

**Indiana University South Bend
Meeting of the Academic Senate
Friday, February 16, 2001**

Members Present:

Agarwal, Sushma; Agbetsiafa, Douglas; Alvis, Dean; Anderson, Gretchen; Anderson, Sue; Anderson, Tracey; Bartholomew, A. Wayne; Barton, David; Bender, Eileen; Blodgett, James; Blodgett, Linda; Borschuk, Catherine; Brown, Anne; Bruning, Earl; Bruning, Merribeth; Bryant, De; Bushnell, Peter; Calvin, Richmond; Chaney, Joseph; Chen, Linda; Clark, Thomas; Cohen, H. Daniel; Colborn, J. Randall; Colborn, Nancy; Cole, Kenneth; Cordell, Rosanne; Cress, Susan; Darnel, Michael; Detleff, Joanne; Dobrzykowski, Teresa; Domina, Meryl; Droege, Anthony; Espahbodi, Reza; Evanoff, Joanne; Febres, Eleodoro; Feinstein, Margarete; Fisher, Linda; Fox, Mark; Fred, J. David; Fritschner, Linda; Furlong, Patrick; Garber, Lawrence; Gottwald, Judith; Greitzer, Andrea; Guillaume, Jr., Alfred; Hackworth, Bruce; Hadley, Gail; Harrington, Charles; Henry, Patricia; Herr, John; Hinnefeld, Jerry; Holm, Daniel; Howard, James; Huitink, Geraldine; Isaacson, Randall; Johnson, Scott; Joray, Paul; Karakatsanis, Neovi; Keen, Mike; Klein, Jennifer; Knowles, Brenda; Kohli, Raj; Langland, Harold; Larsen, Valerie; Leggett, Curtis; Lewis, John; Liscal, Elisabeth; Lynker, Monica; Lyons, Eleanor; Maher, Ellen; Makielski, Marta; Marr, Deborah; Mawhinney, V. Thomas; McCollester, Anita; McGuire, Gail; McIntosh, John; McMillen, Douglas; Mehran, Jamshid; Mettetal, Gwendolyn; Meyer, Jon; Miller, Thomas; Mooney, Elizabeth; Mortimer, John; Muralidharan, Raman; Naffziger, Frederick; Naylor, Andrew; Norton, Steven; Opasik, Scott; Pickle, J. Michael; Pierce, Patricia; Pike, Loy; Pfeifer, Charlotte; Quinn, Charles; Rios, Cristina; Robinson, Gabrielle; Rose, June; Russo, John; Russo, Michele; Saksena, Pankaj; Scanlan, Margaret; Schnabel, Andrew; Schreiber, Roy; Schult, Carolyn; Shafii-Mousavi, Morteza; Shaw, Jannette; Shillingsburg, Miriam; Shlapentokh, Dmitry; Shore, Steven; Smart, Kevin; Smith, Denise; Smith, Matthew; Sofhauser, Cynthia; Sprague, Constance; Tetzlaff, Monica; Torstrick, Rebecca; Van Lummel, Mark; Withers, Benjamin; Wrenn, Bruce; Yokom, Nanci; Youngs, Diane; Zynda, Lyle

1 Meeting Called to Order: 10:05 a.m. President Vollrath

2 Action on Minutes: January 19, 2001
Moved, seconded, and approved.

3 Committee Reports:

A Nominating Committee; Jerry Hinnefeld, Paul Joray, Joy Shaw

Nominations:

Vice President: Randy Colborn ARTS	Secretary: Neovi Karakatsanis POL SCI
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Executive Committee At-Large:
Mike Keen SOC, Valerie Larsen EDUC., Doug McMillen CHEM

UFC Representative:

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Paul Joray B & E (continuing), Nanci Yokom DENTAL

Promotion Tenure & Reappointment Committee:

P. Henry, H. Langland, L. Lamon, D. Olson continue.

Yu Song MATH, Bill Feighery CHEM, Max Bailey EDUC

P. Aghimien B & E, nominated from the floor, not present, acceptance of nomination to be determined.

Faculty Board of Review:

Richmond Calvin EDUC, George Nazaroff CHEM, Cynthia Sofhauser NURS, Tracey Anderson B & E, Ken Smith ENG

Athletics Committee:

Joe Chaney and Dave Fred continue

Jerry Hinnefeld PHYS., Randy Isaacson EDUC, Betsy Lucas SOC

Bill Feighery CHEM, nominated from the floor, not present, acceptance of nomination to be determined.

