

Indiana University  
BLOOMINGTON FACULTY COUNCIL  
September 6, 2022 | 2:30 - 4:30 p.m.  
Presidents Hall - Franklin Hall

**Members Present:** Ashlbrand, Ashley; Bala, Hillol; Bridges, Chandler; Cohen, Rachael; Cole, Shu; Daleke, David; Dau-Schmidt, Ken; Daleke, David; Davis, Allen; Deeds, Anna; Deliyannis, Constantine; DeSawal, Danielle; Eaton, Kristine; Eskew, Kelly; Furey, Constance; Gahl-Mills, Karen; Giordano, Anthony; Groth, Dennis; Guerra-Reyes, Lucia; Gupta, Nandini; Herrera, Israel; Housworth, Elizabeth; Johnson, Colin; Kalentzidou, Olga; Kubow, Patty; Lalwani, Ashok; Lanosga, Gerry; Lion, Margaret; Loring, Annette; McCoy, Chase; Northcutt Bohmert, Miriam; Pavalko, Eliza; Peters, Chuck; Ramos, William; Raymond, Angie; Reck, Catherine; Sapp, Christopher; Seibert, Kyle; Sela, Ron; Sherman, Jim; Siek, Jeremy; Simpson, Marietta; Svetina, Dubravka; Tanford, Alex; Tracey, Dan; Walton, Christi; Whitworth, Cale; Wyczynski, Stephen

**Members Absent:** Arcuri, Toni; Asher, Sofia; Cavar, Damir; Frazier, Lessie; Freedman, Seth; Kollbaum, Pete; Kravitz, Ben; Lammers, Sabine; Michaelsen, Johnathan; Olcott, Courtney; Sinadinos, Allison; Singh, Kashika; Sterling, Thomas; Wu, Jiangmei

**Guests:** Hardesty, Juliet; Heeter, Aimee; Lasassmeh, Suha; O'Brien, Travis; Robinson, Ben; Ryan, Katherine; Simms, Jennifer; Simon, Daniel; Trinidad, Jon; Waller, Matt; Wimbush, James

Agenda

1. Approval of the [minutes of April 12, 2022](#)
2. [Memorial Resolution for Samuel Rosenberg](#)
3. [Memorial Resolution for John Summers](#)
4. Executive Committee Business (10 minutes)  
Cate Reck, Faculty President  
[B1-2023 Bloomington Faculty Council Members 2022-2023](#)  
[B2-2023 Bloomington Faculty Council Committees 2022-2023](#)  
[B3-2023 Summary of Actions Taken 2022-2023](#)
5. Presiding Officer's Report (10 minutes)  
Rahul Shrivastav, Provost
6. Question/Comment Period  
Faculty who are not members of the Council may address questions to Provost Shrivastav or President Reck by emailing [bfcoff@indiana.edu](mailto:bfcoff@indiana.edu). Questions should be submitted no less than two business days before the meeting.

7. Introduction to the Bloomington Chapter of the American Association of University Professors (5 minutes)
  - Ben Robinson, AAUP Bloomington Chapter President
  - Israel Herrera, AAUP Bloomington Chapter Executive Committee member
8. IU Bloomington budget process overview (15 minutes)
  - Scott Libson, 2021-22 Co-chair of the Budgetary Affairs Committee
  - Jon Trinidad, 2021 – 2023 Co-chair of the Budgetary Affairs Committee
  - Aimee Heeter, Vice Provost for Finance and Administration
  - [Discussion Item]
9. Questions/comments on the IU Bloomington budget process overview (10 minutes)
10. Amendment of BFC Bylaws to reconstitute the Student Academic Appointment Affairs Committee (SAAAC) as a standing committee (5 minutes)
  - Rachael Cohen, Parliamentarian
  - [Discussion Item]
  - [Current BL-ACA-D9 Bylaws of the Bloomington Faculty Council](#)
  - [B6-2023 Proposed Amendment of BFC Bylaws to reconstitute the Student Academic Appointment Affairs Committee \(SAAAC\) as a standing committee](#)
11. Questions/comments on Proposed Amendment of BFC Bylaws to reconstitute the Student Academic Appointment Affairs Committee (SAAAC) as a standing committee (10 minutes)
12. Request to reinstate previous policy BL-ACA-D23 SAA Mediation Committee (5 minutes)
  - Danielle DeSewal, Secretary & 2021-22 Co-Chair of the Student Affairs Committee
  - [Discussion item]
  - [Current BL-ACA-D23 SAA Mediation Committee](#)
  - [B7-2023 Proposed reinstatement of BL-ACA-D23 SAA Mediation Committee](#)
13. Questions/comments on Proposal to reinstate previous policy BL-ACA-D23 SAA Mediation Committee (10 minutes)
14. IU Bloomington Diversity, Equity and Inclusion Committee Report and update on diversity, equity, and inclusion initiatives (15 minutes)
  - Juliet Hardesty, Co-chair of the Diversity, Equity and Inclusion Committee
  - Suha Lasassmeh, Co-chair of the Diversity, Equity and Inclusion Committee
  - James Wimbush, Vice President for Diversity, Equity, and Multicultural Affairs
15. Questions/comments on diversity, equity, and inclusion initiatives (10 minutes)

**TRANSCRIPT:**

**SHRIVASTAV:** Hello, welcome back, everybody. Good to see everyone here. The semester is off to a great start, thanks to everybody here. So let's get our proceedings started. I am Rahul Shrivastav, Provost, I preside the meeting. You all are familiar with the rest of the officers.

### **AGENDA ITEM ONE: APPROVAL OF MINUTES OF APRIL 12, 2022**

**SHRIVASTAV:** So I think we always begin with the approval for minutes of the last meeting. They were shared with you all in favor say aye.

**All:** Aye.

**SHRIVASTAV:** All opposed? None. We have approval for the minutes. We have a memorial reading for two of our colleagues who've passed away recently, Samuel Rosenberg and John Summers. This one's personal, I knew John Summers years ago when I was a student here. So reading about him was deeply personal. Usually, Eliza read those.

### **AGENDA ITEM TWO: MEMORIAL RESOLUTION FOR SAMUEL ROSENBERG**

**PAVALKO:** Our dear colleague, Samuel N. Rosenberg, professor emeritus of French and Italian, passed away on June 30, 2020. He will be sorely missed by his colleagues, friends, and former students. Prof. Rosenberg received an A.B. summa cum laude from Columbia College of Columbia University in 1957 and earned a Ph.D. in Romance Philology from Johns Hopkins University in 1965. He spent most of his professional career at Indiana University, Bloomington, which he joined in 1962. He was chair of the French and Italian department from 1977 to 1984 and retired in 2000.

A dedicated and versatile teacher, Prof. Rosenberg taught a wide variety of undergraduate and graduate courses: French grammar and composition, history of the French language, comparative stylistics of French and English, history of Italian language, Old Italian texts, French literature of the Middle Ages, the Prose Lancelot, and his beloved specialty, Old French lyric poetry. Rosenberg directed thirteen Ph.D. dissertations, five of which resulted in scholarly publications. His many distinctions and honors included a National Endowment for the Humanities Research Grant (1989-92). Always generous of his time, he was first bibliographer, then editor of *Encomia: Bibliographical Bulletin of the International Courtly Literature Society* from 1981 to 2010.

A renowned and prolific scholar, Sam published a great number of erudite books and articles on Old and Middle French lyric, as well as on Hebrew lyric poetry. Among these, his *Chansons de trouvères* (1995), his *Old French Ballette* (2006), and his *Sottes chansons contre Amours : parodie et burlesque au Moyen Âge* (2010) stand out particularly and will undoubtedly be reference works for many years to come. One of the most striking features of Sam's scholarship was his love of working with long-standing friends and colleagues on these critical editions and translations of trouvère lyric poetry, as well as Arthurian romances. This is a telling testimony to his collaborative and generous personality. During his retirement and up until recently, he continued to produce an impressive number of books and articles, often turning to new subject matters: *Berlioz on Music: Selected Criticism, 1824-1837* (2015), *The*

Jews of the South of France (2019), and Paul Verlaine: A Bilingual Selection of His Verse (2019), the latter being edited by Prof. Nicolas Valazza. Sam was always considerate, kind and helpful with his colleagues, particularly with beginning scholars.

In December 2019, at the Sidney and Lois Eskenazi Museum of Art, Sam gave a reading of some of Verlaine's poems he had translated. Those of us who were fortunate to be in attendance will always cherish this memory. Sam will be remembered with deep respect and affection by all those who knew him.

We request that this memorial tribute to Samuel Rosenberg be presented to the members of the Bloomington Faculty Council, and that it be preserved in its minutes and archive.

### **AGENDA ITEM THREE: MEMORIAL RESOLUTION FOR JOHN SUMMERS**

**PAVALKO:** John Summers, professor emeritus of marketing at the Kelley School of Business, died February 29, 2020 at his residence, surrounded by his family. He was 81 years old.

