

Summary of Faculty Survey Results: SOE Structure

October 14, 2016

Summary of Vote Tally

Campus	Yes	No	Unclear	Total Responses
IUB	46	0	2	48
IUPUI	17	0	4	21
IUPUC	1	1	0	2
	64	1	6	71

Summary of Concern Categories

IUB		IUPUI		IUPUC	
concern	# of mentions	concern	# of mentions	concern	# of mentions
HESA faculty/program	8	HESA faculty/program	9	Lack of reference to IUPUC in document	2
Transparency of process and communication with students	1	ELPS program	5		
How to support current collaborations	1	Opportunities for doctoral students, including access to joint degree programs	4		
IUB ability to target Indianapolis market and partnerships	1	Resources for faculty	3		
		Restructured funding	2		
		Search for a new Dean	1		
		Equitable outcomes for IUPUI	1		
		Governance processes	1		
		Representation of faculty of color in separation process	1		
		Restructuring process	1		

Structure Survey Responses 10.14.16

			After you have reviewed the proposal, please provide your comments below, indicating whether you support or oppose the proposal, and any other comments on the contents of the proposal.	I am a faculty member of:	Support
Respondent	StartDate	EndDate			
5037294247	10/13/2016	10/13/2016	I approve and endorse the idea of transferring faculty lines to Bloomington to enable HESA to continue drawing on the faculty strengths as a program.	IUB	yes
5037105426	10/13/2016	10/13/2016	I support the proposal.	IUB	yes
5036284891	10/13/2016	10/13/2016	I support the proposal.	IUB	yes
5036165381	10/13/2016	10/13/2016	I support the proposal. It's important, however, that the integrity of the Higher Education and Student Affairs Program be maintained. That's the only core campus program that works. I believe the HESA program has been successful despite all the bureaucratic barriers the core campus arrangement presents because all its degrees are awarded through the Bloomington campus. When the same degree is offered on both core campuses, it ceases to be a core campus program.	IUB	yes
5034560895	10/12/2016	10/12/2016	I support the separation of the schools.	IUB	yes
5034512251	10/12/2016	10/12/2016	It would be helpful to know in what specific ways the missions of the two IU School of Educations (IUB and IUPUI) are distinct, as mentioned in the proposal. If this could be stated briefly, that would be helpful.	IUB	unclear
5034027459	10/12/2016	10/12/2016	I support the proposal to separate the schools PROVIDED the proposal to move HESA faculty lines to Bloomington can be accommodated. HESA operates as a unified program and benefits enormously from the combined strengths of faculty on both campuses. The program's reputation, national visibility, and ability to recruit strong and diverse entering classes of graduate students at the master's and doctoral levels would be placed at risk with the loss of program faculty currently appointed at IUPUI.	IUB	yes
5033834646	10/12/2016	10/12/2016	I support the proposal to restructure the two Schools of Education into two independent organizations. I believe doing so will allow both schools to be more responsive to the needs of their campus and the state.	IUB	yes

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Respondent	StartDate	EndDate			
			This situation was set into motion long ago through no fault of the current faculties or their administrators. Prior administrations on both campuses (both school and campus level) did nothing historical to alleviate the miscommunications and misunderstandings that have led us to this point. This is a shame given that both faculties have much to offer the greater whole that is IU's SOE. We (IUB and IUPUI SOE) are in so many ways both complementary and to some extent supplementary. Ultimately, everyone loses in the separation; however, given the lack of a collective historical perspective, no one on either campus will realize the magnitude of the loss (perhaps loss is better described as missed opportunities to do some amazing things).	IUB	unclear
5033468552	10/12/2016	10/12/2016		IUB	yes
5033268242	10/12/2016	10/12/2016	I support the proposal	IUB	yes
			i think separating the two schools is a logical step. In fact, being separate in some ways might end up enhancing collaboration between programs.	IUB	yes
5033202919	10/12/2016	10/12/2016		IUB	yes
5033189226	10/12/2016	10/12/2016	I support the proposal.	IUB	yes
5031889277	10/11/2016	10/11/2016	support	IUB	yes
5031476285	10/11/2016	10/11/2016	I support the proposal	IUB	yes
			I support the proposal to separate. The committee provided ample, persuasive support for its recommendation.	IUB	yes
5031331539	10/11/2016	10/11/2016		IUB	yes