Faculty Misconduct Review Committee:

Linda Fisher and Gary Kern continue

C. Brown FOR LANG, Steve Shore PHYS, Randy Isaacson, EDUC

H. Langland ARTS, nominated from the floor, nomination accepted.

J. Macintosh PSYC, nominated from the floor, nomination accepted.

L. Pike BIOL, nominated from the floor, nomination accepted.

E. Bender, FACET, nominated from the floor, nomination accepted.

L. Lamon, HIST, nominated from the floor, not present, acceptance of nomination to be determined.

Closing of Nominations, moved, seconded and approved.

B Faculty Welfare Committee; Reza Espahbodi

Faculty Misconduct Policy; presentation of the committee's recommendations in response to four changes that Trustee Richardson has recommended:

(a) I. Scope and Definition:

This policy provides procedures to review complaints against faculty members of substantial or chronic incompetence or misconduct, limited to violations of formal rules of the University, such as violations of the Code of Academic Ethics, or failure to meet generally understood and accepted standards of professional conduct. An assumption of the process described here is that notions of "incompetence" can be included in the concept of "misconduct" because problems will manifest themselves in behavior. The policy provides for no new definitions of misconduct or incompetence but relies on already existing codes of conduct such as the

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Code of Academic Ethics (IU Academic Handbook). Communications and actions protected by principles of academic freedom may not be judged misconduct.

Trustee Richardson: Strike “An assumption of the process described here is that notions of “incompetence” can be included in the concept of “misconduct” because problems will manifest themselves in behavior.”

IUSB picked this up from IUB, where it was deleted because it’s not true.

Committee’s response: Revise the sentence: “Incompetence, or inability to meet the required standards of conduct, is considered misconduct and addressed according to the procedures set forth in this document provided that: 1) the University has fulfilled all responsibilities it might have in the specific case according to the federal and state Fair Employment Practices law and IU Health Benefits, and 2) the incompetence persists.”

Members of the FWC, and indeed of the Senate, agree with Trustee Richardson’s criticism of the sentence regarding incompetence (item a), but believe an explanation of the term, including circumstances in which it is to be considered misconduct, is necessary.

President Vollrath: This is a presentation for informative purposes, questions for the sake of clarity are welcome but the hope is that this will be acted upon at the March meeting of the Academic Senate after all have had a greater opportunity to view these recommendations adequately...

(b) I. Scope and Definition:

This policy provides procedures to review complaints against faculty members of substantial or chronic incompetence or misconduct, limited to violations of formal rules of the University, such as violations of the Code of Academic Ethics, or failure to meet generally understood and accepted standards of professional conduct. An assumption of the process described here is that notions of “incompetence” can be included in the concept of “misconduct” because problems will manifest themselves in behavior. The policy provides for no new definitions of misconduct or incompetence but relies on already existing codes of conduct such as the Code of Academic Ethics (IU Academic Handbook). Communications and actions protected by principles of academic freedom may not be judged misconduct.

Trustee Richardson: Strike “The policy provides for no new definitions of misconduct or incompetence but relies on already existing codes of conduct such as the Code of Academic Ethics (IU Academic Handbook).”

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The legal rule is that if you name one that's it. While the ethics code does cover much of what we are interested in, it mostly labels the actions as "unacceptable" or "unprofessional." So a faculty member could say that her conduct was not defined there as misconduct or incompetence.

