

## Minutes

### Bloomington Faculty Council Minutes for April 18, 2023

1. The Bloomington Faculty Council held its regular biweekly meeting on Tuesday afternoon, April 18, 2023, in Presidents Hall. With Provost Shrivastav serving as the Presiding Officer in the chair and Professor Danielle DeSawal acting as secretary, the meeting convened at 2:32 p.m.
2. The [minutes from April 4, 2023](#) were approved.
3. Vice Provost for Faculty and Academic Affairs Eliza Pavalko read a memorial resolution for [Professor Charles Greer \(1942-2022\)](#) and [Professor Craig Woodworth Holden \(1955-2021\)](#).
4. Faculty President, Professor Reck (Chemistry) began with announcing that she would share her comments at the end of the meeting and turned the floor over to Professor Kelly Eskew (Business), Co-chair of the Educational Policies Committee (EPC). Professor Eskew shared with the BFC that the Registrar's Office has distributed a survey to gather data on final exams. She reminded the BFC that this is aligned with the discussion about BL-ACA-H29: Examinations that was withdrawn from consideration based on the need to rewrite a policy that was grounded in current data. The survey was distributed to faculty who are teaching in the spring 2023 semester.
5. Provost Shrivastav began his remarks by thanking the BFC leadership for their service this past year. He continued to share that the Board of Trustees approved the [IUB 2030 plan](#) and the implementation phase has launched. Provost Shrivastav also announced that President Whitten has launched [Innovate Indiana](#) which is designed to bring together students and faculty for new business opportunities that will support the state and provided updates on campus leadership searches. Provost Shrivastav recognized that the IU community is grieving after the tragic loss of two students. He shared that the [Honoring Hoosiers Working Group](#) has submitted recommendations for how to honor, celebrate, and grieve the loss of members of our community. The recommendations include an annual memorial event that will be open to the entire campus community, and the installation of a physical feature on campus to invite reflection and celebration. These will be implemented in the 2023-2024 academic year. His concluding comments addressed the campus discussion surrounding the petition for an 8% compensation adjustment for all employees. He began with a recognition that IU is listening to the concerns and considering how to address compensation issues on campus. Provost Shrivastav also shared that an 8% increase for all IU employees would be an approximately 64-million-dollar expense to the IUB campus and that would be the equivalent of approximately a 12% tuition increase to add those funds to the budget. An 8% increase for all IU campuses would be approximately 200-million-dollar expense. He further shared that he and President Whitten will review the SAA stipends every 2 years to ensure competitiveness with peer institutions, while also looking at comparisons within

disciplines. Provost Shrivastav concluded by hoping that all the faculty will take pride in all that has been accomplished this past year and encouraged everyone to take care of themselves and each other as we move forward. Questions that were submitted in advance focused on compensation, which were addressed in his remarks, and the [Faculty 100](#) initial hiring process. Concerns were expressed that the faculty who were submitted for hire were denied at the Provost level. Provost Shrivastav shared that mid-level to senior-level faculty was a requirement for the initial hiring. He further shared that 23 out of the 36 submitted were approved. Those that were denied were a result of faculty being at the junior level or due to the faculty expertise not being aligned with the approved area of expertise in the approved Faculty 100 proposal. Another question was asked about how the faculty think that shared governance can be improved. Provost Shrivastav deferred to the BFC members for a discussion. Comments focused on improving access to shared governance at the university level, providing more clarity to faculty on the path to involvement, recognizing that the faculty are not willing to serve in governance roles, working with deans to understand the governance process, and continuing to engage graduate students.

6. President Cate Reck (Chemistry) presented the Statement on Academic Freedom and Shared Governance. The statement was written at the University Faculty Governance (UFG) level and she is requesting that BFC vote on the statement to show support at the campus level. No discussion followed. This was an action item and the motion passed unanimously with a hand vote.

