

**Minutes of the School of Liberal Arts
Faculty Assembly**

Friday, September 27, 2002

Present: Allen, Anton, Ardemagni, Barrows, D. Beck, R. Beck, Bennett, Bersier, Bertrand, Bingham, Blomquist, Bomke Keating, Brant, Brothers, Burke, Carlin, Cramer, Davis, Dè Tienne, Dicamilla, Eller, Foote-Ardah, Ford, Fox, Fritzke, Goff, Goldfinger, Grant, Grossman, H. Haas, L. Haas, Henriksen, Hoegberg, Hovde, Howard, Hughes, Jogi, Johnson, Kloesel, Kryder-Reid, Kubitschek, Langsam, Lindseth, Little, Lovejoy, Lyons, McCormick, McDonald, Mullen, Nagelhout, Parrish-Sprowl, Robertson, Roy, Saatkamp, Sanchez, Sandwina, Sauer, Schneider, Sheeler, Snodgrass, Souch, Stahl, Strong, Thorington Springer, Trotter, Upton, Ward, Weeden, White-Mills, Wilkins, Wininger, Worley, Wright

Guests: Bart Ng (Mathematical Science), Jean Robertson (Herron), and Lisa Stone (IUPUI Alumna), from the IUPUI Chancellor's Search Committee

1. Call to Order.

John McCormick, President of the Faculty Assembly, called the meeting to order at 2:04 p.m.

2. Acceptance of minutes.

The minutes of the April 26th meeting were approved unanimously.

3. Introduction of New Faculty.

The following individuals, new to the Professorial Ranks at the School of Liberal Arts, were introduced by the Chairs or other representatives of their respective departments: **Marcus Allen** (Political Science), **Carrie Foote-Ardah** (Sociology), **Johnny Goldfinger** (Political Science), **Kelly Hayes** (Religious Studies), **Natalia Lozovsky** (History), **Timothy Lyons** (Philosophy), **Edwin Nagelhout** (English), **Kristina Horn Sheeler** (Communication Studies).

The following individuals, new to the Lecturer Ranks at the School of Liberal Arts, were introduced by the Chairs or other representatives of their respective departments: **Robert Beck** (Geography), **Gail Bennett** (English), **Martina Dalinghaus** (Classical Studies), **Corey Fritzke** (Communication Studies), **Jamie Grant** (English), **Hannah Haas** (English), **Sharon Henriksen** (English), **Sumana Naomi Jogi** (Communication Studies), **J. Gregory Keller** (Philosophy), **Francia Kissel** (English), **Erik Lindseth** (History), **Krista Longtin** (Communication Studies), **Juan Manuel Sánchez** (Spanish), **David Strong** (Sociology), **Melvin Wininger** (English).

All were warmly welcomed by their colleagues.

4. State of the School.

Dean **Herman J. Saatkamp, Jr.** praised the new faculty, indicating that they are a remarkable group, and that the School has been extremely successful in its faculty recruitment efforts. Furthermore, enrollments, majors, and donations are all trending in the right direction. Our retention efforts are paying off as we have, now, more than 1400 majors, and more of these are full-time students. This will help to fill up our upper division undergraduate courses. We have more graduate programs than ever before. Three years ago, the Campus gave the School a goal of three million dollars for its campaign. The School quickly exceeded that, and requested that the goal be raised to 5 million dollars; we are now over 9 million dollars, far exceeding our second goal. The Centers of the School have a separate campaign. If that were added in, our total would be in the 30 to 50 million dollar range.

Last spring the campus gave the deans of the schools an average salary raise figure, for faculty, of 3.5 percent, including promotion, tenure, and equity considerations. This limited the Dean's efforts to raise faculty salaries, but we still had average raises above the university's recommended average. For all faculty in the School, the average increment last year was 3.82 percent; for tenured and tenure track faculty, the figure was 3.58 percent, not counting promotions, and 3.91 percent counting promotion increments; the average increase for lecturers was 3.8 percent. The Dean was similarly limited to a maximum of 2.5 percent for staff. Accordingly the average increment for professional staff was 2.38 percent and for clerical staff, it was 2.76 percent. Salaries for part-time faculty, which have been way too low for far too long, were raised by an average of 9.5 percent.

