

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

Members Present:

Ackoff, Karen; Agbetsiafa, Douglas; Aghimien, Peter; Bartholomew, A. Wayne; Blodgett, James; Blodgett, Linda; Borschuk, Catherine; Bruning, Earl; Bryant, De; Bushnell, Peter; Bushong, John; Carder, Lois; Chaney, Joseph; Chen, Linda; Clark, Karen; Clark, Thomas; Colborn, J. Randall; Colborn, Nancy; Cole, Kenneth; Cordell, Rosanne; Cress, Susan; Darnel, Michael; Dobrzykowski, Teresa; Domina, Meryl; Droege, Anthony; Espahbodi, Reza; Evanoff, Joanne; Fisher, Linda; Fred, J. David; Fujita, Frank; Furlong, Patrick; Garber, Lawrence; Good, Jennifer; Gottwald, Judith; Greitzer, Andrea; Guillaume, Jr., Alfred; Harrington, Charles; Henry, Patricia; Herschede, Alfred; Hinnefeld, Jerry; Hojnacki, William; Huitink, Geraldine; Isaacson, Randall; James, Leonard; Karakatsanis, Neovi; Keen, Mike; Kern, Beth; Kern, Gary; Klein, Jennifer; Knight, William; Knowles, Brenda; Kohli, Raj; Lamon, Lester; Langland, Harold; Larkin, Alan; Leggett, Curtis; Lewis, John; Lucal, Elisabeth; Lynker, Monica; McColleston, Anita; McIntosh, John; McMillen, Douglas; Mettetal, Gwendolyn; Meyer, Jon; Miller, Thomas; Mooney, Elizabeth; Mortimer, John; Muralidharan, Raman; Naffziger, Frederick; Naylor, Andrew; Newcomb, Paul; Norton, Steven; Okrah, Kwadwo; Opasik, Scott; Pfeifer, Charlotte; Pickle, J. Michael; Pierce, Patricia; Pike, Loy; Richie, Kathy; Robbins, Wesley; Russo, John; Russo, Michele; Sage, Sara; Saksena, Pankaj; Schreiber, Roy; Schult, Carolyn; Shafii-Mousavi, Morteza; Shlapentokh, Dmitry; Shore, Steven; Smant, Kevin; Smith, Denise; Sofhauser, Cynthia; Trench, Genevieve; Vander Ven, Tom; Vollrath, David; White, Christine; Williams, Lynn; Yokom, Nanci

I Administrative Reports

A. Chancellor Perrin

Good morning. Happy St. Patrick's Day, early.

Commencement is coming up; 54 days away...

Brief report, I've been kind of busy...

-Budgetary picture has improved dramatically since the last time we were together... The House has approved a budget that includes a 3% increase in our compensation package per year and 2% increase for supplies and expenses... remember we were talking about a potential 0% increase... Second year, some additional money for Informatics... This is a major push by the central administration to develop a School of Informatics... First phase for us will be a certificate program and move to a full degree at a later date. Certainly some money will come to us in year two; additional faculty to support that multi-disciplinary program...

I am very pleased to tell you this: We should, I repeat, should, receive \$728,238 for the new degree in Integrated Media and \$2 million for land acquisition...

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The Integrated Media program was the only degree funded on any of the regional campuses and we were the only campus to receive monies for land acquisition...

The nice part of the \$2 million funds for land acquisition will allow us to pay off the \$870,000 mortgages we have on the houses about campus... That should free up approximately \$200,000 of discretionary funds... The initial conversations were about the possibility of those monies to help support athletic scholarships... That thinking was set aside when the starkness of the mortgage situation arose... Hopefully, the acquisition of other houses will be handled on a cash basis... Don't count on those monies for the long term... Short term the houses will provide some income...

Total Package: 6.7% increase in the first year and 3.8% for the second...

The only downside is the Student Activities Center... The Legislature provides us with plan expansion money... That formula is based on square-footage... The reality is that the formula is not entirely applicable... That plan expansion money will leave us with approximately a \$300,000 shortfall... to fully support that facility.