Committee's response: Strike the sentence as recommended by Trustee Richardson, and move the parenthetical not "(IU Academic Handbook)" to the first sentence after "the Code of Academic Ethics."

Question: "Are these recommendations only coming from Trustee Richardson?"

Answer: "It is not known whether these recommendations come from all of the Trustees or specifically from Trustee Richardson... the committee will see if we can find out."

(c) V. Procedures:

A. Complaint Initiation and Notification

1. A request for a review of complaints of misconduct shall be submitted to the Chair of the Committee by the Dean of the Faculty Member's school. Such request shall be in writing and be signed by the Dean. At the same time, the Dean shall give a copy of the Request to the Faculty Member. Except in cases of emergency, the request will be submitted at the beginning of the academic year.

Trustee Richardson: Delete "Except in cases of emergency, the request will be submitted at the beginning of the academic year."

The action should be started whenever it is ripe; if summer intervenes, so be it.

Committee's response: Keep the text.

The Dean of each school reviews the performance of each Faculty Member in his/her school on an annual basis. The Dean's review is completed by Mid-March. *In a normal case*, the annual review identifies any problems in the Faculty Member's performance, including acts of misconduct. Time should be provided for the Dean to have informal conferences with the Faculty Member after the review is completed. Given the Dean's other responsibilities this may not happen for a month or two. Summer allows the Dean and the Faculty Member to continue efforts (or to make efforts, if efforts have not already been made) to resolve the complaints through negotiation. *In case of an emergency*, misconduct of a

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Faculty Member is dealt with under Section V.D., and we need not worry about a timetable.

Another, and equally important advantage, of limiting the filing of complaint to the beginning of the academic year relates to the availability and wisdom of using faculty resources over summer. During the regular academic year, the heavy teaching and service load at IUSB makes it very difficult – if not impossible – for Faculty Members to meet the scholarship/publications expectations. In fact, many Faculty Members are away for the summer for research purposes. Every effort must be made to protect summer time for research and scholarly activities.

(d) I. Scope and Definition:

This policy provides procedures to review complaints against faculty members of substantial or chronic incompetence or misconduct, limited to violations of formal rules of the University, such as violations of the Code of Academic Ethics, or failure to meet generally understood and accepted standards of professional conduct. An assumption of the process described here is that notions of “incompetence” can be included in the concept of “misconduct” because problems will manifest themselves in behavior. The policy provides for no new definitions of misconduct or incompetence but relies on already existing codes of conduct such as the Code of Academic Ethics (IU Academic Handbook). Communications and actions protected by principles of academic freedom may not be judged misconduct.

Trustee Richardson: An IUB footnote was deleted by IUSB that said: “Cases of serious personal misconduct may be the subject of administrative action, with the rights of the faculty member to petition the Faculty Board of Review for review of such action as a grievance.”

It may be little used, but in these cases immediate action may be necessary.

Committee’s response: Keep the text; add a footnote to Section I. that refers emergency cases to Section V.D.

An earlier draft of our document did contain the statement above: “Cases of serious personal misconduct...” at the end of the first paragraph in Section I. (rather than a footnote). Since neither “serious” nor “personal” was defined in the document, the faculty objected to the statement, and as a result of a successful motion to delete the sentence, the Committee removed it from the final document. Nevertheless, the Committee agrees with Trustee Richardson’s point that there may be times when the Chancellor

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has to act immediately. Such situations are, however, covered in Section V.D.

I. Scope and Definition: (revised to include all recommended changes)

This policy provides procedures to review complaints against faculty members of substantial or chronic incompetence or misconduct, limited to violations of formal rules of the University, such as violations of the Code of Academic Ethics (*IU Academic Handbook*), or failure to meet generally understood and accepted standards of professional conduct.

