

Faculty Senate Meeting

31 March 2023

Senators present: Kim Delaney, Kyle Mara, Jason Hardgrave, Xavia Harrington Burton, Brandon Field, Erin Reynolds, Nicholas Rhew, Rob Dickes, Shannon Pritchard, Shane White, Matt Hanka, Gary Black



Additional attendees: Mohammed Khayum, Amy Chan Hilton, Jennifer Evans, Jenn Horn, Glenn Ballard, Mark Krahling, Becca Neel, Jim Hunter, Carrie Andersen, Chris Robinson, Ashley Carter, Olga Donnelly, John Donnelly, Constance Swenty

Held in BEC Boardroom

- Called to order: 2:33 pm
- Minutes from 17 March: Unanimously approved with one abstention.
- Senate Chair report from Kim:
 - Neither President's Council nor Provost's Council have met since the last meeting, and Kim has nothing to report.
- Report from the Provost:
 - First meeting of the Quality Initiative group has been held.
 - Submitted a College Community Initiative Planning Grant; includes groups from the region to make an impact.
 - April 17th: State budget will be out of Indiana Senate, after that there will be negotiations of appropriations including for higher education.
- Charge 2023_04: Winter term compensation
 - The original proposal of the winter term proposed that this would help with recruitment and would be a net positive revenue for the campus. The results of claims are currently being examined, and the question of whether it would be run will be answered. When that question is answered, the compensation piece will be incorporated. A compensation for the librarian who worked for the pilot efforts has been determined, and they are working to determine the compensation for the IT support.
 - It was also noted that at least one student that finished in the Winter term was not aware that the degree conferral wasn't until Spring.
 - Faculty Senate requests that the Administration establish a policy of compensation for library faculty who would be working over the Winter term, in line with existing 12-month faculty compensation structure, by unanimous vote of 12 members.
- Charge 2023_05: Course offering time change

- The College of Business has moved the schedule of all their classes to MW or TR, so none of them happen on Fridays. This means that a number of classes conflict with other existing time slots, and also conflict with Core classes.
- It was noted that this change was never discussed in a public venue that the Faculty Senate chair had attended.
- Faculty Senate would like to have conversations across the campus regarding major schedule changes.
- Nick responded to the questions of the rationale and impacts of the schedule change.
 - Regarding the rationale for the change, he noted that:
 - The change allows the RCOB to compete better with IU, which has a four-day course schedule.
 - The change was informed by data from the last six years, which indicated that students least preferred courses scheduled on MWF.
 - The change was informed by students' financial considerations around commuting costs and ability to work to pay toward their educational costs.
 - The change was informed by other efforts to improve the student experience, especially by catering better to their preference for more flexibility.
 - The change was informed by the RCOB's need to demonstrate societal impact through its business community engagement, which is a significant factor in its ability to maintain specialized accreditation. The four-day course schedule allows for additional business community engagement on Fridays, while ensuring more students, especially upper-division students taking nearly all business courses, can engage in these activities.
 - The change was informed by efforts to expand student engagement in professional organizations and other co-curricular activities important for their professional development and career success.
 - The change was informed by the significant number of courses with non-standard schedules in each of the other colleges on campus.
 - The change was informed by an understanding that, in the spirit of experimentation, if the schedule change did not work to help the college accomplish its goals, future schedules could revert to standard timings.
 - Regarding the impacts of the change, he noted that:

- Students and faculty are excited by the change, which is especially important given morale issues on campus.
 - The RCOB has only three Core39 courses, and each of them has standard-schedule and online options.
 - While the RCOB Advising Center had not received a single student scheduling issue, they assured partners that any scheduling issues caused by this change could be sent their way to address.
- The Provost outlined a procedure for examining the impact of these changes, and proposed that with future major changes to the course schedule the deans would be have a conversation.
- Charge was tabled by unanimous vote.
- FAAC Report regarding Charges 2019_21 and 2020_04: Avenues for instructor promotion
 - Out of the discussions over the past four years, it is almost impossible to formalize a promotion for instructors within the handbook because the handbook language is ambiguous and contradictory. The first part of the report proposes changes to the handbook language. The second part of the report suggests potential changes to the process of promotion.
 - The College of Business recently had their accreditation visit, and the lack of a promotion pathway for non-tenure track faculty.
 - Faculty Senate is of the opinion that an *ad hoc* committee (or two) needs to be made, with defined task(s) to propose handbook changes.
 - Handbook changes should be proposed verbatim.
 - Instructors should be included on this committee from all the colleges.
 - Carrie Andersen has already developed some suggestions for proposals. Jim Hunter has also expressed interest in working on these issues.
 - It was proposed that the Senate go back to our respective colleges to come up with names willing to serve on this committee.
 - The motion was made that Faculty Senate create an *ad hoc* committee of full time, tenure, and non-tenure track faculty with one representative from each academic unit (College and Library) and two at-large members. Faculty Senate should bring names of passionate, detailed-oriented people with a vested interest in this process, to the next Faculty Senate. The motion passed unanimously.
- Next meeting: April 14th.
- Meeting adjourned: 4:42 pm.