This is now over on the Senate side. Not a done deal. We hope to avoid reallocating monies to open that facility...

The budget picture is still tight. Group Insurance, rates are going to be raised; \$231,000. We estimate that utilities will cost us an additional \$196,737. Please pray for a mild winter... Tight budget...

-Applications for incoming freshman remains up from last year. 533 presently applied and accepted...

-Two of our Alumni scholarship recipients have declined their monies in response to current events on this campus...

-Provided charts of Fall Matriculants 1995-2000 on SAT Total Scores. Our students, state-wide and national averages... Not everyone that comes to this university takes these... There have been questions about the quality of our students...

-The second handout reveals that this institution is chronically under-funded... State Appropriation per Hoosier FTE; it reveals that we are chronically underfunded. It doesn't make much sense to me that institutions that have shrinking enrollments continue to receive more funding than us. I do not advocate short changing other institutions but to receive our appropriate funding...

-Budget Distribution was provided. As follow-up to the Budget information provided at the last Senate meeting...

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-Please join me in welcoming our new Dean of the School of the Arts, Tom Miller. (Standing ovation.) Enjoy it while you can, Tom. I'm just elated... We look to good things over there in the Arts... Were happy to have you join the administration...

-Earlier this week we did finish our student input phase on the feasibility study on Student Residential Housing... convene five different focus groups to discuss the needs for housing on this campus... The consultant, out of Washington, D.C., was extremely pleased with the quality of input provided and I anticipate a very positive report for the Board of Trustees this summer...

-We are making really good progress on the Student Activities Center... We were fully funded on this project. Not only the facility itself but given the council of the Wellness Committee... Reconfigured the bathrooms, reconfigure and expand the food court, the locker rooms; tile for walls and floors upgraded. Fully equipping the building. The aim is to extend the life expectancy of the building... A nicer place... Additional furniture... Not out of the operating budget...

-Athletics; I encourage this discussion. I think we need to deliberate the function of Athletics on this campus. Intramurals... We field two teams on this campus... The Women's Basketball team lost in the finals... Three times to the Finals in four years... Mary Wisniewski was named Coach of the Year in the Chicagoland Conference... We field two fine teams... Athletic scholarships are \$104,794 this year for 20 athletes, IUSE fields eight teams with some 71 scholarship athletes at \$64,940... I'm not making any value judgements about that, just stating the facts...

Therefore, I would like to propose that the Academic Senate and the Administration come together and initiate a joint commission on the future of athletics including intramural activities. Your Athletic Committee would serve as the core of that commission but we would add others; alumni, students, coaches... We could use this commission to look at the roles that each of us play in athletics going forward... Not only funding issues but also a plan for the expansion of sports teams... December 2001 deadline... I hope you see the wisdom of us coming together to discuss the future of athletics on this campus...

QUESTIONS

Q: I know it has been a very difficult week for you... I ask that you assure us that Dan Cohen's rights as a tenured faculty member have been maintained...

A: I assure of that... This is a very sad time. I think the President and I have been consistent in our support of the rights and privileges of tenure... Mr. Cohen is a tenured member of this faculty and I assure you that those rights and privileges are being observed...

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B. Vice Chancellor Guillaume

I want to call your attention to the VCAA Newsletter.

Colleagues from across the country often ask what I like most about my work at IUSB. I instinctively mention the campus' core values of educational excellence and collegiality. Within the last couple of months these values have come under tremendous stress. Internally, disagreements over well intentioned administrative decisions undermine collegial trust and integrity. Externally, independent actions and thoughts have confused public understanding of academic freedom and threaten our institutional culture.

I remain optimistic that our institutional health is vigorous. We share a common bond in shared governance and collective decision-making. We freely dissent and respectfully embrace variances of opinion. We probe; we question; we challenge; we seek answers. This is the collective experience of the academy that reflects our values. It is this spirit that propels us forward, that stimulates our intellectual curiosity.