Incompetence, or inability to meet the required standards of conduct, is considered misconduct and addressed according to the procedures set forth in this document provided that: 1) the University has fulfilled all responsibilities it might have in the specific case according to the federal and state Fair Employment Practices law and IU Health Benefits, and 2) the incompetence persists. Communications and actions protected by principles of academic freedom may not be judged misconduct.¹

“If you would, between now and the next meeting, please send us your suggestions.”

Question: Point C, interpretation of “If the summer intervenes...”

Answer: It is the committee’s understanding that this is meant to insure that the cases are to be handled when they arise...

Call for a Motion to table this definitely until the March meeting of the Academic Senate, moved, seconded and approved.

C Student Affairs Committee; Doug McMillen

The Student Affairs Committee has concerns about the process utilized in the Direct Admission process. Disappointed that there has not been effective communication...Lack of consultation...

How will Advising be assessed, acknowledged; teaching, service? Please advise...

President Vollrath: The Executive Committee has discussed the disposition of these issues.... it is the Executive Committee’s recommendation that the Faculty Welfare Committee oversee/monitor the disposition of these issues; to see if there are changes to work conditions... Various Schools on campus are organizing implementation plans for Direct Admission...

¹*Emergency cases are handled according to the procedures in Section V.D.*

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4 New Business:

Motion, before us, made and seconded with ten faculty signatures:

“The Faculty of Indiana University South Bend are in strong support of Chancellor Perrin's warning to Professor Cohen to cease his ‘objectionable behavior, including ridiculing and intimidating students and discouraging questions.’ We further endorse the Chancellor's intention to promptly investigate and sanction any confirmed continuation of such behavior. The Faculty does not support Professor Cohen's call for Chancellor Perrin's resignation.”

Tom Mawhinney, preface statements to the motion:

“I have received feedback that some colleagues think this proposal is ill considered. Some asked if I knew enough to bring such a proposal... I was on the Faculty Welfare Committee when allegations were placed against Dan Cohen... I have seen transcripts, etc... That investigation was stopped by Bloomington... I have watched Dan Cohen intimidate colleagues... I have watched him sit where he sits right now, turn around and say, ‘Would someone shut him up...’ I have a history which tells me that this business is not ill considered. This motion is not ill considered... I am not the one that has shown irresponsible behavior here... Many here know who is being impulsive, irresponsible here... When lighting repeatedly strikes a fence post in a row of fence posts it is not the fault of the lightening... that is a statistical aberration... The best predictor of future behavior is past behavior... That this can be cast in the mode of academic freedom is ridiculous... It has been contended that this motion will waste our valuable time... cause a circus... This need not be a circus... Let us act on... pass this motion today so that we can move on to other business...

I will entertain friendly amendments. This is directed at Dan Cohen for the sake of our community and our students... Thank you...

A Substitute Motion was made.

Discussion about the nature of what has happened to each motion...
Discussion will follow...

Motion seconded and approved to accept the Substitute Motion: “The Academic Senate of IUSB affirms that in our classrooms all faculty and students should conduct themselves in a manner which demonstrates mutual respect and civility.

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Furthermore, the Academic Senate of IUSB affirms that when allegations of faculty misconduct arise, the investigation of such cases by the Administration should be handled in a timely manner using due process.”

Discussion must be focused on the Substitute Motion...

DISCUSSION:

-Could both motions be put together...

-P. Vollrath: The discussion is really about the Substitute Motion... You are offering another option; to put both Motions together...

-We have never as a matter of Senate business specified individual faculty members in the conduct of business except as eulogies... I regard much of Dan's behavior as odious. But I do believe it is inappropriate for us to act on the first motion. The real intent is to send a message that we respect our students and will act in their best interests...

-It is not true that individuals have not been discussed in this body... About six years ago an individual was specifically discussed, inappropriately in this body....”

-We have got a colleague that is threatening students and a School... When someone does something that unprofessional something has to be done about it...