5. President's Remarks.

President **McCormick** reminded everyone that a reception to welcome new faculty is scheduled for after the meeting. **Harriet Wilkins** has agreed to serve as Parliamentarian and has also agreed to chair the Ad Hoc By-Laws Committee. The president indicated his wish to keep procedural rules to a minimum, and only will refer to Robert's Rules of Order if necessary to keep the meetings flowing smoothly. The goal is to have the ordinary business of the Assembly completed within 90 minutes. Members of the faculty are encouraged to visit the Faculty Assembly website, which is reached by going to the Liberal Arts website (<http://liberalarts.iupui.edu>), clicking on the "Dean's Office" button, and then scrolling down and clicking on the "Faculty Assembly" button.

The president presented the following set of motions from the Agenda Council:

a. that the Department of Foreign Languages and Culture change its name to the Department of World Languages and Cultures.

Gabrielle Bersier noted that this is a small national trend, in part because Spanish is an increasingly important language in the United States. **Approved** unanimously.

(This will go forward as a recommendation of the SLA Faculty Assembly to the appropriate university committee.)

b. that the Afro-American Program change its name to the African American Studies and African Diaspora Studies Program.

Monroe Little noted that this will align the name of our program with the new name of the program in Bloomington, which is helpful for transfer students. After some discussion about alternative names and the unwieldiness of this proposed name, the motion was **approved** with one dissenting vote.

(This will go forward as a recommendation of the SLA Faculty Assembly to the appropriate university committee.)

c. that the Curriculum Committee have its name changed to the Undergraduate Curriculum Committee now that there is a Graduate Curriculum Committee.

Approved unanimously.

d. that certificates be designated as undergraduate and graduate certificates as appropriate. **Approved** unanimously.

6. United Way Announcement.

Linda Haas spoke of her involvement with the United Way organization in Indianapolis and the importance of contributing generously.

7. Explore IUPUI.

President **McCormick** announced that **Gail Plater** could not be at the meeting, and asked that the faculty be reminded about Explore IUPUI and Dean's Day. These events are on Saturday, October 12th.

8. Committee Business.

a. *Graduate Curriculum Committee.* **Robert Barrows** reported that the proposal for a Ph.D. in Philanthropic Studies had come back to the Graduate Curriculum Committee for some fine-tuning. The proposal as approved by the Faculty Assembly last April provided for participation of faculty from IU-Bloomington. Once it came to Bloomington, however, they decided that it made little sense for them to have an active part of the program as the bulk of the faculty have always been in Indianapolis. Hence the Philanthropic Studies Ph.D. will now be considered a "stand-alone" Ph.D. in Indianapolis. The Committee recommended some minor changes for the wording of the proposal, but nothing substantial.

Dean **Saatkamp** noted that this would be the first Ph.D. in the School of Liberal Arts, and so represents a milestone. He added that while some in Bloomington might oppose a "stand-alone" Ph.D. in Indianapolis, the Dean of the College of Arts and Sciences is in favor of it.

b. *Faculty Affairs.* **Kevin Cramer** reported that the Faculty Affairs Committee would be considering the status of the Food Court and workload issues, and would be reporting on those matters at a future meeting of the

Assembly. Anyone with opinions or information to share on these matters should contact him at krcramer@iupui.edu.

9. Search Committee for IUPUI Chancellor

Bart Ng, Jean Robertson, Bill Schneider and **Lisa Stone** discussed the Chancellor Search process with the faculty. **Bart Ng**, Professor of Mathematical Sciences and Vice-President of the IUPUI Faculty Council explained that the Search Committee has more than 30 members but that a majority of them are members of the IUPUI faculty. He reported that **John Walda** from the IU Board of Trustees and **Angela McBride**, Dean of the School of Nursing, are co-chairs of the Search Committee and that a 'head-hunter' firm, **Kearney, Inc.**, has been engaged to assist in the national search. Announcements have been placed in appropriate publications such as the *Chronicle of Higher Education*. Their first meeting was held in June, with a second meeting in early September. They have been asked to recommend a small number of candidates to President **Brandy** December 15th. It has been designed as a confidential process, on the recommendation of the head-hunter firm, so that people currently in provost and chancellor positions at other universities might apply. Those individuals would not apply unless information about their application were held in confidence. Both academic and nonacademic applicants will be considered.

David Ford indicated that he was quite unhappy with the confidentiality aspect and wondered how the Committee felt about it. **Ng** replied that he and others on the Committee are quite concerned about it, especially with the confidentiality imposed throughout the process until the very end. **Ford** suggested that this would provide President **Brand** with the opportunity to hand-pick someone he wants, someone who might not have IUPUI's interests foremost in their mind. **Stone** replied that the President gave the Committee its charge, asked for a list of 3 to 5 names by December 14th and then stepped back. He has not been involved since that time.

