

Minutes
Bloomington Faculty Council
March 2, 2021

1. Due the COVID-19 pandemic, the meeting occurred remotely, via Zoom. The meeting was called to order at 2:30 PM by Provost Lauren Robel, the Council's presiding officer. The minutes from February 2, 2021 were approved acclamation.
2. Vice Provost for Faculty and Academic Affairs Eliza Pavalko offered a memorial resolution in honor of Gerald Larson.
3. In order to accommodate presenters' schedules, the usual order of business was suspended and the meeting began with a presentation from Jessica Calarco, Associate Professor of Sociology, on initial findings from the IU Work and Care Work Survey, which she has been coordinating. Calarco noted at the outset of the presentation that the survey's sample size was fairly small, that men were underrepresented among respondents, and that the population of respondents was overwhelmingly white. She also noted the survey included responses from AIs with instructional responsibilities. Data collected suggest that respondents with caregiving responsibilities continued to fulfill their core professional duties during the pandemic, and that many have increased time spent on paid work. This appears to be taking a toll on caregivers. Roughly half of respondents reported increases in their work responsibilities, especially in the realm of service. Many respondents reported having reduced time to spend on research during the pandemic. This seemed to be especially true for those with caregiving responsibilities. Calarco also noted that caregivers reported facing significantly more stress at work than their non-caregiving peers. Ultimately, she said her initial findings suggest that IUB is at risk of losing employees, especially women with caregiving responsibilities. She warned that caregivers and non-caregivers alike seemed to be struggling with what she characterized as an "unsustainable amount of overwork." Data suggest that respondents are less interested in relief from work, given the exigencies of the moment, than they are in increased support for the work they are doing, and appropriate compensation for the work they have done under the challenging circumstances the pandemic has created. She concluded her presentation saying that interventions of some kind are needed. In the discussion that followed, members inquired further about the composition of the population surveyed and implications of self-reporting on surveys of this kind. Provost Robel thanked Calarco for her work on this issue and observed that that she felt the data captured the situation at particularly difficult moment in the pandemic.
4. The next item on the agenda was Executive Committee business, which was presented by Council President John Walbridge. President Walbridge began by congratulating Israel Herrera for having recently received the W. George Pinnell Award for Outstanding Service. He also reminded members that the annual BFC election process will begin shortly. Because of recent action by the Council, self-nominations are now possible, and President Walbridge encouraged all faculty who are eligible to do so to consider running for a seat on the Council. He then drew members' attention to a circular related to the Center of Excellence for Women in Technology's Summer 2017 Faculty Equity

Assessment, which the Executive Committee felt might be a useful supplement to other materials members had received in preparation for the meeting.

5. Provost Robel then took a moment to offer a very brief report. She noted that news related to the pandemic continues to be good. IU is working closely with the county, and both the county and the campus are eager to see a mass vaccination site open at IU as soon as possible. In response to inquiries regarding current travel restrictions, she reported that current guidelines will stay in place through August 1st. She also noted, however, that current guidelines do allow for university-sponsored travel under certain circumstances with appropriate approvals. She reported that conversations are ongoing regarding the specifics of what the fall term will look like, but she said the goal is for fall 2021 to be as close to fall 2019 as possible, recognizing that backing off the drive to return to normal is always an option if conditions necessitate doing so. During the question-and-answer period, members asked about the status of study abroad programs, and the status of summer programs. Provost Robel said the university's hope is to open up study abroad programs as quickly as it can, with an awareness of COVID prevalence in different parts of the world. The same protocols that governed on-campus programming last summer will be in place this coming summer. There were additional inquiries about students' eligibility for vaccination—a matter which is ultimately determined by the state—and how students' mobility during the summer might impact their ability to get vaccinated. Discussion then turned to recent exchanges between the campus and the Graduate Workers Coalition. Provost noted that, in responding to the GWC, she aimed to be respectful and take their arguments as seriously as she knew how to take them. This resulted in a very detailed response from her, which was shared with the GWC first, and then with Deans, department Chairs and other parties. She said she would be happy to share that response with others, if they are interested. Returning to the subject of vaccination, a member asked whether there any plans to require vaccinations, either as a blanket requirement, or as a condition of employment. Provost Robel noted that, currently, the Restart Committee is not recommending that vaccination be required. Student representatives noted that they are conducting several different surveys of students regarding vaccination. They intend to share the data they collect with members of the Restart Committee once these surveys are complete.
6. Vice Provost for Faculty and Academic Affairs Eliza Pavalko then presented an overview of major findings from the 2019 Collaborative on Academic Careers in Higher Education (COACHE) Faculty Job Satisfaction Survey. Pavalko began by noting that the presentation of the finding was originally scheduled to take place last spring, but that the pandemic had interrupted those plans. She explained that the COACHE survey was developed by a group at Harvard, and that it has been conducted every three years since 2005. Responses are anonymous and strictly confidential. In 2019 the response rate was 43%. According to Pavalko, the COACHE survey is useful because it provides comparable data over time. It also provides a valuable comparison of IUB relative to peer institutions. Faculty who are interested learning more about the details of the COACHE survey can visit the VPFAA's website, where detailed information is posted. The bulk of Pavalko's presentation focused on IUB's strengths and weaknesses, relative to its peers. Data suggest that IUB's notable institutional strengths include its facilities

and resources, and its personal, family and health benefits. One notable area of weakness, according to the data, is the degree to which faculty feel appreciated and recognized for their work—an area where IUB is quite far down, relative to its peer institutions, and an area where IUB's standing has actually declined since 2013. These feelings appear to be especially strong among tenured faculty, particularly faculty at the rank of Associate Professor. Areas where faculty feel their efforts are least appreciated include advising, service, and outreach efforts. They are particularly dissatisfied with the amount of service they are called upon to do, and the way service assignments are made. They report feeling little recognition from their colleagues for the service they perform, and even less from the university's chief academic officer. Given these findings, this is area where Vice Provost Pavalko intends to focus greater attention. Among other things, she plans to do a closer assessment of faculty climate and faculty retention. She also intends to highlight with Deans the importance of appreciation and recognition to Chairs and Dans. Finally, she plans to do a campus-wide award audit to see if public recognition of service truly reflects the amount of service that is being performed, and by whom.

7. The last item of the agenda was a presentation by Dominick DiOrio and Pnina Fichman, Co-chairs of the Budgetary Affairs Committee, and Denvil Duncan, a member of the Budgetary Affairs Committee, regarding findings from a longitudinal analysis of academic salaries by race and gender. Duncan, who coordinated the study, was introduced by DiOrio, who explained that the study was longitudinal and examined faculty salaries between 2004 and 2019. He praised Duncan for his work on the project and underscored that the Budgetary Affairs Committee affirmed that work with gratitude. Duncan began his presentation by discussing the study's origins and methodology. He then reported that, ultimately, his analysis yielded no evidence of a systemic difference in salaries based on race, except for a very minor positive effect for faculty of Asian descent. There was some evidence of persistent salary gap based on gender, however, with the caveat that the survey's methodology omitted potentially significant variables including productivity and pre-IUB professional experience. Following the presentation, Provost Robel thanked Duncan for his work and noted that she has plans to engage an outside entity whose primary expertise is this kind of fine-grained analysis of salaries just to make sure that we have all the information we need to feel completely comfortable with the analysis we have done as a campus.

The meeting adjourned at 4:11 p.m.

Colin R. Johnson, BFC Secretary