

Bloomington Faculty Council, Student Academic Appointee Affairs Committee Meeting
February 27, 2023, 2:00 pm – 3:00 pm
Redbud Tree Suite, IMU

Present: Elijah Beaton, Carolyn Calloway-Thomas, David Daleke, Amanda Diekman, Jon Macy, Joshua Paschal, Sara Stefani

Regrets: Michael Courtney, Allen Davis, Jodi Kutzner, Deborah Snaddon, David Taylor

The meeting was called to order at 2:05 pm.

1. **Minutes** from the previous meeting were approved, with the caveat that in several places in the minutes, “ICWG” needs to be corrected to read “IGWC” (Indiana Graduate Workers Coalition).
2. Updates on the allocation of the Graduate School’s **Diversity Recruitment Fellowships** in light of the recent decision by the SCOTUS regarding race-conscious college and university admissions decisions.
 - a. On June 29, 2023, the SCOTUS ruled that race could not be a factor in admissions decisions for colleges and universities. IU’s response has been to continue to collect information about racial identity on applications, but mask that information when applications are sent to the respective departments. This practice has been instituted university wide. There have been no changes so far in the titles of committees and offices that include words such as “Diversity,” “DEI,” etc., but we will have to see what happens in the future.
 - b. The question was raised, what about being able to determine race and/or ethnicity in applicants’ personal statements or other documents? This is fine; Chief Justice John Roberts recognized that this will often happen. It’s okay to know what an applicant’s racial identity might be, but that information can’t be used for an admissions decision. Departments should keep records for every applicant and record why they did or didn’t accept each of them. Accountability will probably not be requested at the federal level, but possibly at the state level. One concern is that, on the state level, something could be inserted into a larger bill, much like what recently happened to the Kinsey Institute.
 - c. Justice Roberts also stated that there is no problem with race- or ethnicity-based recruiting fellowships, so programs such as the Diversity Recruitment Fellowship shouldn’t be affected by the SCOTUS decision. However, the problem is related more to IU timelines for admissions and recruitment. Because information about race is masked when departments receive applications (so that they don’t use this information in their admissions decisions and so that IU is compliant with the SCOTUS decision), they are therefore unable to immediately determine whether they have a candidate who would be eligible for a Diversity Recruitment Fellowship. The whole process then gets delayed, and departments may miss out on having the resources to recruit good candidates. This is particularly true if a department has to wait until after a recruiting event or campus visit. A solution was to create two deadlines – one in early February and another at the end of February, to give departments more time to submit their applications.
 - d. The Graduate School plans to analyze data about the number of underrepresented students enrolled at IU. There has been a steady increase over the last few years and decades, and this is true both for the College and for the University as a whole.

- e. How many Diversity Recruitment Fellowships are available to all departments? About 10. Some are just for 2 years, and recipients can take them at any time, so there is a future promise, but there are still others that must be honored at the same time. The Graduate School can backfill as needed using other sources, but approximately 10 fellowships come out of the Graduate School budget. These are separate from the College Fellowships. There is also the Adam W. Herbert Fellowship [at IU Northwest], which grants four-year fellowships to four fellows from HBCUs to pursue graduate studies at IU.
- f. April 15 is the standard date for first acceptance of fellowships. This is standard practice determined by the Council of Graduate Schools. If anyone hears of any violations (pressure to commit earlier, etc.), they should notify the Graduate School.
- g. Can the College or the Graduate School get donors to contribute funds to increase the number that can be offered? The Graduate School has only recently been allowed to do any fundraising.

3. Update on SAA stipends

- a. The College is doing an analysis of stipends throughout the departments to look at total compensation. It wants information about the full financial packages that students are receiving. Two-thirds of graduate students are in the College, and the College wants to know what the whole offer looks like.
- b. Minimum and average stipends using AAU data. University officials have to request access to and get permission to have access to this data. When that happens, we'll get aggregate data, but not information about individual schools. However, we will be able to compare department by department. The process of obtaining access to this data is still ongoing.

4. Discussion of [Indiana Senate Bill 202](#)

- a. Among other points, the bill would require 5-year reviews for tenured faculty in order to retain their tenure. IU already has annual reviews, but these new reviews would potentially be conducted not by other faculty but by the Board of Trustees. Much of the language of S.B. 202 is about "intellectual and cultural diversity," but there is concern about how the Indiana state legislature defines "diversity," and whether this requirement will target certain subjects and disciplines.
- b. President Whitten has opposed this bill, but so far, she is the only university president in the state to do so. There are concerns about how this bill might affect recruitment and retention among graduate students and faculty.

5. Future directions

- a. We will continue to plan on working groups for the biennial report to the Provost.
- b. Where do we want this committee to go? What else do we want to do? We should take a look at the committee charge before next year and make sure that it's still accurate and still fits. We can also review the policies related to SAAs to make sure they're accurate.
- c. Once we receive the AAU data for our peer institutions, this group will decide what to do with the data and how to present it.

Meeting was adjourned at 3:04 pm.