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5018042219	10/05/2016	10/05/2016	I support the proposal, but I do have concerns about the need to support faculty in continuing collaborations that we have in place and have enjoyed with the core campus structure. I am speaking specifically about the Mathematics Education Program, which has been collaborative for a long time. For example, mathematics education faculty at IUB and IUPUI regularly teach the doctoral seminar (N716), and the faculty at IUPUI provide invaluable contributions to doctoral education in that way and by mentoring math ed doctoral students. I am concerned that math ed faculty at IUPUI will no longer be able to teach N716 as part of their load--this will be a loss to the doctoral education of the graduate students. What support will there be from administration on both campuses to help navigate new structures in order to preserve (and ideally allow for expansion) of this kind of collaboration? This is a main concern.	IUB	yes
5016612993	10/04/2016	10/04/2016	I support the proposal to separate the IUB and IUPUI Schools of Education. The rationale in the executive summary of the report is clear and compelling.	IUB	yes
5016359258	10/04/2016	10/04/2016	I reviewed the proposal and support it.	IUB	yes
5015584668	10/04/2016	10/04/2016	Support. I hope we can be transparent with our doctoral students who are minoring across the IUB/IUPUI divide (urban ed and Curriculum studies, specifically). They will surely be able to continue their path, but I'd like to make sure they are communicated with about how any change would influence their program.	IUB	yes
5015553975	10/04/2016	10/04/2016	I am in support of the proposal.	IUB	yes
5015407980	10/04/2016	10/04/2016	I support the proposal.	IUB	yes

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5013278006	10/03/2016	10/03/2016	I have reviewed the proposal and support the committee's recommendation to separate into two schools. With some few exceptions (Higher Education and Student Affairs programs), I feel that we have been functioning separately for quite some time.	IUB	yes
5011544463	10/03/2016	10/03/2016	I support the proposal. Given the cohesive nature of the HESA faculty and program, I want to indicate my preference that the HESA faculty stay connected as one unit after the split.	IUB	yes
5009849325	10/01/2016	10/01/2016	Support	IUB	yes
5003637829	09/28/2016	09/28/2016	I support the proposal, under the condition that we maintain the unity of the Higher Education and Student Affairs (HESA) program. The HESA program has not only been among the School's most well-regarded and ranked programs, but also serves a diverse student population (including 6 of the Great 8 who received doctoral degrees this past year). The only way we can conceive of maintaining this unity, is to move the current HESA lines at IUPUI to IUB. Bringing our faculty together on one campus will not only sustain this strong program, but possibly allow it to reach new heights of teaching, research and service excellence.	IUB	yes
5003066881	09/28/2016	09/28/2016	I strongly support the proposal to dissolve the core campus model for the School of Education and applaud the committee, and particularly the steady leadership of Dean Mason, in facilitating a thorough and thoughtful conversation among relevant stakeholders.	IUB	yes
5001315378	09/28/2016	09/28/2016	Approve the proposal as presented	IUB	yes
5001228841	09/27/2016	09/28/2016	I support the proposal.	IUB	yes
5000904823	09/27/2016	09/27/2016	I support the recommendation to separate.	IUB	yes
5000874899	09/27/2016	09/27/2016	I support the proposal fully.	IUB	yes
5000360213	09/27/2016	09/27/2016	It is fine.	IUB	yes