John was born on July 21, 1938 in Evansville, Indiana, to Oliver and Marguerite (Backus) Summers. He attended Pike High School in Indianapolis; he received an undergraduate degree in aeronautical and astronautical engineering, a Master of Science in industrial administration, and a Ph.D. in management, all from Purdue University. He joined the marketing department at the Kelley School in 1969 and remained there until his retirement in April 2002.

At the Kelley School of Business, John taught a number of courses in both the marketing and quantitative analysis departments. John's major teaching focus was the doctoral program. Because of his strong analytical background, John was asked very soon after joining the faculty to chair doctoral dissertations and to teach the marketing department's doctoral course in research methodology, Research Methods in Marketing.

This methodology course, which he taught for more than 25 years, was invaluable in preparing doctoral students to plan and execute their dissertations. For several years, John also taught the multivariate statistics course required of all doctoral students at Kelley. John was a hugely influential figure in the doctoral program. He was the epitome of tough love; he expected extremely high standards from his Ph.D. students. He worked with numerous doctoral students over his career; their dissertations adorned his bookshelf, and their papers with him helped them succeed in academia.

During his tenure at Kelley, he chaired 16 doctoral dissertation committees and was a member of many others. John had a very successful research career, publishing over 30 research manuscripts in the top-tier marketing journals, as well as serving on marketing journal editorial boards for 26 years. John also received multiple awards for his doctoral students, from Purdue University, Indiana University, and professional associations. John received the Inspirational Guidance Award from the Kelley School's doctoral student association four times during his career.

While John will be remembered by his students for his relentless use of his red pen, Letterman Top Ten Lists, and doctorate classes held in his basement, friends and family also remember his passion for Purdue basketball and football, Hawaiian vacations, gratitude for Longboat Key views on his drives to the grocery store, and overwhelming love for his family. He was a role model of integrity, discipline and loyalty. He lived his retirement years to the fullest, traveling the world with his wife, Anne (whom he married September 10, 1961), playing golf, and visiting his family in Indianapolis.

When John retired, he continued to work seriously, but with a slight change in focus. His (leisure) research focused on 1) A Comparative Analysis of Florida Golf Courses, 2) An In-depth B5-2023 Study of Waterways in the Sarasota Area, 3) A longitudinal Study of the Surf on Longboat Key, and 4) Island Living and Its Effect on Relaxation. All of this research was conducted on site(s)! Despite his professional achievements, John claimed that his daughters, Jill and Debbie, were his top life accomplishments. “Papa John” found joy in his grandchildren and cherished memory-making vacations. Wherever they were, usual activities included watching movies from his extensive collection, nightly servings of ice cream, and impromptu dance parties. John is survived by his wife, his two daughters, Jill Schein of Zionsville and Debra Hays of Indianapolis, his four grandchildren, Katelyn Schein, Kiley Schein, Logan Hays and Griffin Hays, two sons-in-law, Cary Schein and Aaron Hays, and his two sisters, Delores Bender of Zionsville and Phyllis Nicholson of Rochester, Michigan. He was preceded in death by both parents.

**SHRIVASTAV:** Thank you, Eliza, if you are able please stand for a moment of silence.

[NOISE]

Thank you.

[NOISE]

#### **AGENDA ITEM FOUR: EXECUTIVE COMMITTEE BUSINESS**

**SHRIVASTAV:** It is now my pleasure to hand over the microphone to the first ever meeting by the new president, Cate.

**RECK:** How exciting—

[APPLAUSE]

[LAUGHTER].

Wow, this is so exciting. I'm so happy to be here. This is such a full house of people. I shouldn't say this, we don't always get a full house of people. So, this is so exciting to see everybody around the table.

Good afternoon, everyone and welcome back to another exciting year on campus and serving on the Bloomington Faculty Council. I know many of you, but I don't know all of you. So, I want to start by introducing myself, my name is Cate Reck. I'm in the Chemistry Department and I have been teaching faculty in the department for 22 years.

So, this year I'm serving as your instructor, sorry, [LAUGHTER] president. Feel like syllabus day. Where we're all going through with the ground rules. I'll be the president and serving as the president for this academic year. So last week you were sent today's agenda and with it you were provided three helpful documents. One that has a list of all the BFC members so you know how to communicate amongst yourselves. One of them is going to be the committee's roster. Why that might be useful to you is when you want to communicate to the chairs or co-chairs for committees, you know how to reach them. And then the third one is going to be the accomplishments for the past year. I'm not going to go through those because the same way that I would expect my students to read them, I'm expecting you to read them. Which leads me to the last point about circulars. When the agenda sent is out, it's really helpful if you actually read through the circulars before you come, it makes the most productive time while we're here. What you'll notice throughout the year is that the agendas are rather scripted and we have short time periods to get through as much as possible. So if you read ahead of time and you're not hearing things for the first time, it makes us a more productive space.

So, all the accomplishments through shared governance are due to a huge team effort, and I think you know that. I don't think I have to overestimate that. But the BFC relies on the time and expertise of dedicated faculty, students and staff representatives throughout the entire year. I'd like to start by actually thanking all my BFC colleagues for the last year and making it as successful as possible. Thank you to all of you who served as co-chairs and there's many of you for the last year. I would like to also thank last year's executive committee. They did an incredible job of facing several complex challenges, and I think that this year will be another year of complex challenges. I'd like to thank our past president, Marietta Simpson, and our past past president, John Wallbridge.

[APPLAUSE]

And I must thank Elizabeth Pair once again. Elizabeth did so much for the BFC office over several years, and for me personally over the last year. And I think that her impact can't be underestimated about what impact she's had for the BFC Council overall.

I would also just like to thank you once again, I'm grateful for your time, your insight, expertise, leadership, and your commitment to the success of Indiana University. You being here is incredibly important to the functioning of the university.

So looking forward, I would like to introduce Lana Spendl. Thank you for waving, perfect [APPLAUSE]. Lana's the new director of the Faculty Council Office. Lana comes to us from the Provost Office, and her last position was as the Provost's speech writer. So although she's been in the office for a total of one week, I can already tell it's a good fit for the office and to meet the needs of the council. We're truly blessed to have her in this office with her rich background of skills. I just pray that you'll find that she's very talented and thoughtful

individual who will help us through an incredibly successful year. And hopefully someday who will speak to me again after stealing way and invaluable employee from his team. Both Lana and I appreciate your patience as we find our rhythm, update websites, and get back to the new normal in whatever the office is going to be.

I'd also like to introduce Chad Eagleton, Chad do you mind waving? Fantastic.

[APPLAUSE]

So Chad, who's been in the BFC office for several years, I imagine most of you who have seen his name come through your inbox. You may not actually have a face to a name because it's been a while since we've all been in person fully. And I'd like to thank Chad for powering through the summer in a very difficult and challenging time. So, thank you, Chad.

Can I also ask the executive committee for this year to introduce themselves? So if you don't mind saying what your name is, what your position is, maybe what department that you're from. We start with the Colin.

**JOHNSON:** Hi, everyone. My name is Collin Johnson. I'm the president-elect and I teach in the Department of Gender Studies in American Studies.

**DESAWAL:** Danielle Desawal and I am the secretary, and I am in educational leadership and policy studies, higher education, student affairs in the School of Education.

**COHEN:** Rachel Cohen. I'm in the libraries. I'm the parliamentarian, chair of constitutional rules, and co-chair of Student Affairs.

**ESKEW:** Kelly Eskew. I'm co-chair of the educational policies committee. I'm in the Department of Business Law and Ethics in the Kelley School of Business.

**COLE:** I am Shu Cole co-chair of the faculty affairs committee this year and I'm a faculty in the Department of Health and Wellness Design, the school public health.

**RECK:** You got to do it Marietta.

**SIMPSON:** Marietta Simpson I'm in the Jacob School of Music and Chair of the long-range planning committee.

**RECK:** Great.

**TRINIDAD:** And I'm Jon Trinidad. I'm in chemistry, and I am co-chair of the budgetary affairs committee.

**RECK:** Great.

Did I miss anybody? I do want to extend a great gratitude to the executive committee. It's a thankless job and we solve complex tasks, and I want to thank you ahead of time before we even go down this road of serving again.

This fall IU saw the largest incoming freshmen class ever. And if the freshmen induction ceremony is any indication, they are pretty excited group of students. So I'm not teaching my usual large classes of 500 plus people, but my teaching colleagues, the people who are teaching these big classes, keep telling me that the students vacillate between unbridled enthusiasm and sheer anxiety.

So you may feel the same thing after coming back from years of being on a computer and not really having the best educational experiences to teach and for them to be learning. I think we all appreciate where all acclimating. So I hope we're all going to be patient with each other. Acclimating things are not back to normal yet.

