

Minutes
Faculty Assembly, School of Liberal Arts
2:00–4:30pm Friday, January 25, 2019, LE100

Faculty Attendees: Marta Anton, Emily Beckman, Gail Bennett, Jonas Bjork, Maria Brann, Herbert Brant, Marilee Brooks-Gillies, Andy Buchenot, Thorsten Carstensen, Charmayne Champion-Shaw, Ulla Connor, David Craig, Kevin Cramer, Cornelis DeWaal, Tijen Demirel-Pegg, Fred DiCamilla, Aaron Dusso, Owen Dwyer, Jonathan Eller, Estela Ene, Carrie Foote, Steve Fox, Amanda Friesen, Elizabeth Goering, Phil Goff, Jennifer Guiliano, Ray Haberski, Katharine Head, David Hoegberg, Susan Hyatt, Andrea Jain, Lynn Jettpace, Kristine Karnick, John Kaufman-McKivigan, Jason Kelly, Daniella Kostroun, Elizabeth Kryder-Reid, Keiko Kuriyama, Chris Lamb, Pamela Laucella, Sarah Layden, Vijay Lulla, Timothy Lyons, Jennifer Price Mahoney, Kate Miller, Kenzie Latham Mintus, Malcolm Moran, Gwendolyn Morrison, Elizabeth Nelson, Scott Pegg, Mike Polites, Josh Prada, Rob Rebein, Ron Sandwina, Kristina Sheeler, Rebecca Shrum, Brian Steensland, Shana Stump, Elizabeth Thill, Jennifer Thorington Springer, Peter Thuesen, Joseph Tucker-Edmonds, Thom Upton, Jing Wang, Scott Weeden, Rachel Wheeler, Robert White, Kim White-Mills, Jeffrey Wilson, Xin Zhang

Guest Attendees: Rick Bein, Liz Goodfellow, Tanner Hammock, Merle Illg, Shannon Kelley, Sherry Minton, Stephanie Rowe, Sam Walters

1. Call to order at 2:02 p.m. —Kim White-Mills
2. Approval of the minutes from November 9, 2018. Minutes were approved as presented.
3. President's Remarks (Kim White-Mills):
 - a. Campus Statement of the Role of the Liberal Arts at IUPUI – The campus has provided some direction on what we need to be doing in this financial crisis. While the campus proposals are helpful, they seem to indicate a campus move to dictate what we are doing. Our committees need to review the document and start making progress. If we don't move, campus will.
 - b. Staff appreciation luncheon planning rotation – The responsibility for planning the luncheon has been bounced around and keeps landing in odd places. We want to honor our hard-working staff, so Kim and Thom Upton have created a matrix to assign responsibility for planning of the luncheon for the next six years.
4. Dean's Remarks (Interim Dean Rob Rebein):
 - a. Faculty Assembly meetings are crucial for the school's progress. Encourage SLA faculty to attend.
 - b. Our credit hour numbers are not good, but we're not alone. The entire campus is down on undergraduate credit hours. Part of this problem is because of a problem in admissions, but in SLA we are down another 5% from last year. Our headcount is better than many schools, so that could bode well for the near future.

