

University Faculty Council Meeting

Tuesday, April 27, 2021

Zoom Chat Transcript

14:15:10 From Yu Kay Law to Everyone : Yes

14:16:05 From Israel Herrera to Everyone : The new fountain in front of IMU Bloomington should have President McRobbie's name. He is a fountain of wisdom and inclusiveness

14:21:31 From Israel Herrera to Everyone : The first 40 IU teaching professors cohort approved on April 9th by the Trustees has been product of President McRobbie's State of the University speech back to October 2017

14:31:35 From Selene to Everyone : Thank you so much Rebecca and the task force. These are such critical changes and will make a significant impact. Very encouraging.

14:33:17 From Yu Kay Law to Everyone : There was :-P

14:34:11 From Yu Kay Law to Everyone : Thanks

14:55:39 From Steve Sanders to Everyone : Point of order: are we debating the overall report, or John W's amendment?

14:56:54 From Michael McRobbie to Everyone : A general discussion. I'll move to the amendments in a minute.

14:57:08 From Steve Sanders to Everyone : Thank you, Michael.

14:57:16 From Selene Carter, (she/her) to Everyone : There is not currently a ban in the code.

14:58:34 From Paul Coats to Everyone : Thank you, Marc.

14:58:48 From Marietta Simpson to Everyone : John W. can you stop sharing your screen for a moment?

14:58:57 From Yu Kay Law to Everyone : Thanks, Dakota. :)

15:00:23 From Yu Kay Law to Everyone : And note that the definition of faculty is so broad it would cover many relationships between grad students.

15:00:32 From Yu Kay Law to Everyone : A ban on these would be ... interesting

15:01:13 From Paul Coats to Everyone : Thank you, Dakota.

15:01:15 From Yu Kay Law to Everyone : (FTR: I'm completely in agreement but felt constrained to speak out based on what folks said at our faculty senate)

15:02:59 From Mark Baer to Everyone : Dakota - thank you for this detailed information. Given your explanation I am happy to support this policy as written.

15:03:15 From Angie Raymond to Everyone : @Selene- AGREE!

15:03:32 From James Marrs to Everyone : Yes, I agree with Selene too!

15:03:45 From Marietta Simpson to Everyone : yes!

15:04:19 From Paul Coats to Everyone : Agreed, education is paramount.

15:05:27 From James Marrs to Everyone : Yes, rules will send the signal. We can evolve the language.

15:05:31 From Angie Raymond to Everyone : @John- AGREE!

15:05:48 From Paul Coats to Everyone : Yes!

15:05:49 From Marietta Simpson to Everyone : Absolutely@ John!

15:10:13 From Angie Raymond to Everyone : 200 text messages, sharing private details of ones life

15:11:55 From Paul Coats to Everyone : My thoughts were that, if we are under the assumption that all such relationships will be reported, better to have a catch-all statement and have too much reported than too little. Particularly if someone is unsure whether they are being inappropriate or not (maybe the faculty member just thinks they are "very close".

15:13:59 From Jenny Kincaid - OIE (she, her) to Everyone : That would fall under sexual misconduct

15:14:07 From Yu Kay Law to Everyone : ^ it's a title IX issue

15:14:49 From Angie Raymond to Everyone : 200 text messages, 'what are you doing' how are you? etc etc- doesn't have to be sexual at all... still creepy

15:15:02 From Paul Coats to Everyone : @Marietta, agreed!

15:15:10 From Steve Sanders to Everyone : The fact that that behavior was successfully prosecuted and disciplined indicates there is not a problem. That faculty member's behavior isn't inherently within the scope of something to be reported and managed.

15:15:15 From James Marrs to Everyone : Yes, I agree Marietta. The language can evolve.

15:15:16 From Selene Carter, (she/her) to Everyone : Thank you, Angie.

15:15:33 From Selene Carter, (she/her) to Everyone : Thank you, Marietta.

15:15:38 From Angie Raymond to Everyone : @ Selene- WELCOME

15:16:03 From Diane Henshel to Everyone : Steve - just the fact that it involved disciplinary action says that there can be these problems and the language needs to stay included.

15:16:14 From Peggy Stockdale | IUPUI | She/Her to Everyone : 80% of conduct that could be considered "sexual harassment" is not in fact sexual, but inappropriate gender harassment (NASEM, 2018)

15:16:43 From Diane Henshel to Everyone : Oh - Peggy - so true. Like pinups in common areas....

15:19:12 From Diane Henshel to Everyone : I like this steve.

15:19:48 From Dakota Coates (IUB GPSG) to Everyone : I think this is good

15:19:48 From Paul Coats to Everyone : I support this amendment.

15:19:53 From Yu Kay Law to Everyone : This is good!

15:19:58 From Cate Reck to Everyone : ^^

15:20:09 From John Walbridge to Everyone : I think this makes sense.

15:20:32 From Yu Kay Law to Everyone : The original would have covered so much stuff. Hell, me (a GTA in Chemistry) dating a graduate student in Japanese would be under a management plan. :-P

15:20:34 From Angie Raymond to Everyone : Thank you Steve!