So, just like a large incoming freshman class, we have 36 newly elected members to the PFC. If you're sitting there and you don't always feel like you know what you're doing, you're in good company, and that's where I would invite you to start asking questions. Collectively, you represent 2900 faculty on campus. So again, thank you, and I welcome you to communicate with your constituents. If you have not received your distribution lists to be able to communicate with your constituents, we'll fix that. You will have a listserv that will allow you to communicate, get feedback, and explain what types of things are coming towards the council.

I thought it would take a few moments—it might be worth reminding you how to actually bring something to the PFC floor. There's a standard procedure to get something on the floor for an action item. An action item is either a policy, proposal, or resolution, and that is done through committees. So you put it in writing and you either submit it to the executive committee or to the appropriate committee where it seems to fit best.

So you might ask, how do you get something to the executive committee? You can email me. You can email the BFC office through Lana or actually anybody on the executive committee. The committees form their own agendas. So getting something to a co-chair of the committee is an equally useful way to actually get the communication going.

So committee membership proposals that are considered by the full council on a range of issues. All committees already have items that they're going to be charged to discuss this year, but I do invite you. We want you to be communicative and open, trying to get your issues addressed.

If you have general questions about procedures, I would ask that you contact Lana through the BFC office.

So, hopefully that's a quick overview. I know we have a lot of new people who haven't served on BFC before. So I hope that in the syllabus day way that was a little bit helpful. If you have more questions, please feel free to contact me.



So since we encourage ideas and we want faculty to actually communicate with each other more. To promote faculty dialogue of major campus issues, the PFC is going to be hosting two town halls, and those are going to be on September 13th and September 20th. They're both 2:30 to 4:30 in Wittenberg Auditorium. It's called an auditorium. The Wittenberg, or whatever that is. In the IMU.

The concept behind these town halls is nothing more than getting faculty together to discuss issues. What I found over the last year, and I've heard this from multiple people, is that BFC meetings are rather scripted. I don't know, ten minutes for this, ten minutes for this. And we don't really have the platform to provide discussion.

In the first town hall, we'll just have an open discussion. It'll be slightly moderated so that people aren't dominating the conversation for 45 minutes. But we want to hear as many topics of concern in issues as possible. So we welcome everyone. This is not just for BFC, this is for all faculty members on campus. So I encourage all of you to attend so you can hear your constituents and hear what the issues are, both on the 13th and the 20th. So this is open to the entire faculty.

While we want to hear from everyone on the topics that arise, there will be some guidelines. Like I said, we do want to make sure it's moderated in some ways so that we hear as many topics and as many issues as we possibly can. So if I had some preliminary dialogue with faculty of the summer through email and all of these your concerns that I've gotten by email have been communicated to the appropriate BFC co-chairs.

Let me give you some of them in case these are upon the top of your mind of the things that you want addressed. One of the primary concerns is about the health and wellness of our campus after the passing of Senate Bill 1. With that, specifically the concerns about changes to employee health coverage in light of the passing of SP1.

So I've heard both of those have communicated that to the appropriate committees. I've heard obvious concerns about potential strike and what the BFC can do to mitigate questions about the reinstatement of the Student Appointee Academic Affairs Committee. I've been calling it SAAC because there's so many A's in there, you see, because we already have a SAC—student affairs committee. So somehow or another, in order for us to communicate will come up with SAAC.

Questions about the scope and status of academic specialists, policies on sabbaticals for NTT. Then over the summer, I do want to educate you on one thing that the executive committee approved. We approved the Office for the Vice Provost for Faculty Affairs to run a pilot project. And some of you might have actually seen this email from Eliza.

Can I ask you, Eliza, if you want to just address that and then also talk about the coach?

**PAVALKO:** Yes, thank you very much. And those of you who are department chairs, associate deans, directors of programs saw this this morning. I think we, along with our Big Ten peers,

have been working on ways to make sure that when we hire faculty that we know if there's any prior misconduct or any investigations of professional or sexual misconduct. And so what I proposed to Cate and colleagues was that for this year, we do a pilot where any faculty hires that we do that come with tenure, we have this misconduct review process that'll give us some time to then work with UFC for a full fleshed out policy that presumably would be for all faculty hires.

But this allows us a smaller group. They're typically 30 or so, 30 to 40 faculty we hire every year with tenure. So it allows us to get a sense of the staff time to process how that works. So thanks to the BFC leadership, not sure what to call you—the president, the past president, and the president-elect—we have a process where starting immediately if you have a higher of a search ad, you'll put in a notice so that faculty applying for that we'll know when it comes to the point if they're finalists, that they would be asked to fill out a waiver so that then we can go and get from their prior employers get the information. And then at the time when they get to that, then you would give them the waiver and they will fill that out.

So this is a process that also is being done by pretty much all of our peers, our Big Ten peers and all our AAU peers, in various forms. So we'll start this year and try it with a tenured hires.

The other thing I want to mention is I think several years ago I remember talking to Colin and Diane Henshel, and others have been very interested in the coach data, and certainly we have a number of reports on our website. But we have now put up a dashboard that all faculty can access where you can go and look at the distributions for all of the 250 items of the Coach survey.

It allows you on the dashboard to look at distributions by gender, I believe race, ethnicity, rank, and I think that may be it but there's a lot of data there. You're welcome to go and explore. You can find it if you go to the front page of the VPFA web page down at the very bottom, there's a button that says faculty information on faculty satisfaction. If you go there, it'll take you to all the coach information, including the dashboard. So I hope you all have fun. If you like data like I do, it'll feel like fun.

**RECK:** There's a lot there. So I know when you told me about it, I went to the website and I think I spent 45 minutes and I didn't notice that 45 minutes have gone through and I was really amazed by it. It's like a kidney candy store. I thought it was a lot of fun to look through. So in closing, I want to remind everyone that we're all on the same team. Successful shared governance, to me, depends on trust and transparency, collaboration and communication, inclusiveness and integrity, honesty and humility, and a little bit of alliteration right there.

And I look forward to working with you for the next year and go team. So thank you for being here.

**SHRIVASTAV:** Thank you, Cate. Next is the presiding officer's report, which would be me.

## **AGENDA ITEM FIVE: PRESIDING OFFICER'S REPORT**

**SHRIVASTAV:** Let me just walk you through a very busy summer and little bit about where we are trying to go as we move forward. First of all, welcome back again. It's great to see the vibrancy and energy on campus amongst all our students, faculty, and staff. And it's great to gradually claw our way back to hopefully a more and more normal semester and year ahead. I hope your classes are off to a good start and we continue this momentum.

Let me begin with a quick recap of our admissions numbers. We have a record enrollment this year for the first time in the history of IU, I think we have exceeded 47,000 students. The beginner enrollment was 9,736 as of census on Monday. To me, the other exciting part is the quality and the academic achievement of our students in coming class keeps getting better. We have a cohort median high-school GPA of 3.89. We are more diverse as a student body with 1,699 beginners from historically marginalized groups. And our freshmen class represents all 92 Indiana counties and a record number of states, 48 different states in the country.

In addition to that, we have just under 2.5% increase in the number of graduate students, again, representing all over the globe and all over the country. So we continue to do really well in attracting the best and the brightest here and succeeding in our mission of teaching high-quality students.

Our faculty growth has been remarkable as well. We have 320 new faculty who have joined Bloomington campus this fall. Thirty-two percent are tenured or tenure-track faculty and librarians, 31% are researchers, 23% are visiting faculty and librarians and 14% are lecturers, clinical faculty, and professors of practice. The code represents 36 different countries, and 38% of our new faculty are people of color.

I want to give a shout-out to the school of public health. They are likely to be one of the most diverse schools of public health this year with the new round of hiring they have completed. And I hope we can achieve that status all over campus in the coming years. So congratulations.

Other accolades, our campus has been named one of the 40 best of the best LGBTQ plus friendly colleges and universities in the United States with five out of five stars from campus pride and national non-profit organization dedicated to the establishment of safer college environments for LGBTQ plus students.

Hamilton Lugar school and the Kelley School will receive nearly \$18 million from US Department of Education's title six grants to support research instruction and training in world languages, regions, and international business. The highest total amount awarded to any university in the country.

You all have followed closely, I hope the hard work that the graduate student task force has been doing under the able leadership of David Daleke and Marietta, it's been a great partnership with BFC. So thank you for all your hard work. This summer with help from President Witton, we were able to announce an increase in minimum stipend and to cover mandatory and course fees for our student appointees. I'm optimistic that this will move us to the top half, maybe even the top third of the Big 10 in terms of stipends, which is what the committee wanted or recommended that we target. It is a huge and much-deserved win for our graduate students. But

I want the group to know that the task force continues its efforts. There are at least three other groups, working groups that are currently meeting. And we expect those groups to continue bringing us new recommendations, everything from mental health and well-being to academic curricular issues. The work will go for the better part of the year with a final report due the end of June next year, but they will continue to provide recommendations periodically. And my hope is that we will continue to tackle issues as in when we are able to make a difference for our students.

