

Minutes

Bloomington Faculty Council Minutes for October 3, 2023

1. The Bloomington Faculty Council held its meeting on Tuesday afternoon, October 3, 2023, in Presidents Hall. With Provost Rahul Shrivastav as the Presiding Officer and Lecturer Chase McCoy acting as secretary, the meeting convened at 2:32 p.m.
2. The [minutes from the September 19, 2023](#) meeting were approved.
3. Vice Provost for Faculty and Academic Affairs, Carrie Docherty, read a [Memorial Resolution for William R. Cagle \(1933 – 2017\)](#).
4. Colin Johnson, Faculty President, addressed communication disseminated across campus last week about the termination of the Research Leave Supplement program. He reported that Brea Perry, Vice Provost for Research and Associate Vice President for Research, and Vice Provost for Faculty and Academic Affairs Carrie Docherty have confirmed that they want to make sure this program continues to be a viable option at the campus-level. President Johnson discussed concerns brought to the Executive Committee's attention regarding faculty and staff data privacy as new campus technologies and systems are introduced, including systems related to [IU Parking's data collection practices](#). This was referred to the [BFC Technology Policy Committee](#). He announced the cancellation of the October 17, 2023 BFC meeting. He also urged faculty to review the policy UA-22-Employee Relations with Students, which is slated to be brought to the UFC for a final discussion and vote this semester. The policy will be available on the UFC website two weeks prior to the [October 31st meeting](#).
5. Provost Rahul Shrivastav began the Presiding Officer's Report to the BFC with a status update on the IUB 2030 implementation. [Working groups](#) related to the undergraduate first year experience have been formed, with others to be formed soon. He informed the council that a comprehensive review of the campus' undergraduate advising practices and processes is underway, and that a new advising plan will be developed out of these efforts. The Provost informed the BFC there is a current assessment of the Hutton Honors College and the state of honors program on campus, with the goal of making the Hutton experience meaningful and beneficial for our academically engaged students. He provided a report on the searches for the Dean of Optometry and the Dean of the Hamilton Lugar School, and he announced that there will be a future search for the Dean of the School of Education. Additionally, the Climate Action Plan Committee is being finalized. The Provost was asked about recent faculty hires and their relation to the Faculty 100 Initiative, whether there was a campus plan to hire more academic advisors.

6. Executive Director of IU Dining Rahul Shrivastav presented on the new [Employee Meal Plan](#) and [The Vault Pub](#). He discussed IU Dining staffing, which has 1321 total employees, with around 1000 part-time student employees and 262 full-time frontline staff. Of the 1000 part-time student employees, he reported that around 30% are graduate students. IU Dining has been partnering with [Fischer Farms](#) to provide sustainable food options for the campus. He stated that IU Dining is working to address the food insecurity through collaboration with [Crimson Cupboard](#) and the local foodbanks.
7. David Johnson, Vice Provost for Enrollment Management, presented the BFC with campus enrollment and admissions updates. For fall 2023, the campus welcomed 9,550 first-year beginner undergraduates. This cohort saw a record enrollment of 1,873 of historically marginalized students. As well, these students broke records academically, and came in with a record average for college credits. He discussed that as the applications have gone up over the last ten years, the yield rate has gone down, which has led to an increased admission rate. The campus goal is to reduce this rate, and to increase our selectivity metrics. The Office of Enrollment Management has been charged with increasing transfer student enrollment. He presented the campus' retention and graduation rates. Among our Big10 peers, our campus ranks in the bottom quarter for graduation rates. One of the goals of the IUB 2030 is to improve these rates. He was asked questions about why students are transferring out of the University, and whether we are losing applicants to more selective universities. He stated that they are currently assessing these issues. In response to a question about why there has been a recent decline in undergraduate international students, he stated that there has been increasing competition in the US for undergraduate international students, and that we are doing better than many other institutions in the US regarding international undergraduate enrollment and outreach.
8. The BFC Grievance Committees reported on their [2022-2023 actions](#). Committee reports came from Miriam Northcutt-Bohmert from the Faculty Misconduct Review Committee, Allen Davis from the Faculty Board of Review, and Anna Marie Johnson from the Faculty Mediation Committee.
9. Christan Royer, Director of Benefits, and Jim Sherman, Benefits Committee Co-chair, provided their annual report from IU Human Resources and the Benefits Committee. They updated the BFC on [changes to employee benefits](#). The [Open Enrollment Period](#) this year is October 23 – November 3. Communications to employees started this week. Their website has information on [upcoming live webinars](#). Regarding changes to the 2024 medical plans, premiums are increasing, but the three lowest base salary bands have been increased to include more employees in those bands. Changes are also being made to the HSA distribution, as it is moving to biannual distribution split between the fall and the spring. There is a new [Critical Illness Insurance Plan](#), which will provide a lump sum for those enrolled in the plan, should they be diagnosed with a major illness. Those enrolled can be reimbursed \$100 if they take part in a [health maintenance](#)

[screening](#). The campus is working to create an Employee Clinic, which is slated to launch in spring 2024. The clinic will offer timely physical and mental health care for employees and their dependents. In response to a question about weight loss drug coverage, she stated that IU has historically covered weight loss drugs, but will cover the recent medications currently discussed in the media for diabetes. She was asked about the \$100 reimbursement for medical screenings and if children could take part, which they can if they are enrolled in the Critical Wellness Plan.

10. The meeting concluded at 4:20 p.m.