15:22:43 From James Marrs to Everyone : Thank you

15:25:32 From Angie Raymond to Everyone : @Elizabeth- thank you for such clear phrasing of the question!

15:25:49 From J Duncan (he/him) to Everyone : Second thanks to @Elizabeth for making this transparent

15:26:21 From Elizabeth Pear to Everyone : Thanks all. And thanks for overlooking the typos! (oops!)

15:27:15 From Keith Anliker ksanlike@iu.edu to Everyone : I'm also concerned that there may have been confusion on what we were voting on.

15:27:20 From Selene Carter, (she/her) to Everyone : Thank you, Mark, and we know that the harm of these relationships inordinately impacts under-represented minority students.

15:27:23 From Paul Coats to Everyone : Agreed, Keith

15:28:44 From Yu Kay Law to Everyone : The trouble with this is, ultimately it's one of those "I know it when I see it" type situations that aren't easy to unambiguously codify

15:29:31 From Yu Kay Law to Everyone : Information item

15:31:31 From Diane Henshel to Everyone : (consensual relations) Thank you to the committee for the extended work and extensive outreach to get feedback from students and faculty across the university. Solid work all.

15:31:35 From Dakota Coates (IUB GPSG) to Everyone : Thank you everyone for your consideration on the policy and for careful discussion of this critical issue. I look forward to the further protections and codification from future UFCs.

15:34:38 From Marietta Simpson to Everyone : Thank you Selene and everyone on the Task Force! I deeply appreciate the work you did on this very important issue. I am hopeful that the future UFC will build on this work and continue adding to the protections, in short order.

15:35:51 From James Marrs to Everyone : Thank you Laverne and Diane

15:37:08 From Marietta Simpson to Everyone : Thank you Laverne and Diane!

15:37:28 From Laverne Nishihara to Everyone : Thank you, UFC.

15:37:42 From John Walbridge to Everyone : Thanks, Diane and Laverne. You did a ton of work in a good cause.

15:37:50 From Diane Henshel to Everyone : Angie - this is SO needed.

15:39:57 From Mark Baer to Everyone : Agree Diane

15:39:58 From Paul Coats to Everyone : Hear hear!

15:40:06 From Angie Raymond to Everyone : @Diane- THANK YOU!

15:41:27 From Marietta Simpson to Everyone : Thanks Angie and Sameer!

15:42:03 From Angie Raymond to Everyone : THANK YOU ALL

16:00:43 From Angie Raymond to Everyone : Thank you ALEX! for looking into all of this

16:02:54 From Dakota Coates (IUB GPSG) to Everyone : I've been at IU for 7 years, undergrad and graduate school - with courses at both IUB and IUPUI and have never ran into issues with the deadlines (nor would the new deadlines have caused issues)

16:03:36 From Keith Anliker ksanlike@iu.edu to Everyone : What is the "end of the term?" Is that really the last day that final exams are scheduled?

16:07:01 From Cate Reck to Everyone : I am strongly in support to the four days, but to be completely transparent, one of our Dean's in the College or Arts and Sciences at IUB was very concerned (and very persuasive) about the staff who will have to take on the extra burden to have to get degrees checked and grades reported externally by quick deadlines when they already do not get enough time as it is. The staff have no voice in this discussion, but this effects them strongly, too.

16:07:34 From Cate Reck to Everyone : Our conversations continued to revolve around work-life balance for both faculty and staff.

16:08:51 From Keith Anliker ksanlike@iu.edu to Everyone : @Diane Thank you.

16:09:04 From Yu Kay Law to Everyone : Can't this be handled under the professional school exception?

16:09:46 From Yu Kay Law to Everyone : Can you compress the session to fix this problem?

16:13:24 From Cate Reck to Everyone : From College "Taking one example from my world: Grades are supposed to be final for Spring 2021 at noon on May 12. The College has been given until June 2 to submit our final graduation list for May 2021 undergraduate degrees. We must review 2400 degree applications in 14.5 business days. It takes on average 15 minutes per degree to review and graduate (or not graduate depending on the outcome) a student. To get through all of these with my staff of five, without overtime, we need 15 full working days (120 hours). We are therefore behind from the outset. This, of course, assumes graduating students is the only task these staff have on their plates, and it most certainly is not. The proposed change will put us another 40 hours behind that must somehow be made up assuming no one is sick, has childcare problems, etc."

16:15:46 From Yu Kay Law to Everyone : How much of these audits can't be programmed?

16:15:53 From Yu Kay Law to Everyone : Like, an automated computer program

16:16:34 From Cate Reck to Everyone : ? no idea. I just want the staff voice to be heard in this conversation. Based on what I teach, I NEED the longer deadline, so I am so supportive of the longer time period.

16:16:36 From Paul Coats to Everyone : This sounds like they are understaffed "from the outset". A good thing to come to the surface so that it can be fixed.