- c. Dean Rebein presented an income slide at the Campus Budgetary Affairs committee. We lost a million dollars in the fall, but we have brought our salary costs down by 7%. We are showing campus that we are diligently cutting expenses. We need to figure out how we can stop the credit hour slide, but much of it is out of our control. We need to determine those things over which we do have a modicum of control and work on those.
 - d. At Budgetary Affairs, Dean Rebein presented that we have generated a lot of ideas – curricular changes, career communities. The career community is in a pilot phase, and faculty are invited to participate and provide their input once the pilot is complete. Partnerships, programming, enthusiasm are all crucial to the success of these communities, but at some point we are going to need to find funding as well.
 - e. We have changed the campus conversation about Liberal Arts. Deans are beginning to see the need for collaboration rather than competition between schools. RCM has created a bit of a turf war among the schools, but the deans are recognizing the danger of that and the value of what SLA brings to our campus.
 - f. We are approaching the point at which we will have to shift from what needs to be cut to what needs to be built: theme-based certificates, BS programs, inter-disciplinary majors, branding Liberal Arts more positively and uniquely.
 - g. Ray Haberski asked if the dean is asking the other deans if they are willing to create some “wobble room” for Liberal Arts in their majors. The dean said we need to keep working to show the deans the value of our courses. We are closer to that environment; the conversation is shifting.
 - h. Danna Kostroun said that our classes are often very challenging for students in majors outside SLA, so they don’t want to take them even though they would be very valuable. We need to consider how to market challenging classes to those students.
 - i. Kevin Cramer asked where we might be able to find the credit hours to stop the slide. The dean said we need to be better high school recruiters; summer immersion programming could be useful. Getting our gen ed credits back from the professional schools would make an impact.
5. New Business:
- a. Undergraduate Curriculum (Gail Bennett, chair, Beth Goering) – The committee made several proposals last year that we hope will start bearing fruit soon. The committee is currently down a member and needs a replacement. Anyone interested in serving on this important committee should contact Kim White-Mills so Agenda Council can quickly make the replacement.
 - i. Proposal for 5-Year BA/MA in Applied Communication (Kristine Karnick, Beth Goering) – This has support from several committees as well as the dean and chancellor. Thom Upton asked if similar degrees have had any measurable success in the school. The current degrees have just a handful of students, but Beth felt that this one has a lot

- more potential; students have shown interest. Students still pay undergrad rates for that 5th year, so that is an additional selling point.
- ii. Proposal was approved unanimously.
 - iii. Discussion of Proposed Waiver for Liberal Arts Advantage Dual Degree (David Craig, Marta Anton) – The committee just received this proposal and is excited about it, but it has not yet been vetted or approved. We need to discuss it now so we can fast-track it, but we need to know faculty questions and concerns so we can proceed with appropriate caution. The proposal will allow SLA to waive the requirements of the SLA Baccalaureate Competencies for dual degree undergraduate students whose secondary major is in SLA but whose primary degree is in another School. This could encourage students from outside SLA to take a second major. Jennifer Giuliano asked how many dual degree students we currently have. We currently have 193 double-majors; 62 have secondary majors in another schools. We can hopefully convert some of our minors to a secondary major. Phil Goff pointed out that we really need some more numbers to make sure we are not sacrificing competencies credits for major credits. Marta and the dean are going up to Purdue to talk about their proposal, of which this is a copy. Mike Polites suggested that this proposal will keep us from “throwing away credit hours.” Herbert Brant wondered if the committee had looked at waiving some competencies rather than all of them as a whole. The dean said if we picked and chose competencies to waive for certain majors, it would take a lot of time and effort. Marta Anton said that kind of cherry-picking isn’t necessary; some schools already complement us and our competencies, and she doesn’t feel like the risk of losing credits is dire. Steve Fox said many schools do already require a second writing course, so we need to consider our values as a school – we want to make sure any student graduating with an SLA degree reflects those values. Would it make sense to require a certain number of SLA credits? David Craig has made a list of all the questions faculty have asked during the discussion, and he will bring those questions to the committee for discussion: (1. Can we project how many credits we might lose vs. gain under this proposal? 2. Should we prevent students who declare a primary SLA major from switching to a secondary SLA major to avoid the Baccaulaureate Competencies? 3. Should we waive all of the Competencies or only some of them? 4. Should we require a minimum of SLA credit hours for Liberal Arts Advantage dual degree programs?) The dean feels this proposal will really attract and reward some very strong students. Kim encouraged faculty to review the proposal and degree maps and send any additional questions or feedback to David Craig and/or Gail Bennett.
 - iv. Gail said the committee is looking at some creative ideas that she’d like to just bring before the Assembly:
 1. Liberal Arts certificates/minor/major – based on foundational values, could help branding, could show students how the Liberal Arts can help them get jobs. Certificates bring more