In the same way and I'm excited today, Cate mentioned this earlier, the committee of BFC, hopefully, that will get underway soon. But you all have a role to play in this as well. And I greatly appreciate your help in moving these efforts forward.

If you've been following the newsletter that we've been putting out since late summer, last week, I announced or I shared some of the key priorities for us as we move forward. A lot of these are based on conversations I've had over the last six months. And very detailed analysis of our campus-level data and some benchmarking to data for our peer and aspirational schools. And I hope that in the coming months we can find ways to achieve many of those priorities that I have shared with you in the newsletter.

Let me quickly walk you through the big-picture goals for us moving forward. One is to ensure an exceptional learning environment for our students. While many of the universities we consider our peers or aspirational universities offer a similar scope and range of programs. We need to find ways in which we can be exceptional. That is critical for us to grow as a university and important for our students to come in, achieve the best thing that they can. So they can go out and have long productive, successful lives ahead of them. We want to find what makes IU distinctively IU, and that I think will become a big goal for us moving forward.

Priority two, we've started making some significant progress on this. And that is to enhance our graduate programs and improve access to graduate degrees. With improving conditions for essays being a part of this, we have to think much more broadly. In my newsletter, I articulated that as we go deeper into the knowledge economy, a graduate-level degree is fast becoming a critical part for students' success. We have to find ways to expand the offerings we have and to make easy access for students to avail themselves of those opportunities whenever possible. So that I think will drive a second big priority for our campus.

The third one is to grow our research productivity in areas of significant existing strengths, but also in some emerging areas of excellence. Our faculty in arts and humanities offer a wonderful example of what is possible when people with the passion that our faculty have come together and work for the greater good. We have to do more on science and technology and health and in building interdisciplinary research opportunities and programs. Because what is happening today, most of the discoveries, most of the big advances are often happening at the margins of traditional disciplines. So we have to find ways to work across administrative boundaries, across school and college level boundaries. So we can achieve more and things with bigger impact.

Throughout all of these three efforts, IU will remain a priority. It has been a priority for campus since before I arrived here. And I think we've made great progress, but there is a lot of work to be done. And I hope we can continue collectively working on those goals.

The second big priority through all of these is to consider impact. We have a lot of talent at this university. We have a lot of energy and passion at this university. If our work stops, begins, and ends at the university boundary, we have missed an opportunity to make a difference in the world. So no matter what we do, whether it's research, whether it's teaching, whether it's academic programs, student affairs, and clubs. We have to think about how the work we do here has an impact outside the walls of the university. Those are two themes that we will have to consider in virtually everything we do moving forward.

As part of these goals, I'm pleased to share that in the coming weeks President Whitten will be announcing a strategic planning effort for all of IU. We will have to take the guidelines for that strategic planning effort and build a strategic plan for IU Bloomington. Again, as is typically the case, I hope that will be a strong partnership with BFC and the rest of the campus. We have discussed this with the BFC leadership, the format for how we will engage in this process. But the actual launch of the strategic planning will probably come within the next couple of weeks.

So once the President's Cabinet reviews the documents and the broad scope, and the president announces the strategic planning effort. We will announce a working group or steering committee to begin the process of strategic planning for campus. The three priorities I just mentioned, will need to be worked into that strategic planning process. And I hope it will lay the roadmap for the campus to move forward in the next several years.

Before I end, I just wanted to give you a couple of updates on a number of leadership searches that were started just before the semester broke for the summer. And we've made some good progress. For the Mauer School of Law, the search committee has been busy all summer long recruiting and they've completed their airport interviews, airport and coats they're not no longer airports, they are all Zoom interviews. They have selected three finalists, and those finalists will be visiting the campus beginning next week.

The Hamilton Lugar School. The recruitment phase for their new dean is going very strongly. It is led by Isaacson Miller, which is a national search firm and they have worked with us on a few other searches recently. The search committee plans to review these candidates and move towards initial interviews, likely in the early half of October.

The Media School and the Kelley School of Business, we are finalizing the search committees. We have received nominations from various constituents, including the BFC. So the search committee will be finalized and I expect both searches to be launched later in the month.

And finally, as you may have seen on Thursday last week, we were sad to announce Joe Bonanno, long serving dean of the School of Optometry, has decided to return back to his teaching position in the School of Optometry. So in the coming weeks we have to begin work towards launching a search for his position as well. I'm hoping we can get that search started by

late fall and have that wound up by late spring or early summer as well. So a lot of leadership changes continue.

We also have three new leaders who started in the spring. They are up and working hard. So just as a reminder, Diane Dallis-Comentale is our new dean, new as in started first of March, I believe. Dean of Libraries. Abra Bush started as the Dean of School of Music in July, as did Joanna Mirecki, who's Dean for Luddy School of Information and Computer Science.

So that's the update from my side. And thank you very much. Next on the agenda is the introduction to the Bloomington Chapter of the American Association—

[OVERLAPPING]

### **AGENDA ITEM SIX: QUESTION/COMMENT PERIOD**

**SHRIVASTAV:** Oh, sorry. There is a question and comment, period. Usually, you submit questions. I don't know if anything was submitted.

**COHEN:** I haven't seen anything. [BACKGROUND]

**SHRIVASTAV:** That is okay. There is a question. Elizabeth.

**HOUSWORTH:** Not exactly. There's a comment. I wanted to say thank you. I know that the graduate students may still strike, but you have done more for the graduate student SAAs at this university than two previous provost and I just wanted to say, thank you.

**SHRIVASTAV:** Thank you very much.

[APPLAUSE]

But again, I'll give credit where it's due and that's to the BFC leadership, Marietta and David and the rest of the team. I think you all did an incredible job over the summer looking at data, evaluating options, comparing things, and making smart, concise, data-driven recommendations. And I really thank you for all your hard work on this one.

[APPLAUSE].

Ken?

**DAU-SCHMIDT:** I'm Ken Dau-Schmidt out of the Law School. The diversity figures, I know this data is probably available and I just haven't found it on the website. But the diversity data that I've seen so far, the memos have been lumping people of color together and saying that we have, I guess 28% students or people of color.

That puts a lot of people together that are in very different situations. And I've read recently in the Chronicle of Higher Education that the number of black students is actually declining on

campus. And I wondered whether that was happening on Bloomington campus and in particular, I worry about black men who have historically been the most underrepresented.

So I wondered if you don't have to answer this now because I don't mean to ambush you, but if we can have the data available to us broken down by different groups and by gender, I would be very interested and how it's changed over.

**SHRIVASTAV:** Sorry, that data on the dashboard, there are filters. You can sort it by ethnicity and race so you do have access to that. If memory serves me right, our African-American numbers are right around 4%. It is a small increase. It's probably one of the lowest in the four schools I have worked in.

In my previous position, we were around 8% and I thought that was low for the state. So we have work to do. On a national level, you're right. The number of African-American males has dropped significantly. In fact, the number of males, or let me put it a different way, most universities have more women than men, and that number is almost approaching 60/40. And this is a national trend with huge long-term impact. So we are monitoring both of those things. David Johnson is not here today, but I'm sure at a future meeting, he'll give a detailed update on enrollment figures and our efforts so I'm sure we can have a much deeper conversation about that.

Other questions? Yes. Israel?

**HERRERA:** Two questions. So first, for the first two town halls, we can send you topics that we could discuss for them or what is already an agenda. The agenda will be defined maybe.

**RECK:** No. The whole concept was, and some of you on BFC last year, faculty brought up the fact that we didn't have time to actually discuss the things that people wanted to discuss. So the whole point of the town hall, is they get people in a room and be able to actually talk whatever the heck they want to talk about.

Because we want to make sure that people recognize concepts come up. A lot of you have collective concerns that are similar, and we would like to figure out what those are so that we can deliberately and intentionally bring them to action items.

We don't know what those are, we don't have an agenda, I don't want there to be an agenda. But the concept is if this is going to work, people show up to the first town hall, we have a nice discussion. People bring up the things of concern. And then on the 20th, the second one, maybe the concept right now is that we find the three major topics and then say for this first half-hour, and tell you ahead of time, maybe this 30 minutes would be on the research reorganization, maybe this 30 minutes would be on this, and try to find the topics that make the most sense. Because the BFC makes it very hard for us to bring up concepts at a moment's notice in order for us to have a discussion.

Is that enough?

**HERRERA:** Yeah.

**RECK:** Okay.

**HERRERA:** And the other one is for the [inaudible] So for the Huntington Library School, tentative date for announced, the new thing would be October. Is that what you share with us?

**SHRIVASTAV:** I was hoping for around Thanksgiving, but it all depends on how the process plays out after this point.

**HERRERA:** Thank you.

**SHRIVASTAV:** Any other questions? Thank you. Moving on.

### **AGENDA ITEM SEVEN: INTRODUCTION TO THE BLOOMINGTON CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**

**SHRIVASTAV:** The next item is introduction to the Bloomington Chapter of the American Association for University Professors, Ben Robinson and Israel Herrera.