Dean **Saatkamp** noted that high quality applicants will want to meet people on campus. This suggests that there may well be "quiet" visits before the process is over. He also indicated that the quick resolution of the search would allow some overlap with **Jerry Bepko**. **Ng** replied that there is room in their schedule for on campus visits.

Miriam Langsam observed that past leadership has included only individuals from professional schools. She asked the Committee if it is possible for someone from Arts or Science to be considered for this position. **Ng** replied that the first draft of the Position Description listed only the professional schools, but that was corrected and now all of the schools on the IUPUI campus are listed. If an individual is from a professional school background, the individual should have some arts and science experience and vice versa.

Monroe Little asked how the Committee was selected and why there was no representation from minority faculty on the Committee. **Ng** replied that the IUPUI Faculty Council had recommended the names of 20-25 faculty to the President. All of the faculty appointees came from that list. **Little** replied that he was concerned that there is no one on the Committee who is watching out for the interests of minority faculty. **Ng** replied that they were sensitive to that, but that it was a slip-up on the part of the Faculty Council.

Miriam Langsam asked if there had been any discussion of where IUPUI is going. Will the new Chancellor come in with a mandate to simply maintain the campus, cut budgets, start programs, or raise money, for example? **Stone** replied that they would be meeting with Jerry Bepko and would discuss those kinds of issues with him.

David Ford stated that president Brand wants to break off the administration of the Medical School and move it south. Would that be an element of discussion with candidates? **Ng** replied that three members of the Search Committee are from the Medical School, that they are "heavy hitters" and are very supportive and very active on the Committee. They seem very interested in helping to select the next Chancellor.

Eric Wright suggested that the Search Committee apply a litmus test. Anyone who seeks the Chancellorship should put IUPUI first and the IU system second. IUPUI must either be a partner on an equal basis or the "apron strings" should be cut. **Stone** replied that President Brand included that as part of his charge to the Committee. The duties as Chancellor of IUPUI should receive the main weight, perhaps 90 to 95 percent; the system duties as Vice-President for Long-range Planning are definitely secondary, no more than 5 to 10 percent of the weight of the position.

Dean **Saatkamp** suggested that any candidate should strive to bring the campus together. We are a wonderful quilt, sometimes beautiful, but sometimes too self-absorbed, if we go off in our own directions too much. Collaboration between the different schools and their faculty should be encouraged.

Miriam Langsam emphasized that the candidate should have some experience with Responsibility-Centered Management. There are variations within the IU system in terms of how RCM is being implemented. What are its implications for small schools and for growing schools? There are different versions within the IU system and outside of the IU system. Does IUPUI have the best version of RCM? We should hear the candidates' thoughts on this question.

Steve Fox suggested that candidates be asked about the changing nature of the faculty. As we have replaced part-time instructors with trustee lecturers, that has been positive in many ways, but it has changed the mix of faculty in some departments, especially. What are the thoughts of candidates concerning the

nature of faculty at our campus? **Rick Ward** added that many urban universities are cultural centers for their communities, and that the move of Herron to the main campus will help in that respect, but there is still a long way to go. How would the candidates encourage IUPUI to become a cultural center for the community? **Michael Burke** suggested that we find a Chancellor who will be discriminating concerning the appointment of administrative officers.

Dean **Saatkamp** suggested that all candidates be asked, "What is the role of the liberal arts at a major urban university?" "Central!" is the answer we should look for. The top candidate should bring a sense of different administrative structures, how to interact with deans and administer finances, how to meld state funding based on enrollment and research funding into a cohesive university. The best candidate should approach our challenges with creativity and a sense of fairness.

Bart Ng, on behalf of the Committee, thanked the faculty for their input at this meeting and encouraged all faculty to provide ongoing input at the website for the Search.

10. Report from University and IUPUI Faculty Council Meetings.

Rick Ward reported that the IUPUI Academic Affairs Committee would be bringing forth a resolution to control requests for course withdrawals. None would be allowed after five years had elapsed; none would be allowed if 75 percent or more of the work had been completed; and the old grades would not be deleted from the record. IUPUI enrollment is now over 29,000. At the University Faculty Council, it was reported that some practices we have used in the past will need to be modified because Peoplesoft, the new software system for the administration of the university, will not accommodate them. Good news for Liberal Arts in that President Brand included the need for the renovation of Cavanaugh hall in his State of the Campus speech.

There being neither old business nor new business, President **McCormick** adjourned the meeting at 3:50 p.m.

Respectfully submitted,

Paul S. Carlin
Secretary of the Faculty Assembly
School of Liberal arts
IUPUI