-My concern about the initial proposal; support of Chancellor Perrin when this situation has been mishandled by the processes for which he is responsible...the way things are working now I don't believe that the handling of this situation is going to happen effectively now... We have been at this for five years... Wasted innumerable hours... Administrative obstruction has gotten in the way... Buyout negotiations...

-We should support Linda Chen's (substitute) motion, for two reasons: We are talking about what happened between a professor and students in the classroom... We have not enough information... We are not in a position to act on accusations... because the situation of students and administrative investigation of the events; we are not in a position to draw conclusions about those events...

-This is really not an appropriate matter to be discussed on the floor of the Academic Senate. Personnel issues should be discussed in appropriate places... Faculty Board of Review... I would really urge us to vote for the Substitute Motion...

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-As faculty, we should affirm the basic principles of respect and civility in how we conduct ourselves in our classrooms...

-My reasons for proposing the substitute motion are as follows:

In recent months newspaper reports concerning the Cohen matter have brought a negative light to IUSB and have served to embarrass our community. Comments which have been offensive and uncivil have been leveled against our students, faculty, and the mission of IUSB. Comments have also been made which imply that a professor has the absolute authority to conduct himself in whichever manner he sees fit in the classroom including rude and patently offensive behavior. While these statements lack merit, it is the right of an individual to express his own opinions. However, I believe that the faculty can and should counter these statements by going on record to affirm the simple but basic belief that as faculty, we conduct ourselves according to the principles of respect and civility in our classrooms. To that effect, I propose the first part of my motion. I believe that Professor Mawhinney's resolution is inappropriate for the Senate to consider at this time. Certainly what the press has reported as alleged misconduct should be treated seriously. While it appears that an Affirmative Affairs investigation found that the classroom behavior in question had not risen to the level of legally defined violations of affirmative action, there also appears to be evidence that there may have been violations of university rules concerning faculty misconduct. These allegations must be investigated to their fullest.

However, at this time, the Senate does not have adequate information to either condemn the classroom conduct in question or to endorse the administration's handlings of the matter as called for in Professor Mawhinney's resolution. No faculty committee has been asked to review the allegations of alleged faculty misconduct. Absent a faculty investigation we should not, and it would be unwise to, be supporting a motion which basically censures the classroom behavior of a professor. As for the administration's handling of the matter, given its rights and responsibilities, we do not know whether it has done all that it can to resolve the situation. As such, it would be premature to give the administration an endorsement of its actions thus far. What we can do now, as the second part of my resolution calls for, is to remind everyone that allegations of faculty misconduct should be dealt with in a timely manner using rules and procedures established by the university.

-We have been the brunt of negative thinking because of the perceptions of the activities... Our students have been drug into it... The Senate does not have adequate information to act in this situation...

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-The language of the first motion; we are being asked to indorse a warning and support an intention..."

-Regarding the comments about whether the Administration has been handling this situation well... We do not know... But we do know that the University Administration has intervened...

-FRIENDLY AMENDMENT: to include "The investigation by the campus and University Administration" in the language of the substitute motion...

-Friendly Amendment was accepted by the mover and seconder. It is part of the text of the Substitute Motion...

-I would like to support Linda Chen's motion... We have already spent TIME on these issues... We have a procedure... Let's go forward...

-Call for the Question, seconded. Motion approved. Debate closed.

-Vote on the first motion...

-Discussion on the nature of the Call for the Question...

-If the body votes to accept the substitute motion the discussion is closed on this issue...

-This is a vote to accept the substituted motion. This would replace the original motion?

-We are deciding whether to accept or not accept the Substitute Motion. If the Substitute Motion is not accepted we would return to the Original Motion...

-What Sturgis... implies, a substitution would replace the original motion if it is germane... It is amendable via friendly amendments... Situations where the language needs to be replaced wholesale, a substitute motion... it replaces the language...

-My understanding is if we move to accept Linda Chen's substituted motion, we must move to accept and then more debate may occur...

-Yes, discussion will follow...

Vote taken: Whether to accept Substitute Motion. Motion carried.