**HERRERA:** So thank you to our President Cate thank you for this and for giving us once again this opportunity to introduce our chapter, the American Association of University Professor. My name is Israel Herrera, teaching professor in the Department of Spanish and Portuguese. And I'm here with our Chapter President, Ben Robinson, who is the Chair for Germanic studies. And also, I would like to congratulate Cate, because you are our first clinical professor elected to be BFC president. So congratulations for that achievement.

So we have some information for those ones the new BFC members or all BFC members who haven't enrolled or being members of our chapter. We were in this presentation in order to let you know about what we do, what we have done so far.

So in general, the AAUP has a long tradition, founded in 1915 and has been on our UI campus since 1916 connecting local governance with vigorous national standards. As an organization, AAUP champions faculty interests in defining professional values and realizing best practices for higher education, including those that follow from our core principles of shared governance, academic freedom and tenure, and fair labor practices.

You can see on the screen the different events that we have done. I would say the last four or five years before last five years. So just to let you know who we are. Ben Robinson is our current president. But also we have committee; John Carini is chairing this committee along with Moira March and Joe Varga and also colleagues from the BFC as well. John Carini, Gareth Evans, myself, Moira Marsh, former BFC president, Joe Varga, Carl Weinberg. We have elections coming up this fall for officers and executive committee members. So please join and consider nominating yourself for office and joining the different committees that we have.

So this is the opportunity to introduce our ALP president for Bloomington, Ben Robinson.



**ROBINSON:** Hi, everyone. So I know our time is short so I'm actually going to race through slides and I actually have more than are there. So I'm doing two slideshows at once one on my desktop. But I might not get to them all. But I always tell this to my students, it's there on the slides you can look it up later I'll send it to you or Cate will get it to you or Lana will get it over the list. But in any case, just to echo Cate's themes I want to say yes complexity and excitement, we promise also from history about stuff we've promised to give you a complexity and excitement will contribute, I don't know if we'll contribute to adding to complexity and excitement or to resolving it but we will certainly contribute.

In any case the focus of the AAUP is advocacy and collective bargaining we're a union now; nationally we're associated with the AFT. So if you do have a collective bargaining chapter you share union cards with the AFT. We're not a collective bargaining chapter on this campus we're an advocacy chapter. And again, let me before I'll keep repeating this please do join, it's an important function as Israel said we connect to larger national issues are global issues. We try and be a conveyor belt between those issues and the really intense complicated governance issues that you addressed here in the BFC.

Our campus initiatives have included committee a work on behalf of academic freedom and due process. We have conducted workshops on the RCM process. Actually we should mention that Elizabeth Housworth is our secretary treasurer. I want to throw that in. She's often been head of the budget committees. She knows a lot about RCM and she's helped us with those presentations.

We do film screenings, we write statements. There public statements, are often statements to address to the BFC, encouraging you to pursue action. And we've written statements on behalf of labor rights, constitutional authority of faculty, due process and DT contracts, academic freedom, independence of students' campus media all those issues fall under our remit, again, of academic freedom and fair labor and best practices in shared governance. We've brought guests such as Adolph Reed, Nico Perino, Michael Berube, [inaudible], Michael Magee. And we're considering upcoming guests to very involved when Amazon, there's Hastings and others of course that's open to suggestion from the membership.

So it's again that pitch to have you join and participate in that process. Oops. My daughter calling from college.

[LAUGHTER]

Let me see. My two slideshows here. I want to emphasize our priorities for this semester. These haven't necessarily been approved by the executive committee but they've been discussed intensively and some of them have been.

So our number one priority is supportive the IGWC as a graduate employees seek representation and recognition based on national standards of fair labor practice. We also advocate for a policy to mitigate the effects on the IU community of the Indiana Legislature's

abortion ban. We monitor policies such as the newly announced policy, UA14, the First Amendment at IU. And we want to ensure careful review of that policy and others like it.

We oppose administrative surveillance of classrooms and teaching platforms such as Canvas. We advocate for a strong instructional budget and I know that's something that Raul has mentioned and I think we're on the same page on really supporting and instructional budget that equitably funds faculty and graduate instructors as well as academic advisors and support staff.

We promote collegial governance by faculty in all units to offset the expansion of corporate business models. We do believe we need a balance. We understand the pressures nationally on universities to raise enormous revenues and we really have to step up to the the plate to balance that.

We defend academic freedom of faculty. I'm going to go on quickly though. I want to mention something and I don't have the slide for it. But I think this is particularly germane. We just passed a policy yesterday. That's why this slide isn't up. And I want to read this policy that the AAUP chapter has recognized the IGWC and is mandating regular consultative meetings between our executive committee IGWC leadership.

Of course with their consents, we're not telling them what to do. And our policy specifies that our committee, a advocacy is available in cases of SAA grievances and it offers to have an annually designated IGWC member join our committee way for any SAA cases if requested by the grievance. Why I want to read that policy to you is because I think it's an important step in recognizing the presence of the Union on campus. It is going to be a chartered Union by the United Electrical Workers. And it is something I hope the BFC can also consider in its agenda formally recognizing IGWC as representing the graduates students and including their representatives on your committees. I think that would be a really powerful gesture to the IGWC to have them included in shaping their own position on campus.

We have passed another resolution just yesterday. And let me say that quickly moving fast at. We've resolved that the passage of SP1 in August by the state legislator has generated legal restrictions that discriminate against half the state populations access to reproductive health services with drastic deleterious consequences for Indiana University community.

We call on the BFC to work with UFC to establish as soon as possible and reproductive health taskforce for the purpose of generating policies and best practices that seek to mitigate these effects. Given a differential impact on legislation on various categories of constituents, we also asked the task-force include faculty staff, graduate students, and undergraduate students, and then multiple IU campuses be represented.

So that's a direct call.

And those two resolutions give a sense of what we try and do as the AAUP to complement. We don't want to step on your toes, but we do want a compliment from the national perspective from taking these priority issues seriously. We do want to complement your efforts and make

suggestions and bring together faculty deliberation and interests to add hopefully again not complexity, but hopefully resolution to your agendas in the BFC.

So the last thing let me see if I can switch to that side. Oops, I did have a slide for that. There it is. Okay. But the last one is again, the pitch to please join AUP. We've grown to almost twice our size. It's made a big difference in terms of our processes and the robustness of our conversations. We would love to have your voices in it. Really it does not double the voices of the BFC. Both are essential. It really is a chance in a less formalized institutional environment to debate and reflect on the major issues and trying to shape the actual vision of faculty governance to bring towards the BFC for action. It's easy to join, just put it in your Google join AUP, it will take you to the national site. The roster then gets sent from national to us. We put you on our local list but the entry into our chapter is through that national website. Again, easy to find even if you can't write it down, it's easy to find in Google.

**HERRERA:** The IU [OVERLAPPING] of our website.

**ROBINSON:** Yeah. And we also have IU website. I will send that over the list. I'm not going to read a web address right now but you can find us there and we will have elections this fall. And it would be wonderful if you could participate in those if you could join our executive committee and you could help us in shaping this vision. And again, thank you for inviting me here. And yeah and congratulations to all of you and to Kate have a successful year.

[APPLAUSE]

**SHRIVASTAV:** Thank you, Ben and Israel.

#### **AGENDA ITEM EIGHT: IU BLOOMINGTON BUDGET PROCESS OVERVIEW**

**SHRIVASTAV:** The next item on the agenda is the IU Bloomington Budget Process Overview. This was for John and Scott and Aimee Heeter. Aimee's here. Yes, she is.

**TRINIDAD:** Okay Great. Good afternoon. Again, my name is Jon Trinidad. Scott Libson and I've been co-chairs of the budgetary affairs committee this previous academic year. And we've asked Aimee to join us. She's, as you are probably all aware of that new Vice Provost for Finance and Administration.

What Scott and I are going to do very quickly is give you an overview of what exactly the budgetary affairs committee does and how it might be a little bit different from the other committees on campus. And what we've achieved or what we've accomplished in terms of the distribution of the Provost funds over the last academic year. I'm not going to read off all the members of last years back. But the nominations committee, as you might imagine, does a great job at distributing or seeing all the major academic units are well represented amongst the budgetary affairs committee.

I'm not going to read this charge, but very briefly, in addition to how other committees might craft policy. We also have a formal role every spring with the provost budget conference or

conferences. So most units, be they academic or nonacademic units, meet with the provost and the vice provost for finance. Formally speaking, there are to discuss the budgets of each of the units, but also it's a year-end meeting to recap what they've accomplished, what their upcoming goals are, and how that fits in with their larger strategic vision.

And as part of that, the units may request grants, if you will, from the provost fund, which is approximately two million dollars or so each year, discretionary on the part of the provost to fund small initiatives on the parts of the individual units.