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Respondent	StartDate	EndDate	After you have reviewed the proposal, please provide your comments below, indicating whether you support or oppose the proposal, and any other comments on the contents of the proposal.	I am a faculty member of:	Support
5000326604	09/27/2016	09/27/2016	<p>I support the proposal. The committee put in the work required to plan for impact on faculty and the support for the proposal was unanimous. Since the time of the report colleagues I work with have given every indication of satisfaction with the committee's recommendation. In my view, the original notion of core campus was insufficiently considered on the part of campus administration and never supported in any substantive way thereafter. The clarity of separation will allow both campuses to flourish in differentiated directions, our collaborations to be made explicit and therefore structurally sound, and our contributions to Indiana University to be foregrounded instead of masked by process and communication problems.</p>	IUB	yes
5000181579	09/27/2016	09/27/2016	<p>I wholeheartedly accept this proposal. While the merged campuses was well intentioned, it led to too many obstacles (e.g., governance issues, service load, salary discrepancies, unequal distribution of staff, registration issues for students, differing missions and confusion around tenure criteria) that decreased productivity on both campuses. Both IUB and IUPUI will now be in a position to hire faculty whose research interests align with the mission of each school. Many of us have spent countless hours trying to make the core campus work for several years. This was not the best use of time as it took away time from research and more importantly our students. There is always an issue of competition and duplicating programs, but I do think these problems can be carefully avoided. I believe if IUPUI develops new programs around their mission, they will be able to quickly grow considering the 1 million person population in the Indianapolis metro area. I hope they are supported in these new endeavors. It will only make IU stronger in the end.</p>	IUB	yes
5000104416	09/27/2016	09/27/2016	I support the proposal to separate.	IUB	yes
5000048165	09/27/2016	09/27/2016	I support the proposal.	IUB	yes
5000036264	09/27/2016	09/27/2016	I support the proposal to separate	IUB	yes

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4999998645	09/27/2016	09/27/2016	I agree, the IUB and IUPUI Schools of Education should separate into independent schools. I support the proposal	IUB	yes
4999773348	09/27/2016	09/27/2016	I support the proposal.	IUB	yes
4999761693	09/27/2016	09/27/2016	I support the proposed split of the core campus School of Education into two schools of education, one in Bloomington and one in Indianapolis. That said, one of the best programs in the School of Education, the Higher Education and Student Affairs program, is the only remaining program in the School that continues to operate as a core campus program (i.e., all degrees are granted from Bloomington but students enroll and both campuses and program faculty exist on both campuses). Splitting the School into two risks separating the program faculty due to where their lines are located. The School and IU administration should protect and even bolster this program through the split by allowing HESA faculty in Indy to move their appointments to Bloomington and making sure that any faculty members who do not move their lines to Bloomington are replaced.	IUB	yes
4999662763	09/27/2016	09/27/2016	I believe the split is long overdue, particularly because of the different missions and different policies of the two campuses. While HESA will be the most effected program and negotiations will be ongoing to make the transition, the Core Campus arrangement has outlived it's usefulness.	IUB	yes

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4999654371	09/27/2016	09/27/2016	I support the proposed split; however, I am concerned that IUB not be precluded from developing programs and partnerships aimed specifically at the Indianapolis market. I feel we should use the opportunity to work independently from IUPUI to expand our graduate programs in ways that serve the urban market - particularly online opportunities that have both state and national reach and appeal to working professionals. Further, we should actively seek partnerships with Indy and other major school corporations to ensure IUB is leading school and district improvement in these areas and not being shut out by this new structure.	IUB	yes
4999636087	09/27/2016	09/27/2016	I support the proposal to separate Bloomington and IUPUI	IUB	yes
4999631680	09/27/2016	09/27/2016	I support the proposal.	IUB	yes
4999616313	09/27/2016	09/27/2016	I support the proposal to separate into separate Schools of Education.	IUB	yes
4999598724	09/27/2016	09/27/2016	I support the proposal.	IUB	yes
4999596453	09/27/2016	09/27/2016	I support the proposal.	IUB	yes
4999595196	09/27/2016	09/27/2016	I strongly support this proposal.	IUB	yes
4999589445	09/27/2016	09/27/2016	Support	IUB	yes
5033899361	10/12/2016	10/12/2016	I oppose the proposal as written as it does not address the IUPUC campus and IUPUC did not have a voice in drafting the proposal. There is no mention of the IUPUC Division of Education in the document.	IUPUC	no
4999665231	09/27/2016	09/27/2016	I support separation	IUPUC	yes