DISCUSSION

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-I speak against the motion; when arrogance is met with cowardice it leads to chaos... We have been in a state of chaos over the past five years...We need to make a bold statement on these issues...

-I submit that what we vote today won't mean much... What we have done today, the discussion of these difficult issues is the most important thing...

Closing of Debate, moved, seconded, approved.

The Motion: The Academic Senate of IUSB affirms that in our classrooms all faculty and students should conduct themselves in a manner which demonstrates mutual respect and civility.

Furthermore, the Academic Senate of IUSB affirms that when allegations of faculty misconduct arise, the investigation of such cases by the campus and university administrations should be handled in a timely manner using due process.

Motion carried.

Resolution #2001-1. The Academic Senate of IUSB affirms that in our classrooms all faculty and students should conduct themselves in a manner which demonstrates mutual respect and civility.

Furthermore, the Academic Senate of IUSB affirms that when allegations of faculty misconduct arise, the investigation of such cases by the campus and university administrations should be handled in a timely manner using due process.

5 Administrative and Officer Reports

A Chancellor Perrin; good morning. Happy Chinese New Year.

-2001 is the year of the Snake in the Zodiac calendar... Planning for strategic change. The snake represents wisdom in our lives... Take advantage of this to strategize... challenges and opportunities are on our horizon...

-Reminder: Stan Jones' Community College of South Bend scheduled to open in 2003.

-WVPE; we will know soon if they will be on campus... by the end of February... their board of directors have already been meeting on campus regularly... Things are progressing. I ask the Facilities Committee to assist

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them in finding a sight if we are successful in getting the move accomplished

-Pat Bauer received an award from the Hoosiers For Higher Education... We had nominated Pat and I was pleased the organization saw the wisdom of our collective nomination... Pat was deeply touched when he received this award... One of our students, Melissa Foreman (sp) received a scholarship as well...

-Cafeteria services. By managing our own food services... a profit should be turned in the future... the vending contractor has been changed... revenues will be coming from that arrangement (\$20,000 annually).

-Student Activities Center remains on schedule to open in September 2001; but the state has not approved budget to support its operation... This is another issue I am working on...

-I am also very pleased to report that the Budget Committee has agreed with me to give approximately \$100, 000 in Bookstore profits to the Library... I am sure those funds will be well spent...

-Speaking of the Bookstore... the December 2000 buyback was \$123,006, up from \$11,2000 last year... this means we gave back to our students \$10, 806 or 9.6% more than last year...

-Applications for Fall 2001 applications are ahead of where we were last year... We all must help convert the applications into enrollments.

-Sue Konzelman Smith to receive the President's Teaching Award. Please join me in congratulating Sue...

-Unfortunately the budget picture looks quite bleak... A roast/fund raiser for Pat Bauer... Bauer took time to tell all that this would be a very tough budget year... The Tribune articulated that as well recently...

-Capital Campaign, continues in the quiet phase... I have been pleased by our reception... Stay tuned... Became grandparents again a couple of weeks ago...

-Three personal comments: Three important initiatives to accomplish before I am gone; The Capital Campaign, to ensure that IUSB receive its fair share... and more, of state appropriations, to work with Tim Roemer in his last term in Congress to accomplish that long dreamed of Bridge... If we do not get the bridge before he steps down the odds are lowered... He has been a major spear carrier on this issue along with key support from others... I believe I can deliver these things.

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-I feel honored and privileged to represent you...

I am going to be off-campus more and more in the future... Alfred is going to shoulder more responsibility because I will be off campus extensively... that isn't new to him... he knew that coming in here...