So two or three members of the budgetary affairs committee sit in on individual meetings and they usually occur between March and April and basically in the spring as the semester wraps up. And as I've said, they might also make a specific budget requests. And those requests could either be from what they say cash or base cash being a one or two-year fixed amount of money for a specific project. And base being money that goes to the base budget, usually for some salary. And so the academic units that we met with this year are listed down here. We've lumped IU Libraries.

Now, you press together for this slide, but those were actually two different meetings, how you press being the standalone publishing unit associated with libraries. And then we meet with a variety of non-academic units, as well as depending on the year and what needs to be discussed. Various vice provost offices also give a presentation to the backend, the provost himself. And as you can see, there's a wide variety of non-academic units that fulfill critical missions around campus.

**LIBSON:** Hi, everyone. I'm going to talk a little bit about what happened this past cycle. We're short on time, so I'm not going to go into great detail. But essentially, like John said, we received many requests, great presentations from all of the different units. And members of the back sat in on all of these meetings, produce reports, etc., discussed the merits of each request. And at the conclusion of that, we all met together and essentially evaluated what we thought were priorities, what requests seem to align with campus goals, with administrative goals, with what the unit itself was saying. We're priorities within the unit.

And we used the system this year where we rank them one through five with lowest priority and highest priority. Our committee is an advisory committee, so essentially we give advice to the provost office and to Aimee's office. You can see some numbers here of cash and base requests and where are we situated them in our prioritization. And we gave feedback to the Provost about why we felt like certain items ought to be prioritized over others.

So we made recommendations on all of the requests that we received and gave the highest priority for funding to projects that totaled about two million dollars a little over that. And I'm happy to say that the provost's office was agreed to fund all of the proposals that we gave the highest ranking to, as well as a few that we gave medium priority rankings to. And even better found alternative sources of funding for some of the priorities so that more things could be funded than, than otherwise might be the case.

There's not really time to go into detail about all of the different things that got funded. You can see that there's a wide variety of items here. Kelley was hoping to support some minority doctoral students. The College has its really exciting program on integrated undergraduate experience that you all should learn about. HLS is looking to hire some Korean language and instructors. And you can see that there's quite a list here of some really exciting projects that were proposed last year.

It goes on. And we'd be happy to talk more about these programs. And there are other people in the room as well who are more familiar with them than we are as well.

**HEETER:** Is the other one loaded?

**LIBSON:** I think that is about to load.

**HEETER:** There it is.

**LIBSON:** There you go.

**HEETER:** Thanks, Scott. Would like to take a moment and think the BAC committee members. It's a lot of work that goes on usually between March and May, but a lot of meetings probably about 40 hours, I would say of meetings that go on during that time. So thank you for all of your time. And the process helps us formulate not just what we want to do on the budget, but gives us ideas as well as, for example, will have suggestions that come back.

This is a great idea for the school, but shouldn't really be more of a campus wide initiatives. And it gives us that thought process. How do we take what they've done in this school? Maybe spread it across all the other units. I know you all are pressed for time and you have other agenda items, so we're going to try to go through this one very quickly.

So I've kicked out some of the slides and again, you can go back later, but always available to have a conversation either here or in another form as well. So today we're going to focus on the budget process. But before we did that, I thought it might be good just real quickly. I'm not going to read through this, don't worry, about where we are as far as what is our budget model.

So we hear a lot of discussions about Indiana University, but having an RCM campus for almost 30 years, which is true, that is really where we have been. But I circled in the middle that you really go through three different types of budget models in the universities, you either can have a very centralized model or very decentralized model, which is probably where we were in the 1990s. But I circle hybrid because that's really where we have been over, especially since 2018 when we last implemented our budget model review changes. In that we have pieces that provide that incentive on enrollments for the academic units.

We also have things that are funded through formula and performance-based funding, as well as incremental budgeting for most of our support unit functions. You can go through this at a later time, but this really walks through the last decade of some of our changes. And as I mentioned, 2017 was last time we did our review. It tends to happen every five years. Obviously with

COVID, it got pushed back another year and something that will be discussed, most likely late spring of 2023. But the major shifts that we went about, we're changing the algorithms involved as far as distributing out revenue based on a flat credit our amount to the units, but at the same time allowed for pullback of funding for what we call Campus priority funding. That would be the direction of the provost and other leadership as far as things that they wanted to invest in.

The most common is research, is one of the most common wants to build that interdisciplinary research across multiple units. So really our goal and just to help people understand a little bit about the budget at the university, especially on the Bloomington campus, is that we do operate on an all-funds budget. And we've really morphed over the last 10-15 years from being more of an accounting perspective which we still have and very critical for our financial statements but making sure that we're more strategic partners. Our goal is always to not have finances drive decision-making but allow academic decisions to help drive the financial picture. And most importantly, we try to be as transparent as possible and where we can to build those analytics to help with decision-making.

This is just going to be a quick slide.

This was something that came up from when we met with some of the chairs and directors earlier this year about the different funding sources. So this is just a quick model to show you in. And the green is what we would consider our operating budget. This is the one that you're probably going to be most familiar with and utilize. Another piece is all auxiliary funds, and that is where we would have our student housing our student dining, athletics. Restricted funds or the endowments and the foundation accounts and then the designated is primary where you would have your faculty research accounts, maybe specific initiatives. And when we talk about cash and what I like to refer to as just onetime funding or multiple year funding. That is the source for that funding there.

So the budget process itself. This is just going to be a quick graphic to show. It's a continuously evolving process. We always have the overarching strategy and the overarching vision from the campus leadership, from the provost and other senior leaders. And then in there we're always working on these three factors, which is operational strategies, our strategic priorities, and then also our budgeting. Where do we need to move? Where do we need to change? And at the same time doing ongoing forecasting where we're looking at those external environment factors.

We're looking at internal changes. We're pulling retention data. There's just a variety of different things that we'll be going on in the process. And then this is a slide I want to probably focus the most time on it. And that's something that Scott and Jonathan mentioned was last year we came and I think we talked mostly about our budget model, but really what was the budget process and what does that timeline look like?

So this was something we wanted to pull together for you today. And really right now, in September through October, this is where we're looking at. Where did we land the plane this year? What were we expecting as far as our budget to be? What were those enrollments? And then how are those looking now that we got to fall? Was the student recruitment hitting where we thought where there going to be potential changes? Or where are we with our faculty hiring

as well? Where did we have faculty except where did we not have faculty accept? And then what new funding mechanisms do we need to look at for the upcoming year?

Later in the fall, that's when we'll start with more state discussions. For those of you that might not be aware, IU in the state of Indiana operates on a biennium. So our tuition our state funding is determined every two years, so we will be coming up on that first year for FY 2024. So we'll start those discussions in late fall to get some more clarity.

Again, continuously working on those enrollment data, census update for faculty into staff and then new programming discussions. When we get into winter, we break between December and January, is where we're starting to formulate those campus priorities. At that time, the strategic plan will be underway. They will have some direction. The budget conference plan usually will go well and it will have some agenda items for the upcoming this year. And at the same time, the campus is responsible for building and continuing to update our five-year fiscal model as well. And then that's when we'll start meeting with the budgetary affairs committee, as well as we plan for those conferences which tend to take place between February and March, sometimes we get into April with some of them, but we try to get all the academic unit budget conferences in first if we can.

And then it's in the spring as well that we're finalizing on those enrollment projections where have a better understanding where undergraduates are as far as applications and admits financial aid. And then also with the graduate population, with the graduate school itself, but then also with the individual schools where they want to be.

In April, that's when the heavy lift is what I would call the mechanical side of the budgeting happens. That's when the entire budget tends to get built, that's when we get our salary targets and our expense targets. So while we're besetting salaries in April, it most likely will be in February and March where we're going to be having those discussions of what is that expectation as far as the percentage increase. Looking at inflation, looking at other mechanisms that we might want to utilize for that activity.

And then in May, that's when we finalize the budget. The trustees will approve the tuition and fees. The state will approve their budget, which then will give us that state appropriation, and then we'll finalize the targets and then create the next year's budget, which it's not slide here, leads us into the summer, which is where we close out the current year over those next two months and then kind of start that process all over again.

And I don't know, Cate, I have a few slides if you want on the budget, or we can do that another time.

**RECK:** I'm just noticing I did such a poor job planning this meeting that I'm missing, Elizabeth's timing of things. [LAUGHTER] You know what I mean.