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5038708928	10/14/2016	10/14/2016	<p>While I support the decision to split, I also think it is important to ensure the process is fair and results in equitable outcomes, which hasn't always been the case for faculty at IUPUI. It will be important to ensure support for the HESA program in particular, given that it is one of the core programs that actually managed to work effectively despite policies and bureaucracy that make doing so quite difficult. Regardless of the split, the HESA faculty needs to remain one faculty and one unit with the flexibility to continue to operate in Bloomington and Indianapolis given the program's current structure.</p>	IUPUI	yes
5037081016	10/13/2016	10/13/2016	<p>At this time I can neither support nor oppose the proposal in its current form. I am supportive of a more formal process to consider and negotiate terms of separation. As is reflected in the executive summary, many IUPUI faculty members are unwilling to commit prior to knowing more about the terms of separation. A number of the issues related to separation are yet to be worked out, particularly regarding programs that had previously operated as merged programs but also relating to shared resources, governance processes, and the standing of separation decisions that occurred prior to and outside any formal review process. Thus, while the proposed transition plans are promising, it seems premature for Policy Council to vote prior to knowing the status of those proposals. Also, given the scope of the changes and difficulty anticipating the impact of separation on operations, it seems advisable to provide IUPUI greater flexibility in the proposed administrative changes, similar to those suggested for IUB. Recognizing that it may not be possible to determine the status of all aspects of the proposed terms or needed administrative changes, I hope that any agreement contains provisions to revisit and renegotiate terms in a transition period as we gain greater clarity on impacts.</p>	IUPUI	unclear

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5036963022	10/13/2016	10/13/2016	<p>The findings laid out in the Committee to Evaluate the Structure of the IU School of Education Advisory Report reveal that the majority of IUPUI faculty favors a pathway forward that clarifies the conditions of separation. I am concerned that in some instances separation has already proceeded prior to engaging in the formal process as outlined in ACA 79. In particular, I am concerned that the steps toward separation have not adequately addressed the concerns of faculty of color. Consequently, I am in favor of engaging in the formal process and am in full support of the MRE Ad Hoc review committee (collaboratively constituted among IFC, BFC, UFC and administration as per ACA 79) seeking further input from faculty most impacted by the separation regarding those conditions. Further, as part of a faculty that is numerically disadvantaged in voting bodies, I am in full support of a committee composed by those who understand and will enact principles that protect minority rights.</p>	IUPUI	yes

Respondent	StartDate	EndDate	After you have reviewed the proposal, please provide your comments below, indicating whether you support or oppose the proposal, and any other comments on the contents of the proposal.	I am a faculty member of:	Support
5036814686	10/13/2016	10/13/2016	<p>A premise of the entire proposal is that there was a recommendation by the Blue Ribbon Committee examine the core campus structure, yet neither a report nor a written recommendation was ever made available to faculty. this remains very troubling for faculty who spent considerable time organizing and discussing with the BRC the schools, including, but much beyond the issue of the core campus relationship. I remain concerned with the actual intent of the appointment of a BRC in relation to the separation rather than as it was more broadly communicated, the lack of transparency with the ways BRC conclusions were made and documented, and neglect to communicate to faculty any other substantive issues raised within BRC discussions (many of which may have been addressed directly through the restructuring committee's efforts). The only IUPUI-related programs discussed and proposals offered for restructuring are those with faculty representatives on the restructuring committee. Of the six representatives from IUPUI, three are on HESA, one on EL, one on UES, and one in undergraduate teacher education. Although the separation clearly would impact HESA with the moving of these same three faculty members to Bloomington, warranting a proposal for the terms of the separation, the same does not hold for EL. EL was separated in 2013, which the report documents. Therefore, 1) Why is it relevant whether IUB EL faculty support the proposal to grow EL at IUPUI; 2) Why are proposals for new EL programs wrapped up in the proposal for separation?The programs have been separate for three years. The concern here is that the report presents the separation of IUB and IUPUI as the impetus for new program development (e.g. Ed.D.) at IUPUI and EL is given preferential positioning due to its inclusion in the report (the committee includes two members from this IUPUI program). There are many other programs at IUPUI that will require growth given a separation. Also, there is one UES faculty on the RC, and there is a statement about growing UES on the proposal. In short, there are no discussions of existing IUPUI program needs for any program other than those represented in the RC membership. Finally, the proposal to pursue an Early Childhood program at the same time other IUPUI programs will require growth (UES, adding doctoral programs in other program areas, etc.) appears premature.</p>	IUPUI	unclear