- funding. Could we add a class to all our majors to turn them into certificates?
2. Increase 1- and 2-credit offerings – students, especially transfers, need these classes, which could also motivate students to take more SLA courses.
 3. Pop-up courses – These unusual, topical courses create visibility across and beyond campus. Schools across the country are doing these and seeing success.
- b. Proposal to create Diversity & Inclusion Committee (Jennifer Thorington-Springer, associate dean for Student Affairs)
- i. Bylaw amendment is needed to create this standing committee. It will help us establish some consistency and align us with campus initiatives.
 1. Herbert asked what are the specifics of the charge and how will the school committee's charge differ from the campus committee's charge? Jennifer said our school will focus on what we're doing in SLA to respond to many of the campus questions that we receive about our initiatives to promote diversity and inclusion. Scott Pegg asked if it would be a committee similar to any other committee? It would be appointed by Agenda Council. Carrie Foote asked if we could mindfully insure that the committee would actually be diverse. Jennifer said diversity really is the responsibility of everyone, not just underrepresented communities. We'd like to have passionate people, no matter their demographic. Phil suggested Jennifer work with the Bylaws committee to make sure we have a bylaw that matches what we have in the school constitution. Charli Champion-Shaw said we need to have accountability, purpose, and protocol built into the bylaw. Kim said we can vote on the proposal as it is currently written, and then the Bylaws committee can hammer out the language. We don't really have any accountability protocols in our committees now. Jennifer pointed out that we have a diversity report that is already a year late. Danna said she is concerned that the committee is so large (8 people) it could become a burden, but we do have people already doing this work who need to be recognized for it. Thom said a first read would be helpful.
 2. David Craig moved to table the proposal until the language, charge etc., have been hammered out. Four nays, but the motion to table was approved.
 3. The Bylaws committee will work with Jennifer to get the Bylaw language finalized.

- c. Proposal for amendments to bylaws (Kate Miller, chair, Bylaws Committee)
 - To reduce committee size for standing committees
 - To create an Online Curriculum Committee
 - To create a External Affairs/Marketing Committee
 - To change Nominating Committee membership
 - i. Liz Goodfellow asked if a professional staff member could be added to the membership of External Affairs Committee. Herbert said adding staff is not part of the bylaws. Jen Giuliano said this initiative came out of the Canvas site last year because faculty are so often asked to do marketing-type work. Thom pointed out that the Technology committee requires a staff member, so we should be able to add a staff member to this one. Kim is concerned that a faculty committee on something like this might be outside the Assembly's purview. Bob White said he doesn't see how it fits into Assembly's charge to work on curriculum or faculty development. Danna suggested changing the name to Community Engagement to better reflect our outreach work – high school visits, community talks, media. Steve Fox suggested we table. Reducing committee size seems important, but we also need to get more faculty involved. Phil suggested some town halls to discuss these options more fully without the pressure of a two-hour window.
 1. Motion to table passed unanimously.
 2. Thom Upton moved to have the other two bylaw presented as first reads. That motion was passed unanimously.
 3. Phil Goff read through the motions to change the name of Resources and Planinng as well as change the membership. Phil Goff said feedback could be sent to him or Kate. Jen Guiliano also suggested the Bylaws committee could come to R&P's meeting on Monday; R&P has a steep learning curve.
 4. Kim said everyone needs get their ducks in a row for the March Assembly. We will have a lot of work to do in that meeting.
- 6. No old business
- 7. Announcements
 - a. Charli Champion Shaw: Affinity Faculty-Staff Councils at IUPUI need more faculty representation. Right now, many of them are completely composed of staff only. If you are interested, contact her. Also, the federal government shutdown has hurt many of our students in profound ways. If you know of a student who needs assistance, contact her.
 - b. The SLA branding material will need more time than we have in this Assembly. We will have to have that presentation at the next meeting.
- 8. Adjournment at 4:11pm