MINUTES
Spring 2016 Faculty Assembly
Friday, April 15, 2016  9:00 – 10:30 am
Lilly Auditorium/University Library

Faculty Present:
Biology:
Chemistry & Chemical Biology:
Computer & Information Sciences:
Earth Sciences:
Mathematical Sciences:
Physics:
Psychology:

1. President Lin Li opened the Faculty Assembly meeting at 9:05 am. He greeted everyone and asked if there were any additions or changes to the agenda. None were presented. John Watson (Biology) motioned to accept the agenda as presented, seconded by Doug Lees (Dean's Office). All were in favor. Motion carried.

2. Lin Li presented the minutes from the last Spring Faculty Assembly meeting (November 20, 2015). He asked for any changes or questions to the minutes. There being no changes, there was a motion and second to approve as presented. All were in favor, motion carried.

3. Reports from Dean's Administration:
   Simon Rhodes announced that Jeff Watt was teaching and Jane Williams was at a conference in Idaho. On behalf of both of them, Simon will give their reports.

   - Jane Williams, Associate Dean for Academic Affairs and Strategic Planning.
     - In the fall we will begin a 5 year process for evaluating all general education courses. It will begin with a 2 year pilot - which will include 13 science courses. JWilliams will be contacting those course coordinators (they are all Gateway courses) in the next several weeks and those coordinators will receive training in the fall about the process.
     - SOS Staff Quarterly training has started. First training was in February (Having Difficult Conversations), subsequent trainings will take place in June, August, and November.
     - Associate Professor Mentoring Program is completing its year-long cycle. There were 16 pairs of Full/Associate Professors. Pilot was originally supposed to be smaller - thanks to Doug for finding the money to do all 17 pairs. We appreciate everyone’s involvement and believe it has been successful. Will be assessing that further this summer and begin talking about next steps.
     - We inducted 30 new students (have about 90 total) into the Science Honor’s program and need to make sure we are providing opportunities for them to earn their honor’s credit. This can happen through honor’s courses or h-contracts. JWilliams sent out an email earlier this week with examples of h-contracts and she encouraged people to contact Diana or JWilliams if they have questions.
For an 8 year period, the number of STEM graduates per year at IUPUI was flat at ~450 students.

- Drop in number of Technology students was a result of IUPUI terminating the AS degree in technology (given to IVY Tech).
- CI-STEP started in 2009 and first major intervention was to graduate second (and third) year seniors.
- Examples of other interventions (short list) included:
  - Further development of Student Development Office/PREPs
  - Peer mentoring center development in CHEM, MAC, BIOL, and PHYLs
  - Curriculum and Instruction development in individual instructors’ courses.
  - Stronger articulation agreements with IVY Tech in science/math areas
  - Future goal is to keep the number of graduates above the new trend line of 700 students/year.

**David Skalnik, Associate Dean for Research and Graduate Education**

Research:

- The School’s faculty has maintained a high level of submitting research proposals.
- Hit rates are down slightly from the previous record-setting year.
- School faculty received $7 million in new grants during the July-March period of this fiscal year.
- Research expenditures up 24%.
Graduate Program:
- A new PhD Psychology IU program that was just approved yesterday (Applause). Also, our school has six Purdue PhD degrees, four of which are in the last stage of approval with the ICHE.
- We project that the school will confer 30 PhD degrees this year. If all credited to IUPUI, this would lead to a ~50% increase in the campus doctoral count.

Kevin Mandernack (Earth Sciences) asked how many were career grants?
Dave responded currently 11 and active.

Joe Rosenblatt (Mathematics) asked if a department has a new PhD program to present, what should the process be at this point?
Dave has a check sheet with instructions and could send it to him.

Doug Lees, Associate Dean of Finance:
This year we have an earlier budget cycle than in the past; the 2016-17 budget was submitted April 11.
Smaller than last year by $ almost $1M. There are two reasons for this. 1. We predicted tuition and fee income to be flat due the loss this year of the ability to reach our lowest level math class. This has had ripple effects through the subsequent 100 level math classes and we anticipate that it will be another year before math enrollment will stabilize. 2. Our assessments increased by 5% (~$1.255M.) The real costs of increased assessments was just under 3% but our share was increased due to the large drop in enrollment in Liberal Arts (loss of student FTE)) and because of Medicine’s decision to move more staff lines to IU Health (loss of employee FTE).

To summarize the major elements of the 2016-17 proforma:
Down $45K in tuition & fee income
Up 235K in state appropriations (performance based funding)
Up $200K in F&A
This subtotals to ~$400K ahead of last year
Assessments take $1.255M
TOTAL: $865K less than last year.