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5034585541	10/12/2016	10/12/2016	<p>I support the proposal only if appropriate agreements are in place about doctoral education. The issues around doctoral education include: specifying how credits taken on one campus will be regarded by the graduate schools on the other campus, whether and how it will be possible to develop inter-campus degrees (i.e., IUPUI and IUB degrees) within a program area (e.g., language and literacy), if joint degrees are developed how issues of residency will be addressed between graduate schools on the two campuses, if it is not possible to develop joint degrees how doctoral education will be supported in a feasible way on the IUPUI campus for all faculty. These conversations have begun but many of the nuts and bolts have not been developed. The most development has been in the ed. leadership and HESA programs. We have a large number of faculty in curriculum and instruction (what we call teacher education) that will be effected by separation if we are not strategically thinking about how these faculty will be involved in doctoral education.</p>	IUPUI	Yes
5034488847	10/12/2016	10/12/2016	<p>I support the proposal on some conditions: That the HESA moves are made over time; that the Ed leadership faculty negotiate approvals for program development aligned to IUPUI mission as outlined in the appendix as well as negotiating membership agreement for UCEA (see appendix).</p>	IUPUI	yes
5021143749	10/06/2016	10/06/2016	<p>I fully support the separation of the two Schools of Education. In my view, this should have happened years ago.</p>	IUPUI	yes
5014949487	10/04/2016	10/04/2016	<p>I support the proposal. I would like to see national searches take place for new deans of both IUB and IUPUI.</p>	IUPUI	yes
5011455621	10/02/2016	10/03/2016	<p>I support the proposal.</p>	IUPUI	yes

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5006980730	09/30/2016	09/30/2016	<p>I am in support of the committee's recommendation to separate the two campuses and with it, supportive of seeking the resources to help with the transition. I am disappointed that we faculty failed to receive a report of the Blue Ribbon Commission after dedicating time to the commissioners. Because of the corporate take-over of schools in Indianapolis and elsewhere, it is especially a concern that this report was not made transparent in view of the presence of a member of this Commission (from the Mind Trust) who is involved in the unquestionably sinister takeover of local public schools. I urge the committee to release the report for the sake of transparency. I think it would also be important for faculty to meet with members of this commission about their findings. (Yet I do sense that this report will never be revealed; this stinks.) That being said, I have always long been supportive of a separation between the two campuses. A close examination of 'outputs' by way of credit hour generation will show that the IUPUI SOE has done relatively well in comparison to our IUB SOE colleagues given our limited resources and the heightened level of service activity borne of a small unit with multiple governing bodies (e.g., program, IUPUI campus, core-campus levels). An associate dean involved in development is vital since prior efforts to bring in alumni resources have tapped into alum giving from both campuses, but it was unclear how the donations were divvied across the two campuses. As a faculty member whose faculty line was once at IUB, I can relate to the sentiment by program coordinators (via tally) of indifference toward the split by Bloomington faculty. I'll admit that I didn't think much beyond the Bloomington campus; as a member of the IUB faculty, my association with IUPUI was quite distant. But what became clear is that as I grew as a professional, it was important to find opportunities to advance a social justice agenda that was embraced by colleagues both within and across programs. I knew this culture had already been forming at the time I came to IUPUI; I am pleased that it has grown considerably over the past several years. Since the transfer, I see the importance of our continued growth and I see how we can become, easily, one of the premier urban schools of education in the country.</p>	IUPUI	yes