**HEETER:** We can save those for another time, but they are included so people.

**RECK:** Now I'm sure that we are behind—[OVERLAPPING]—like to invite you back.

**HEETER:** Anytime.

Fantastic. But they are there for you to review as well and happy to answer any questions as far as these, guys have been [inaudible]

## **AGENDA ITEM NINE: QUESTIONS/COMMENTS ABOUT IU BLOOMINGTON BUDGET PROCESS OVERVIEW**

**SHRIVASTAV:** Any questions for John or Scott, or Aimee? Yep. Alex Tanford.

**TANFORD:** I noticed that the Bloomington Faculty Council, however, did not have was not on anybody's list of groups making budgetary requests. I was wondering why that is—

**HEETER:** They actually are on the list. We had a conference this year, didn't we? They're normally on the list

**SIMPSON:** Yeah. We did not.

**HEETER:** [LAUGHTER] Whether or not with all the transitions, unless they've met, but there are several. As you know, from past experience, there have been several requests that have been approved as well, so I don't know what the decision was last year. I know we had a lot going on.

**SIMPSON:** Yeah. We weren't on the list for this year because there were so many transitions and they're all discussions about what the budget would be and all of that. So we decided not to do it this year.

**SHRIVASTAV:** Any other questions? Yes, Colin?

**JOHNSON:** Aimee, you mentioned that one of the stages in this process is determining where we landed the plane last year. So in very general terms, where did we land the plane last year?

**HEETER:** So, where do we land the plane? So if we go into last year's closing, we land the plane much better than where we would have expected.

And then for this year, FY 2023, we're in a very good spot as well. Very strong enrollment numbers coming in, both on the undergraduate and on the graduate side, as well as the units have continuously looked at where can we be more efficient? Where should we be investing some of our money instead of looking at other areas, especially on what I would call the support side or the administrative side. We're constantly looking at that and then providing those other fundings that's what we did for the budget conferences this year.

Very positive. [LAUGHTER]



**SHRIVASTAV:** I just wanted to say thank you to Aimee. She's doing a fantastic job managing all the different parts of money. And thank you, Scott and Jon. You were great partners as well as the rest of the team during the process, last year, appreciate all your time and help.

What they mentioned is Aimee said 40 plus hours of meeting. What she didn't say is probably 500 plus pages and pages of documents to read through in preparation for those meetings. So I appreciate it.

**AGENDA ITEM TEN: AMMENDMENT OF BFC BYLAWS TO RECONSTITUTE THE STUDENT ACADEMIC APPOINTEE AFFAIRS COMMITTEE (SAAC) AS A STANDING COMMITTEE**

**SHRIVASTAV:** Next on the agenda is the amendment of BFC bylaws to reconstitute the Student Academic Appointment Affairs Committee as a standing committee. This is by Rachel Cohen. So take it away, Rachel.

**COHEN:** Perfect. I'm just going to do a quick overview before we go into this. The recommendation of this change comes from the executive committee, not from Constitution and rules, just so everybody knows that.

And the first part of this is the proposal to reconstitute the Student Academic Appointee Affairs Committee or SAAAC is I'm calling it because I can't do the S committee. So first one will be the amendments to the bylaws and then we will get into the policy which Danielle, will cover next.

Danielle, let's go to the next slide.

Just some background history for anybody who is interested. In 2016, the BFC approved the merger of the Student Academic Appointee Affairs Committee into the Student Affairs Committee. And so at that point two committees went to one.

And so this is basically just undoing what we did in 2016.

We went back through the transcripts to figure out the rationale. And at that time the rationale was, they felt there was some redundancy. SAC Student Affairs Committee is broadly representative at both graduate and undergraduate levels. There was also an assumption at that time that the new student affairs committee within the GPSG would have issues go through the graduate faculty council and not the BFC.

And I can't tell you anymore about that.

Basically, it outlived its original purpose, which was established in 1970 with a very narrow focus. A big part of its charge, at that time, had been mediation cases. And no mediation cases had been submitted in years. Since the merger, SAC has received less than five cases for graduate students through this process.

Thank you.

So for the BFC bylaw amendment, we're just changing this in two places. Under 16, we're simply adding it as an organization of the standing committees. We're just adding it as a standing committee. And we're adding that it is one of our standing committees with primary consultative functions. So again, we're literally just adding this back into the by-laws as a standing committee with consultative functions.

And that is all we are changing in the by-laws.

**AGENDA ITEM ELEVEN: QUESTIONS/COMMENTS ON AMMENDMENT OF BFC BYLAWS TO RECONSTITUTE THE STUDENT ACADEMIC APPOINTEE AFFAIRS COMMITTEE (SAAC) AS A STANDING COMMITTEE**

**COHEN:** So I will open up for questions.

**TANFORD:** It's a comment really. On the way over here, I stopped in the office of Steve Sanders, who was chair of the Student Affairs Committee in 2016 when this was enacted. He agrees with everything that you said about the history and also stated that he fully supported, since things have changed, the reinstatement of the committee.

**SHRIVASTAV:** Other questions?

**COHEN:** Can I just one thing?

And I will just note, this is not an action item or discussion item because it's bylaws change and it needs two readings. And so the second reading will come in our next meeting, thank you, October 4th. So if anybody is wondering why, it's because it's a by-laws change and it requires a second reading.

**AGENDA ITEM TWELVE: REQUEST TO REINSTATE PREVIOUS POLICY BL-ACA-D23 SAA MEDIATION COMMITTEE**

**SHRIVASTAV:** Seeing no questions, we will move on to the next item, which is a request to reinstate previous policy BL-ACA-D23 SAA Mediation Committee. This will be led by Danielle, so it's all yours.

**DESAWAL:** Great. Thank you.

As we noted, there are two pieces in order for us to reinstate the Student Academic Appointee Affairs Committee. And that is one to make it back to be a standing committee, and then two, to roll back the BL-ACA-D23 Mediation Committee to ensure that it says that it gives the authority for the SAAAC to handle the mediation.

So what you see in front of you that was attached to the agenda is the previous version of the policy that if you were to look at the policy today, current version, you'd see at the very bottom,

previous version, you'd be able to click on the dates, 5-2022-29 to 3-21-17. And you'll see the previous version. That is what we're asking to reinstate with two components.

The two components are, it has been edited for gender neutral language in order to align with DEI, and then the second one is an alliance with our BFC bylaws, which is referencing structural references within the institution. So you'll see that the offices that were initially listed, some of those don't exist, some of them are not the right titles. [LAUGHTER] But generally, all of those places fall underneath either the Office of Institutional Equity or the Dean of Students Office, or either of those offices can direct people to that.

So it's not a content change, it's just an alignment for institutional structure to make sure that that is accurate. At this time, we are not talking about content for the policy, we just want to roll it back to its previous version.

The content discussion will happen by the SAAAC standing committee in order for them to make the decisions about what changes need to be made to the content. So this really is just to roll it back with a DEI change for gender-neutral language and then an institutional structure reference alignment.

**SHRIVASTAV:** Elizabeth.

**HOUSWORTH:** I'm all in favor of gender neutral language. Can we change the subject so that they're plural so that the whole thing is grammatical?

**DESAWAL:** 100%. [LAUGHTER]

**SHRIVASTAV:** Once again, this is the first reading, so discussion only. Any other question or comment? Colin?

**JOHNSON:** I just wanted to point out I've raised this issue with a number of folks in discussions about how best just speak to the graduate students in terms of, I think, ultimately achieving what the reinstatement of this committee is meant to achieve. And I think one of the questions we do have to ask ourselves is why this committee didn't work initially? Why it was not, for example, visible to graduate students?

It does seem striking to me that in its history, part of the reason it was originally rolled back was because I think frankly, a lot of graduate [LAUGHTER] students didn't know that it existed because there's a Bloomington Faculty Council Committee. And I think, well, that makes sense to us as a body because the authority to adjudicate these grievances falls under us. The fact that its placement makes sense to us doesn't necessarily translate into its visibility to students.

So particularly, David, with regard to thinking about changes to the graduate school, I think it would be helpful for us to think how we can, for example, in the longer-term perhaps repackage what this committee does and place it in a way that's going to make it more visible to graduate students. And my suspicion is that something with reformulated graduate school is ultimately going to be the most effective way to do that. So I would just say I'm fully supportive of this

and intend to, but I think we need to continue having a conversation about how to make the world cognizable from the perspective of our students and not just from the perspective of the faculty.

**DALEKE:** Thank you, Colin. I agree with that entirely. I think that the two points here, one on the SAAAC, I think it fell into disuse, and I think that may have been from the faculty council side of things. I think there just wasn't enough issues they brought up that were brought to the council that were related to SAA policies that made that a more active committee. I think we now have an imperative to do much more of that.

Secondly, for the mediation committee, which was a component of the SAAAC, I just wonder if we have any information on how many cases did not reach the mediation point and were resolved at lower levels, because this body doesn't see anything until it reaches a point where there there's no resolutions been reached at the school level. It was then referred to the SAAAC, which then referred it to the mediation committee for mediation, and if that was not successful, then it would continue on.

So I think that there's maybe room here for a little bit more data analysis to figure out really what happened and maybe what was happening. We could imagine is that the cases were resolved at lower levels and they never did come to the committee. But I suspect it's probably not the case. I just really don't have the information on that.