Working from and relative to this year’s larger budget we have added some new expenses including salary increases ($700K with FB); TA lines, base increases as part of new chair packages, and increased scholarship funds. These new costs when added to the $875K reduction in income resulted in a gap of almost $2.1M. This was closed as follows:
- We cut $900K in salary reserves. This part of the budget has grown in recent years due to a number of factors including resignations/retirements, especially those that take place suddenly and near the beginning of the fiscal year. We had planned to move the excess to other areas of the budget this year. Sufficient reserves remain to pay the salaries of faculty starting in August, those who may be recruited to start in August, and for a modest-sized group of faculty to start in August of 2017.
- We reduced the fund to support the “Near Miss” program from $200k to $100K. If we exhaust the $100K, that will take place in spring, a time when other cash will be available to fund worthy requests.
• We reduced our increased investment in student scholarships from $200K to $100K.

• We reduced by $975K our line item ($2.7M) for graduate fee waivers. These dollars will be replaced by end-of-year cash from 2015-16.

Doug mentioned that the is year’s budget provides an example of why it is imperative that we increase our credit hours each year. A 1.65% increase in tuition (and incremental increases in state appropriation and F&A recovery) will not keep pace with assessment increases and increased cost associated with salary increases, graduate support, new faculty & staff, etc. Kevin Mandernack (Earth Sciences) Doug mentioned, “maneuver to I.U/ Health”. He asked for an explanation of this.

Doug replied that employee FTE is one of the assessment drivers and one to which Medicine is very vulnerable because they have by far the largest number on campus. By reducing their faulty and staff FTE (and their percentage of the campus total) they reduce their costs while other campus Schools who have flat or growing numbers of employees (e.g. SoS) pay more.

Doug debunked the rumor the Chancellor’s Reallocation Fund is cancelled! It along with the Student Fee Reallocation and the Enrollment Shaping Initiative have disappeared in name only. The costs to the School of these taxes have been frozen at last year’s levels and that total ($5,292,602) has been deducted from our state appropriation line.

Steve Boehm (Psychology): We have the upcoming Grand Challenges. Doug stated we have not received any bills for that...yet.

Gina Londino (Chemistry): What about banded tuition? How will it affect our budget, or at all? Doug said it should not hurt us. Simon Rhodes stated he is not sure, we do not know yet. At this point it is just an experiment. The Regional campuses used it to make money.

Kevin Mandernack (Earth Sciences) What about this Midwest Program, will that bother us? Doug replied it will not bother us other than possibly the first year when continuing students from participating states will get a tuition reduction.

Joseph Rosenblatt (Mathematical Sciences): Other campuses recruit a number of international student to their campus. Doug agreed international students do help our campus and the IUPUI Strategic Plan calls for the recruitment of more international students. However, he would not rely on this for an answer. A healthy mix is the best solution.

• Simon Rhodes, Dean School of Science
  • I was looking at my notes from this meeting last year – we have made great progress in our strategic goals – Thanks to everyone for that.
  • Especially great progress on the PhDs. Last year, I had just described our value and achievements in teaching and research and highlighted our faculty and students and alumni to the Purdue Trustees to get them “activated”.
  • We now have independent PU degrees in Biology and Chemistry. We have the new ASOP degree and the final four PU degrees (Math, CS, Physics, Add Neuro) soon will be discussed
by ICHE. THANKS TO ALL that have made this possible. Standing on shoulders of others – very true. No publicity until we get all of them. Then we party.

- Also like to take opportunity to thank Lin and Yogesh and Michelle for their great faculty leadership
- Thank the ADs for their work – representing us, fighting for us, saving us money.
- IUPUI Arts and Humanities Institute lectures
- Science on Tap – next one is Thursday 21st – Kathy Licht from Earth Sciences
- Banded tuition
- Midwest Consortium
- Awards season
  - Celebrated at Science honors last weekend – I congratulate all of the faculty, staff, and students that received awards at that event
  - Already new honors are accumulating for our staff, faculty, and students
  - We had 46 students in the IUPUI Top 100. That’s a record for us. That’s a record for anyone.
  - We had 10 students in the IUPUI Top 20.
  - We had the top male student at IUPUI Ayodamola OTUN. He sang!
  - This is campus level award season and I want to mention other successes from our students, our staff, and our faculty.
  - Ruthie Firmin, from our from our Clinical Psychology Doctoral Program received the Sherry Queener award for best grad student at IUPUI.
  - Also in the grad student realm, students from our Clinical Psychology Doctoral Program named in the top graduate students at IUPUI.
  - Science students won 6 Plater Medallions for Civic Engagement
  - Professor Kathy Marrs was recognized as an Outstanding IUPUI Woman Leader
  - As was Amna Sohail, a student in chemistry.
  - A science student, Stephanie Michalski was the IUPUI Homecoming Court winner this year.
  - Professor Gavriil Tsepechanasis won the Research Trailblazer award, the top research award on campus.
  - Professor Ricardo Decca was elected a Fellow of the American Physical Society.
  - Akshayalakshmi Sridhar, from Jason Meyer’s lab in Biology, was the first place winner of the IUPUI 3MT Competition in which students get three minutes to describe the importance of their research work. Akshaya then traveled to represent IUPUI in the Midwest competition where she placed 3rd overall. PHOTO. MOVIE?
  - Professor Andrew Gavrin won the American Association of Physics Teachers Excellence in Undergraduate Physics Teaching award.
  - Jane Alexander, one of the Biology advisors, was named the JACADA outstanding advisor.