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5005477228	09/29/2016	09/29/2016	I fully support the recommendations in the report. It is particularly important that the Higher Education and Student Affairs program be kept intact. It is the highest ranked program in the School of Education and would be substantially diminished if the IUPUI faculty were not able to transition to Bloomington. The faculty from both campuses bring unique skills to the program, and the contributions of both faculties provide a rich learning environment for students.	IUPUI	yes
5003681569	09/28/2016	09/28/2016	I agree with the School of Education Restructuring Committee's recommendation and support the proposal.	IUPUI	yes
5003632949	09/28/2016	09/28/2016	I support the proposal to separate the IUPUI and IUB Schools of Education. That said, as noted in the appendix, HESA truly functions as a core campus program. I strongly urge the powers to ensure that the lines for HESA faculty on the Indianapolis campus be moved to IUB. The HESA program has a rich history and stellar reputation. This is a result of the quality of the combined faculty. Given the split, the only way to maintain and build upon the success of HESA is to have all of its faculty on the IUB SoE budget.	IUPUI	yes
5003548761	09/28/2016	09/28/2016	I support splitting into 2 independent schools	IUPUI	yes

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5003441076	09/28/2016	09/28/2016	<p>How are we as faculty at IUPUI supposed to intelligently decide to support or oppose the proposal ? There has been little to no discussion with the faculty about the resource allocations to support new faculty lines so that IUPUI does not get neglected or underfunded in the separation of the Schools. With HESA faculty going to Bloomington there will be only 3 full professors at IUPUI. Promotion and tenure will be impacted (as linked to support for untenured faculty). So will IUPUI be given support for associate to full faculty lines? Moreover, I want to know when HESA faculty move to IUB current administrators for the IUPUI School will be departing so how will the IUPUI School be compensated through additional faculty lines? In the Educational Leadership program there are neither school law nor school finance faculty, thus weakening the ability to offer programs of study that students can begin and finish on the IUPUI campus.</p>	IUPUI	unclear
5003416742	09/28/2016	09/28/2016	<p>There are many policy, procedural, and structural issues that need to be created or altered, especially at IUPUI. There are also some other issues like how many hours will IUPUI doctoral students be able to take in the IUB School of Education.</p>	IUPUI	unclear

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			<p>I am supportive of this proposal. I am hopeful that what is articulated here - that "cooperation between the campuses should and will continue" - will be realized; in particular, I hope the two campuses will develop a process for establishing and collaborating on joint degree programs that have a productive history and/or promising future (e.g., math education). Furthermore, while there is no mention of it in the Executive Summary, I hope that resources that IUPUI faculty were once afforded (e.g., research and development funds like Proffitt, Research Incentive Funds, etc., will continue to be afforded to IUPUI faculty while efforts are made to establish our own endowment funds; I expect that this will be a lengthy and concerted effort to develop IUPUI's own School-level research infrastructure and endowments. Finally, until the separation is officially complete, I hope, as Dean Mason has suggested, that the Dean's office will allocate necessary resources to IUPUI as the faculty works to establish its own policies, procedures, and guidelines, many of which can be adopted from IUB, but many of which will need to be considered and developed with respect to the unique circumstances of</p>		
5003405559	09/28/2016	09/28/2016	IUPUI undergraduate and graduate programs.	IUPUI	yes
			<p>I support the proposal. The distinct missions of the schools suggests that this is a beneficial move for all campuses.</p>		
5003198658	09/28/2016	09/28/2016		IUPUI	yes
5002956971	09/28/2016	09/28/2016	I support the proposal.	IUPUI	yes
5000879280	09/27/2016	09/27/2016	I support the proposal.	IUPUI	yes
			<p>I generally support the proposal. However, I strongly advocate for the following: All joint degree programs that will need to be approved by the HEC to offered independently at IUPUI, should actually be approved prior to, and as a condition for, the separation of the School. Restructured funding also should be in place to the satisfaction of both</p>		
4999999855	09/27/2016	09/27/2016	campuses, as a condition for actual separation.	IUPUI	yes

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