16:16:47 From Cate Reck to Everyone : ^^^^

16:16:53 From J Duncan (he/him) to Everyone : +1 Cate

16:18:33 From J Duncan (he/him) to Everyone : Perhaps what we're seeing here is that faculty need to be advocating more for adequate staff to fulfill these vital roles?

16:18:46 From Yu Kay Law to Everyone : There's not adequate # heads on a good day.

16:18:50 From Cate Reck to Everyone : @j - yes, yes, yes

16:19:28 From Crystal Walcott to Everyone : The IUB School of Education still has a concern about the grade submission deadline as many students in the semester before student teaching are taking courses outside of the School of Education (especially those in Secondary Education) and any SOE-specific grade submission deadline would not apply to courses taken outside of the unit.

16:19:38 From Angie Raymond to Everyone : Can I get in the que, please- my hand raise hates me right now (SIGH)

16:19:49 From Yu Kay Law to Everyone : Angie - reactions menu

16:20:10 From Elizabeth Pear to Everyone : I see your hand now Angie.

16:20:13 From Angie Raymond to Everyone : THANK YOU- ugh, had to have the full view there

16:20:58 From J Duncan (he/him) to Everyone : Grading is an essential task and we as faculty are responsible for these policies and these decisions. If the university or campus cannot provide suitable staffing for us to have policies that are more reasonable for grading (which falls heavily on NTT and teaching assistants), there's a big issue here.

16:21:40 From Paul Coats to Everyone : ^^

16:22:40 From Lucia Guerra-Reyes to Everyone : yes Angie!!

16:23:18 From Keith Anliker ksanlike@iu.edu to Everyone : @Angie Thank you.

16:23:27 From Cate Reck to Everyone : @Angie, ageed

16:23:38 From Israel Herrera to Everyone : NTT with 3 courses and maybe 5-8 page essays to grade on a weekend

16:24:08 From Marietta Simpson to Everyone : Yes!

16:24:15 From Paul Coats to Everyone : Hear hear!

16:24:56 From Cate Reck to Everyone : Yes!

16:25:04 From Diane Henshel to Everyone : Yes!

16:25:08 From Keith Anliker ksanlike@iu.edu to Everyone : Yes

16:25:18 From Angie Raymond to Everyone : THANK YOU, yes

16:25:29 From Yu Kay Law to Everyone : I think that the other thing is - bugs will have to be worked out in practice

16:25:30 From Dakota Coates (IUB GPSG) to Everyone : As the student member of the policy committee -- very supportive

16:26:58 From Keith Anliker ksanlike@iu.edu to Everyone : The exam schedule is not set by the unit. It is a campus level decision to ensure that there aren't conflicts.

16:27:05 From Dakota Coates (IUB GPSG) to Everyone : Also to Angie's point, I think that one of the tweaks to come should be that the four days (or whatever the eventual days is) would NOT be inclusive of weekends

16:27:39 From Angie Raymond to Everyone : 4 WORKING DAY

16:29:19 From J Duncan (he/him) to Everyone : Diane - AGREE with priority scheduling

16:29:23 From Yu Kay Law to Everyone : Wouldn't that be a campus issue?

16:29:40 From Yu Kay Law to Everyone : I agree with this, but again isn't that schedule set by campuses?

16:29:47 From Cate Reck to Everyone : @YuKay, yes.

16:30:50 From Cate Reck to Everyone : This is an incredibly comprehensive document. Superb.

16:30:56 From Paul Coats to Everyone : Hear hear!

16:32:14 From Angie Raymond to Everyone : @ Diane AGREE!!! and less likely to be able to speak up!

16:32:20 From Selene Carter, (she/her) to Everyone : Thank you, Diane.

16:32:31 From Monica Solinas-Saunders, IU Northwest to Everyone : @Diane: Thank you! I agree

16:33:15 From Israel Herrera to Everyone : That language should be included

16:33:18 From Israel Herrera to Everyone : working days

16:33:19 From Angie Raymond to Everyone : NOT OK

16:33:44 From Angie Raymond to Everyone : Time to reclaim the balance- I get it... but work day

16:35:04 From Yu Kay Law to Everyone : Wait. What are these things called non working days?

16:35:13 From Yu Kay Law to Everyone : Sounds like a myth.

16:36:31 From Angie Raymond to Everyone : Alex and Committee- THANK YOU!!! This is a huge task-

16:36:34 From Cate Reck to Everyone : Thank you, President McRobbie, and Provost Robel!

16:36:35 From Yu Kay Law to Everyone : Yup, ditto

16:36:53 From Monica Solinas-Saunders, IU Northwest to Everyone : Thank you, Alex!

16:36:58 From Cate Reck to Everyone : Yes, and thank you for the committee's work on this HUGE policy!

16:37:11 From Keith Anliker ksanlike@iu.edu to Everyone : Well done.

16:37:27 From Diane Henshel to Everyone : Thank you to Alex and Kip and the policy review committee for the amazing amount of work done over 2 years!

16:37:31 From Dakota Coates (IUB GPSG) to Everyone : Alex, it was great working with you these past two years on the policy committee :)