- Thank the donors who are here – who have made many of the awards and scholarships today possible – you can see the impact that you generosity has had. Campus and University have very good matching programs for faculty and staff gifts at the moment. Thank you.

- Chancellor Paydar. “Recent events have underscored the need for me to remind the campus community that there is a place for all voices at IUPUI.”
  - “IUPUI is committed to providing forums for the free expression and exchange of ideas, including those we may not condone. Even when we vehemently disagree, we must
strive to do so with mutual respect and civility. Open dialogue is central to academic freedom and our educational mission.”

- “The university abhors all forms of racism, bigotry and discrimination, including discrimination based on religious beliefs or political views. We must collectively work to ensure that every IUPUI student feels safe and supported by our faculty and staff.”
- We only meet as a group about 3 times a year – fall convocation and then fall and spring faculty meetings. I want to take this opportunity again to thank you – I am proud to be your colleague.

Question from Joe Rosenblatt (Mathematics): What about the outlook for new faculty in the Fall of 2017?
Simon stated we anticipated this new assessment increase. We have a healthy budget, one of the healthiest budgets on campus. We are in good shape this year, as we did things to make it balance. There is not a hiring freeze, but be careful.

Kevin Mandernack (Geology): What about Grand Challenges? Is this actually funded? Real money? Would there be a space crisis? Will there be central campus support? Any information?
Simon reported he has not heard anything more regarding Grand Challenges.

4. Peer Review
- Lin Li announced the next item on the agenda is the Peer Review of Teaching. He turned the meeting over to Michele Salyers (Psychology) to begin the discussion.
Michele first thanked Lin Li, Dean Simon Rhodes and Associate Deans for their time, data, information, updates, etc. for this important topic.
Michele asked before she began if there were any questions, or discussion regarding the handout (Peer Review of Teaching). No questions were presented.
Michele began saying this has been a long process, taking over a year. The Steering Committee was charged with creating a consistent process for peer review and documenting them in our school. While preparing this, the committee learned the P&T process was inconsistent. A proposed document was submitted in the Fall with a structure for people doing peer evaluations. The Sub Committee was to create a document broad enough to fit across departments and be useful. They received some feedback, made revisions, and presented to the Steering Committee, and departments.
The new Steering Committee members suggested incorporating it in the P&T guidelines for our school. More discussion among the committee regarding: how often, who, what process, how and where the document would appear in the dossier, balance between process and flexibility in body of document, etc. Also, discussion regarding the process: chairman and faculty member, (who would do this; internal vs. external). Michele asked for questions, or thoughts on either the process or the form. No questions were presented. Michele asked for revisions. None were presented. Michele stated a faculty vote via email (survey monkey) will be presented.
Kathy Licht (Earth Sciences) asked if they thought of creating a rubric?
Michele stated she thought they would count the number of scores individually. Example: all = excel
Not all categories would need to be observed by the reviewer. Use fidelity scaler in research. Kathy stated they do not perfectly line up.
Steve Boehm (Psychology) stated you could make judgment calls. There was a lot of latitude where they fell. He felt this was an empowering way to guide him thru the process. It has organized his thinking. Terrific!

Andrew Kusmierczyk (Biology) said for his last two evaluations there was a meeting before and after each evaluation. This was very helpful!

Michele announced, in a day or two, via survey monkey the proposal will be sent out. There was a first and a second. And the motion carried.

Michele expressed thanks to all for working to create a good process.

5. Nomination of Secretary/President Elect for Steering Committee

???????? I HAVE NOTHING IN MY NOTES HERE! YJ: The nomination was carried out in the Fall semester, not at the meeting.

6. Lin Li asked for New Business. None were presented.

7. Lin Li asked for Standing Committee reports. None were presented.

8. After a first, second and a carried motion, the meeting adjourned at 10:08 am.