I also want to point out that there's another committee, the SAA board of review, which I don't know if that's going to come up in any of the discussion for this anymore, but that is a separate committee and selected committee that is not one of these and is the parallel to the faculty board of review.

**SHRIVASTAV:** Thank you. Sounds like no other comments or questions. I appreciate it.

#### **AGENDA ITEM FOURTEEN: IU BLOOMINGTON DIVERSITY, EQUITY, AND INCLUSION COMMITTEE REPORT AND UPDATE ON DIVERSITY, EQUITY, AND INCLUSION INITIATIVES**

**SHRIVASTAV:** That takes us to the next item on the agenda, which is a IU Bloomington diversity equity and inclusion committee report, an update on diversity equity and inclusion initiatives. I invite Juliet Hadersty, Suhal Nasasme and James Winbush to make this presentation.

**LASASSMEH:** Hello everyone. My name is Suhal Nasasme from the department of intelligence system engineering, law school of informatics , computing and engineering. I am the co-chair for the IU Bloomington Diversity Equity and Inclusion Committee. And I will provide you with an overview for our committee agenda last year and what we have accomplished.

The committee chairs last year was Silvia Martinez and me. This year, I am co-chairing the committee with Juliet Hadersty. These are some of the agendas that we have been working on

last year. The first agenda is how to improve coordination between versus the diversity equity and inclusion offices across campus. We are still working on this agenda item, still unresolved, but many of us have taken many steps to work on this item. Many of us as committee members joined an email list called DI leader's professional on campus.

Also in 2021, we have compiled a list of organizations and communities working on DI related issues on campus. So basically we found that there are numerous organizations, committees, and also department based initiatives task forces which are working on DI issues. We as communities, we need to find a way how we can coordinate between all these different offices and organizations across the campus. And we're also planning to communicate with the leaders of these groups across the campus to see how we can organize and maintain this task together. Also, we need to find how we can join our efforts in order to have a meaningful goals for this item.

Another side that we also reached out to the Center for Innovative Teaching and Learning, CITL, and also the Faculty Academy on Excellence in Teaching. And we were asking if we can have more robust professional development for the DI issues on campus. We found out that CITL and the faculty academy and excellence in teaching they indeed have a robust module on Canvas for the faculty to basically have this module which is called the teaching for students success and evidence-based approach for diversity, equity, and inclusion. We will continue to work with them to see if we can also have something targeted for their graduate students or for the staff as well. Something can be, again, not only directed for the faculty only.

The other main item that we worked on last year, we oversee the yearly Indiana University Excellence Award. And this award recognized Indiana University Bloomington faculty who have had a significant impact on proving the climate of diversity, equity, and inclusion on campus. We selected five recipients last year on the spring, late April. And the recipients are Colin Johnson from the gender studies, congratulations; and Amanda Rutherford— [APPLAUSE]—Amanda Rutherford from O'Neal School of Public and Environmental Affairs; Amrita Mayors from History; Robert Anderson from Speech, Language and Hearing Sciences; Marie Murphy from Psychology and Brain Sciences.

Because of COVID concerns, we could not have celebrate the winners of '21 and '22 recipients, but we are planning this fall to work with the Office of the Vice Provost and Vice President for Diversity, Equity and Inclusion to have our host reception to honor them this fall.

The second item or the next item that we work on is to consider a proposed landmark acknowledgment statement and make a recommendation to the BFC. After talking with a few faculty and students across the campus, we concluded as a committee that we have a lot of things to learn about land acknowledgment before we make any recommendation, so we invited three panelists to participate; Victoria Nicole Kline, Mat Bailey, who is Native American graduate students, Dr. Lazar Blake. And so we basically organized a community conversation on land acknowledgments to learn more about their point of view on land and land acknowledgements. We also invited Nicky Bell, the Director of First Nations Educational and Cultural Centers to one of our meetings so we can discuss as committee members about land acknowledgments.

So basically the take away from this event was that the land acknowledgments should be individualized. And moving changing statements. Some committee members say we can write it in different languages, maybe a Native language, so we could not be specialized on one land acknowledgments.

Also, during our meetings, we discussed the institution for Native American students. We found there are three big 10 institutions, University of Michigan, Michigan State University, and University of Minnesota, provide full tuition waivers. And three institutions, University of Illinois, Urbana-Champaign, University of Iowa, and University of Nebraska provide in-state tuition rates to Native American students. So we tried to identify partners on campus who are already working on this to develop a plan to moving forward. And how we as a committee can work on a resolution to grant in-state status to Native American students at IU Bloomington. And maybe you will see this very soon submitted to BFC.

The next item is to investigate if there are any concerns for DI faculty with the return to campus post COVID. We will work on this item this year. And the committee members are also interested in reviewing climate survey data for faculty if possible. If we can have this if it's available, this will be helpful to pursue this agenda item.

And the next thing that we work on also this year is DI subcommittee on critical race theory. And we will continue to work on collecting resources and coordinating with other DI offices this year. I know that your time is short here, but these are our main highlights for the previous year and also for this year. Of course, as a committee, we will see other items that the committee members will come up with as well.

#### **AGENDA ITEM FIFTEEN: QUESTIONS/COMMENTS ON DIVERSITY, EQUITY, AND INCLUSIONS INITIATIVES**

**LASASSMEH:** Any questions?

**WIMBUSH:** I'll just certainly add my thanks to the committee for the work that you all have done. It has certainly made a difference in understanding some of the DEI issues on campus. And certainly understanding them helps us to be able to address them.

For those of you who do not know me, I am James Winbush and I have the privilege of serving as the Interim Vice Provost for Diversity and Inclusion for the Bloomington campus for this year. And I am certainly happy to do so. I'll just mention that I feel as though, particularly given the contexts for DEI for the whole university, that broader context that this arrangement me serving as the Interim Vice Provost, along with being the Vice President for Diversity for the university, that this arrangement makes some sense for now.

And I hope you will agree as well when I think about the broader contexts, certainly with President Whitten's leadership, we have demonstrated diversity in a way that we never have at this university. We have a faculty hiring initiative that has been tremendously successful. We

have invited and have brought in 52 new faculty of color from across the entire university. We also have a president's cabinet that is the most diverse in its history.

Again, clearly we have a demonstration of a commitment to diversity. The faculty hiring initiative is one initiative. I will tell you that there are others that will be in the works, one for students, one for staff. I've worked already with Vice President Tarte Richardson, our VP for HR, and have also been talking with Julie Payne Cashmeyer on a student initiative. And so there's a lot more to come at the university level in terms of diversity.

For me and my primary focus of DEI, this is also an opportune time to serve in this role for the Bloomington campus. As I now have one focus on DEI, which I am grateful to have, it means that it's an opportunity to really look at the way we go about DEI and our efforts across the entire university. We have lots of efforts. We have data to show this from a study that was done several years ago. We have lots of efforts throughout all of our campuses at different levels within each campus, but I will be the first to tell you that they're not coordinated in a way that helps us to better make an impact across the university.

So I have been working to look at the way we are structured, looking at the way that we carry out the efforts of DEI throughout the university. And certainly that will have an impact on the way the provost and I go about determining how best to fill this position on a permanent basis, and certainly we will do that. But with the efforts at the university level having an impact on each campus, it's good to have this time to first get the university structure in place and then to be better able to bring in someone who can carry out the work for the Bloomington campus.

I will tell you though, the work for the Bloomington campus certainly continues. Already as part of my responsibility currently, the culture centers, the three diversity-oriented academic scholarship programs, academic support programs, the African American Arts Institute, those are already within my portfolio. And of course, I have been working very closely with those directors and their work for the upcoming year.

I have also already met collectively with the diversity officers from the schools and the college. I am also going to be having individual meetings with them so that I can have a better understanding of what some of the unique issues are for the different schools and for the college.

Eliza and I hosted just a couple of weeks ago the first of our two chairs workshops. It was very well attended by the chairs, as well as members of search committees. This was our hiring workshop. And we have another one that is coming up late November, early December, if I'm remembering correctly. And so know that the work of the campus with respect to DEI continues. I am grateful to the provost because he too has made DEI a priority and so I feel as though we're very much supported in our work. And I've known all along from the diversity officers for the schools and for the college that there is a lot of passion for the work and for making a difference. And we're certainly working towards making that difference.

So I'll close there.

**SHRIVASTAV:** Thank you, James. Questions for either one of them?

Well, let me add my thank you to both of you and especially James for stepping in to the Vice Provost for DEI role. We have a lot to be proud of in terms of what we've achieved over the last couple of years, but we have to acknowledge there's a long way to go. So we will continue to keep our focus and keep making progress.

Thank you very much.

**RECK:** I think we're done. I just want to plug the BFC downhalls. One more time that it'd be very useful if we have BFC members attending as well as general faculty because we would like you to participate, listen, discuss.

So thank you for being here.

**SHRIVASTAV:** Meeting is adjourned. [APPLAUSE].