-I want to respond to allegations leveled at me... I have never had to defend myself personally... it is awkward doing so... I have never lied to any of you... My parents raised my two brothers and me well... It is not part of character to be deceitful... Even during some very contentious faculty union negotiations of which I have been a major player in times past did anyone call for a vote of no confidence... I am personally amazed at the allegations stated in a recent e-mail... Comment on two of the contentions, I did intervene with the Preface when an anti-Semitic group was running articles that claimed there was no Holocaust... My sole intervention, I offered to send Preface staff members to the Holocaust Museum in Washington D.C.... They accepted... I did not halt the presses nor did I condemn the students... I have always agreed that the budget process on this campus needs to be data driven. I hope the members of that committee agree... Finally we are supplying that committee with useful information... My staff has prepared a document that is now being distributed for the first time... Please take a look and see if it provides you with more information with how our very small budget is expended over time... This is literally the first time the Budget Committee is seeing these documents... It still needs tweaking... It has taken three years to generate this kind of information... S&E, Credit Hours... Please share your comments...

-Aside from these points... The issue of Athletics... The only reason I intervened in this area was financial... my response was driven in response to your motion to sustain the program to the opening of the Student Activities Building... If the scholarship problem had not been addressed... the outstanding debt for 2003 would have been \$448, 239... By doing such things as parking cars at Notre Dame home football games, moving SBEI on campus--rent revenue... the worse case scenario has been reduced to \$167,909... that is still a large chunk of change... I promise you that I plan to erase that outstanding balance before I retire... Besides granting scholarships without adequate funding we were also paying medical bills for non-athletically related... at the time of my intervention there was \$30,000 in outstanding medical bills. Please know that none of these problems were the responsibility of your Athletics Committee... they have done an outstanding job... Academic oversight was the purview of the committee...

-I want you to know that I do know the difference between Martin's Supermarkets and IUSB... I have spent 35 years working in the academy

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and only one day volunteering as a bag person...in Hawaii... for cancer fund-raiser... I worried with you about higher education being viewed as a commodity by students. I have never referenced students as customers or consumers in my life... I do not believe the corporate analogy serves the academy well... I do believe however that every person needs to be dealt with respect and simple courtesy...

-In conclusion, I am proud of what we have accomplished together in the past 3 ½ years... have I made mistakes?.. absolutely... are there things I would have done differently if I were afforded the opportunity?... certainly... Are there still things for us to accomplish?... you bet... These have been some of the hardest yet most satisfying years of my life... I truly have been honored to work with and for you... And for whatever time I have remaining I look forward to working with you to accomplish the goals mentioned earlier...

B Vice Chancellor Guillaume

-On Monday, VCAA Newsletter for February will be available on the IUSB web page detailing the events occurring in Academic Affairs.
-I have just two brief announcements. I encourage attendance at the Dean's seminar at noon. Jonathan Nashel, assistant professor of History, will present, "CIA and the American Popular Culture." Secondly, at 1:00 p.m. today the Honors Programs invites you to attend its fifth Freshman Research Seminar. These are two excellent opportunities to see academic excellence at work among our faculty and our students... Topics are very imaginative and should be exciting to hear...

-But the other day I received an e-mail sent to me that had been sent to one of our professors... that I thought really personified why we chose this teaching profession and why IUSB is such a stellar place to do that teaching and learning... That professor will remain anonymous and I will read, if you will parts of that letter...

'Hi-

I don't think you will remember me, but I remember you.

Sometime in 1993-94 I took one class from you, just one, and it pretty much changed my life.

It was an evening class consisting of mainly mature students, as they were called then. (Now: "non-traditional"?") I was returning to school after a brief unsuccessful stint at another university and a long hiatus from higher education. Upon entering your class I was hesitant, self-conscious and less than confident about my abilities to "do" school. Your class was

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enlightening, both in a curricular sense but also outside of the classroom. To this day, I see your face whenever I think of “class discussions”. You introduced me to so many “new ideas and thoughts” I would have disregarded for one shallow reason or another.

I was unable to finish your class properly because my husband and I moved to the Upper Peninsula of Michigan. You gave me an Incomplete and a list of tasks I needed to complete. I had a number of people tell me that I would never finish the Incomplete, and if I remember correctly I waited so long to complete the tasks (I vaguely remember an overnight UPS envelope?) that I nearly failed your course. Instead, I got an “A”. That was the beginning of my new romance with higher education.