#### [U7-2023: Statement on Academic Freedom and Shared Governance](#)

7. Dean Diane Dallis-Comentale (Libraries) provided a report from the University Libraries. The report focused on trends in the physical and digital collections of the libraries. The IU Libraries rank 6 among the Big10 and the cost to maintain the materials (physical and digital) continues to rise at a rate that IU will not be able to sustain long term. Dean Dallis-Comentale noted that the physical collections are not likely to grow moving forward and that a tension exists with the management of the digital collections. She provided alternative avenues to think about how to combat the high costs including open access course materials and the launch of [DataCORE](#) at IU, an open access repository for IU research data publishing. She also highlighted that IU has the opportunity to accelerate our research profile in early compliance with the [Nelson memo](#). Questions focused on clarity regarding the requirement for federally funded data to be public and concerns over sharing sensitive information. Dean Dallis-Comentale noted that the Nelson memo has far reaching implications that might also require promotion and tenure requirements to be reconsidered in the next few years.
8. Professor Alex Tanford (Emeritus) presented the proposed changes to BL-ACA-D9: Bylaws of the Bloomington Faculty Council. The proposed change was made by a faculty member. The Constitution and Rules Committee (CARC) approved the amendment. The proposed amendment adds “and to speak on behalf of the faculty on matters of concern to the university community.” to 10.j under the responsibilities of the Faculty President. No discussion followed. This was an action item and it passed unanimously with a hand vote.

[Current BL-ACA-D9: Bylaws of the Bloomington Faculty Council of Indiana University](#)

[Proposed Changes to BL-ACA-D9: Bylaws of the Bloomington Faculty Council of Indiana University](#)

9. Professor DeSawal (Education), Chair, BFC Task Force on Mediation presented the proposed changes to BL-ACA-D23: SAA Mediation Committee, BL-ACA-D28: Recommendations to Departments on SAA Grievances, and BL-ACA-D29: Student Academic Appointee Mediation Procedures. The proposed changes come with the support of the task force and the newly formed Student Academic Appointee Affairs Committee (SAAAC). The changes were identified after a review of all the policies connected to SAA grievance procedures through BFC.
- BL-ACA-D28 changes focus on updating language to provide clear recommendations to departments and inclusion of a statement on SAA's right to appeal actions or conditions affecting their role.
  - BL-ACA-D23 changes focus on an SAA being able to directly request mediation without attempting a resolution at the department/unit level, context for mediation, clarification and integration of content from BL-ACA-D29 to outline procedures, and clarification that mediation is voluntary.
  - A request to rescind BL-ACA-D29 was made since the content has been integrated into BL-ACA-D23 and BL-ACA-D28.

No discussion followed. This was an action item and passed unanimously with a hand vote.

[Current BL-ACA-D23: SAA Mediation Committee](#)

[B48-2023: Proposed Changes to BL-ACA-D23: SAA Mediation Committee](#)

[Current BL-ACA-D28: Recommendations to Departments on SAA Grievances](#)

[B49-2023: Proposed Changes to BL-ACA-D28: Recommendations to Departments on SAA Grievances](#)

[B50-2023: Motion to rescind BL-ACA-D29: Student Academic Appointee Mediation Procedures](#)

10. Professor Catherine Sherwood-Laughlin (Public Health), Chair, SAA Board of Review (SAABR) presented the proposed changes to BL-ACA-D24: SAA Board of Review. The proposed changes come with the support of the task force on mediation. The changes focus on allowing SAA's to directly go to SAABR with a grievance and clarifying the timeline to include business days. Procedural changes focused on noting that a preponderance of evidence will be used to indicate how the SAABR will reach its recommendation, and an option to include a statement of dissent in the recommendation to the Provost was added to provide a holistic view of the hearing. No discussion followed. This was an action item and passed unanimously with a hand vote.

[Current BL-ACA-D24: SAA Board of Review](#)

[B51-2023: Proposed Changes to BL-ACA-D24: SAA Board of Review](#)

11. President Cate Reck (Chemistry) provided her final executive committee business report. Her comments focused on thanking the executive committee, BFC Office staff, and the Provost's office for their support, conversations, and engagement over the past year. She shared stats related to the success of the BFC during the 2022-2023 academic year, and concluded with it has been the honor of her life to serve the IU campus community and looks forward to working with everyone next year through the long range planning committee.
12. President-elect Colin Johnson (Gender Studies) presented a resolution to the BFC for approval in recognition of President Cate Reck's service. The resolution was approved unanimously with a hand vote.
13. The meeting concluded at 4:20 p.m.