaves such a determination to the school, and that to date the practice has been to consider the overall evaluation, rather than individual categories of evaluation;
  - A question was raised concerning changes made to incorporate clinical line faculty; Dean Blomquist confirmed that the minimum amounts in promotion adjustment includes clinical line faculty;
  - There was another question concerning salary compression, with an expressed desire to encourage strongly a mechanism to ensure equity. Dean Blomquist explained that the policy has been to deal with such issues based on individual cases; he suggested the SLA could perhaps find a way to include an equity statement in salary policy. At present, SLA does not have equity adjustment policy between ranks, though it does have a policy to ensure equity adjustment within ranks;
  - The suggestion was made to raise the amount of salary increase to \$6,000 for promotion to Senior lecturer, given the underpayment of lecturers. Dean Upton stated that specific amounts have not previously been considered; the committee has looked at raises proportionately; based on comparison with twenty to twenty-five other universities, some of which were peers, SLA is in top 25% in terms of promotion raises; it was expressed that the issue is one concerning fairness;
  - The feasibility of raises was questioned in general given the financial problems for school; Dean Blomquist explained that SLA has two or three cases a year for promotion to Senior lecturer; for promotion to full professor, the financial situation is as well not a major issue; such raises do not represent a 'make or break' issue, even given the financial situation of the School;

- A question was raised concerning the collection of data with regard to salary raises and if such data have been collected from other schools on campus; Dean Blomquist clarified that data collection has been made from other campuses, but not from other schools at IUPUI;
- Dean Upton suggests that the FA proceed to a vote on document as presented, with continued discussion of the issues raised open for later revisions;
- The question was called to accept policy as presented with on-going discussion of issues that remain.
- The policy passed unanimously by acclamation.

## 6. New business:

- Resources and Planning: Addressing the Declining Enrollment (Document posted and distributed):
  - Peter Theusen reported on the Resources and Planning Committee's findings regarding declining enrollment in SLA, noting the structural changes in enrollment that SLA needs to address. The question then is where do we go from here? The Committee is soliciting comments and suggestions for future planning;
  - President Bivin thanked members of Resources and Planning Committee, and encouraged faculty to send additional comments and ideas to Peter or other Committee members;
  - Didier Gondola noted that the History Department is in a unique situation, and is the leading SLA department losing enrollment; one major cause thereof has been the decision to do away with the SLA History requirement. Prof. Gondola announced that the Department of History will bring a proposal to the FA for approval to reinstate the six credit hours lost. Proposal forthcoming;
  - A question was raised concerning online courses available elsewhere and whether such online offerings were a contributing factor to enrollment decline; more analysis is needed for a definite indication of their contributing factor.
  
- Graduate Curriculum Committee: PhD Proposal in American Studies (document posted):
  - Carrie Foote presented the proposed PhD program in American Studies developed by Ray Haberski;
  - Questions were raised concerning funding for the program, the market for the program, the "ownership" of the program regarding FTEs and enrollments, and when it might be ready for its first intake of students;
  - Dean Blomquist clarified that after SLA approves the program, there are still numerous steps of approval the proposal will have to pass successfully before it will be 'up and running', with Fall 2017 most likely the earliest date for the first intake of students. Moreover, Dean Blomquist also clarified that the program, even if passed, will be subject to funding, even as the proposal has clearly indicated funding sources;
  - After substantial discussion of the issues raised, the question was called.
  - The proposal passed unanimously by acclamation to send the proposal onto the next level, which will be the campus Graduate Affairs Committee.

- Ray Haberski acknowledged Carrie Foote's work for 18 months on proposal and thanked her; as did the FA with a round of applause.

➤ Report of SLA Representatives to IFC:

Tim Lyons gave a summary of the recent IFC meeting, noting the following:

- Housing requests for students are up; more student housing is being built;
- New York and Michigan will be restructured to two-way streets; New York will be the first to undergo such reconstruction, planned to begin in May, with Michigan to become two-way by 2017;
- New classification of credit hours has been adopted with 30 credit hours needed for sophomore status, 60 for junior status, and 90 for senior status;
- The Faculty Club has been renamed Faculty Club at IUPUI
- Report on Faculty Profile from last 11 years:
  - tenure track positions declining campus wide;
  - number of lecturers increasing;
  - number of gateway courses taught by adjuncts increasing;
  - Impact of statistics unclear.
- Congratulations to Gina for her establishing program on faculty development for women and minorities;
- The Chancellor is stepping down; President McRobbie has limited the search to an internal search, objections notwithstanding.

➤ Nominating Committee: Slate of Candidates for FA committees/offices:

Amanda Friesen, Chair of the Nominating Committee, presented the nominations for voted offices of the FA for 2015:

Agenda Council:

Thorsten Carstensen (WCAL)

Jennifer Guiliano (HIST)

Kim Walker (JOURN)

Returning Members:

Elee Wood (MSDT)

Denis Bingham (ENG)

David Bivin—President (ECON)

Nominating Committee:

Jennifer Bute (COMM)

Tijen Demirel-Pegg (POLS)

Kenzie Latham (SOC)

Returning Members:

Rebecca Shrum (HIST)

Joseph Tucker Edmonds (REL, AFRO)

Promotion and Tenure Committee:

Philip Goff (REL)  
Raymond Haberski (HIS)  
John Kaufman-McKivigan (HIS)  
Jane Schultz (ENG)  
Brian Steensland (SOC)

Returning Members:

John McCormick (POLS)  
John Tilley (PHIL)  
Subir Chakrabarti (ECON)  
Julie Freeman (ENG)  
Greg Keller (PHIL)

During the discussion, Edward Curtis (RELS) was nominated for vice-president but unfortunately was unable to accept (since the meeting, John Parrish-Sprowl (COMM) has accepted the nomination for vice-president). Scott Weeden (ENG) was nominated for the position of secretary and has agreed to serve.

Electronic ballots for these candidates are forthcoming.

7. Announcements:

- Today at 4:30 p.m. sabbatical speakers series Training of International Teaching Assistants Campus Center;
- Today is the final day of the International Film Series, showings tonight at 6:00 and 8:00.

8. Motion to adjourn:

The motion to adjourn was made and seconded; passed unanimously by acclamation

9. The meeting was adjourned at 3:55 p.m.

Minutes Faithfully Submitted April 10, 2015

Eric Leland Saak  
Associate Professor of History  
Secretary of the SLA Faculty Assembly 2013-2015