Two years ago, I returned to school full-time, finishing my B.A. in Liberal Arts-English here at Michigan Technological University. It took me 16 years. I have just begun my course work for an M.S. in Rhetoric and Technical Communication. More importantly, along with my B.A. I also pursued a Secondary Education certificate in English with a minor in Social Studies. I did my student teaching last semester (8th-12th grade history, medieval lit and practical writing) and loved it. It was a lot of hard work but rewarding. Now as a GTA I teach at the college level and look forward to my classes 8-9 MWF; at 9:00 a.m. I am so excited to be alive.

You should know that I never had any designs to be a “college professor.” In my education classes, we always had to stand up and talk about who our inspirations were and why we wanted to be a teacher. I didn’t have anyone I could praise at the high school level. I went to a very large school; my teachers were overworked, unenthusiastic, crabby and boring. I think I went into teaching not to emulate them, but in an attempt to be better. I found it sad that it was not until my late 20’s that I met a teacher who was an inspiration to me. But then again, some people never meet that teacher.

Kurt Vonnegut came to campus a few years ago and asked the audience to turn to their neighbor and say aloud the name of the teacher who most influenced them. There was no question as to what I would say.

You have had a profound impact on my life, you have made an equally important impression on many others. Congratulations I thank you for everything.

You are an amazing teacher.’

I am sure this applies to each and everyone of us in this room...

QUESTIONS

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Q: Any news about raises for Associate Faculty?

A: I haven't heard the rumors... We are in budget mode now... There have been no discussions of raises for any faculty...

Q: The Mercer Study, some kind of report to explain the rationale that was utilized to include faculty...inclusions and exclusions...

A: That is on the Web; VCAA Newsletter, probably October... If you have trouble finding it let me know...

Q: I think that what is bothering a lot people... there is rumor that there is a tremendous budgetary shortfall on the horizon... What concerns me is that Associate Faculty may bear the brunt of this trouble... There is a great deal of confusion...

A: We are in Budgetary Mode at present. I did ask each area to present a budget with a five percent reduction as a precautionary measure only... It is not my intent to present a budget to that includes a percent reduction... Only if there is no budgetary increase is made... I can assure you that Associate Faculty are not to bear the brunt of that possible reduction... We are talking about the budget holistically... There are many factors to be taken into account...

C President Vollrath

-UFC; met last Tuesday, President Brand echoed things you heard from the Chancellor; bleak is the outlook... projections said there was a surplus but now there is a deficit... President Brand asked the faculty to help raise awareness in their communities for higher education; property taxes; UFC Agenda Council is looking to form some sort of resolution to help raise awareness...

-Irv Baushman (sp) presentation on Distributed Education, Bloomington Faculty Council has looked at this; it is suggested that we should look at this...

-Categories and policies for non-tenure track colleagues; look at the proposal and offer recommendations for a system recognition and promotion of non-tenure...

-Inter-University Transfers; Deans are receiving information about this; non-transferability must be explained regarding transferring of credit... 300-400 level course will go through the same process prior to October 2001.

Discussion is heating up that may be troubling. A look at the Master Course List.

**Indiana University South Bend
Meeting of the Academic Senate
Friday, February 16, 2001**

QUESTIONS

Q: They want to change and specify ownership campuses of certain course work. Determining a home campus for specific courses... Oversight of courses, restrictions, how much can someone's course be changed...

Q: Is there anyone here from the Budget Committee here to answer questions; receipt of adequate information?

A: This is the first time we have seen this information...

Clarification: Athletics Committee conflict with the Chancellor: Faculty Governance is the issue...

6 Adjournment

Moved, seconded and approved. 11:50 a.m.

Respectfully submitted,

J. Randall Colborn, Secretary of the Academic Senate