I am reminded daily that change is bringing new vitality to our campus. Our physical landscape is undergoing a metamorphosis. Within the budget appropriations, there is the promise of new programs and added lecturers. Faculty and staff are engaged in exciting conversations about collective responsibilities for recruitment and retention. We're marching confidently toward a successful capital campaign; we're beginning to be more strategic and expansive in our approaches to attracting student to IUSB. We're in the initial stages of strategic planning that will guide our program development for the next few years.

Ours is a special community of scholars and learners. We value dialogue; we respect independent thought and we work collegially toward resolution. The tasks ahead are demanding, yet exciting. Through constructive discussions and a renewed commitment to shared governance, we strengthen IUSB.

Thank you.

QUESTIONS

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

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

4 Committee Reports:

A. Athletics Committee

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Resolution: "That the administration at IUSB shall immediately and fully recognize the role of the faculty in the governance of athletics: in program oversight, in the execution of policy, and in all decision-making, as specified by the Constitution of the Academic Senate, the Indiana University Athletics Policy, and the National Association of Intercollegiate Athletics (NAIA)."

Joe Chaney, brief remarks: It is hard for us on the committee to fully express our regret that we have arrived at this impasse... We have spent tremendous time and energy trying to negotiate with the administration and to settle the issue satisfactorily. Tom Vander Ven will speak to this issue:

We are going to wish that we quit while we were ahead with the announcement of the appointment of Tom Miller as Dean of the School of the Arts... That was great news...

It occurred to me that some of my remarks are going to remind you of those times you were giving your little sermon-ette on attendance and you realize your target audience isn't there... If I need to explain anything on faculty governance the target audience is probably not amongst us... This is not about Athletics... It happens to be the arena in which these events are playing out... We are also not here to talk about the Athletics budget... although that should be a fascinating discussion when it takes place...

The concept of Faculty Governance... The history of faculty governance on this campus provides a long precedence for the situation in which we find ourselves... In my nearly 34 years here... it has been part of the fabric of this institution... the formulation and implementation of policy... Some of you will have to take my word for that... Others understand it very well... Our written policies affirm faculty governance... that sharing of the process of investigation and discourse and the implementation and oversight of those processes in action... the Athletics Committee charge as put forth in the IUSB Academic Handbook, the Indiana University Intercollegiate Athletics Policy was implemented in 1998, the NAIA Policy Handbook; "faculty governance should be encouraged by the leadership of the campus"... If we do not believe in faculty governance what are we doing here... A year ago I stood up here and made a speech about the support of Athletics on this campus. We voted in support of sustaining Athletics on this campus... Almost immediately after that appearance the faculty governance of Athletics came to an end... there were some duties that still fell to us... some committee members functioned with the Student Activities Center committee... Other than that it has really ended...

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It began with the elimination of the Athletics Director and our exclusion from that decision and we were not informed... Other events included the awarding of scholarships without faculty participation... restructuring of recruitment policy... the Chancellor met with the coaches, without even the participation of the interim director of Athletics, Linda Frischner... I resigned... The committee decided to publish a full report of what has happened... That is my tour of the governance of Athletics... The majority of the committee is present and ready to answer any questions...

DISCUSSION of the Resolution

I think the committee has made their case pretty convincingly...

Call for the Question. Seconded. Motion carried.

Call for a secret ballot. Seconded. Show of hands demanded. Motion fails.

Voice Vote: Resolution carried.

Resolution 2001-2: “That the administration at IUSB shall immediately and fully recognize the role of the faculty in the governance of athletics: in program oversight, in the execution of policy, and in all decision-making, as specified by the Constitution of the Academic Senate, the Indiana University Athletics Policy, and the National Association of Intercollegiate Athletics (NAIA).”

B. Non Tenure Track Faculty Policy Committee

Resolution: “That the Academic Senate of Indiana University South Bend strongly urges that, for the 2001-2002 fiscal budget year, part-time faculty (associate faculty) at IUSB should receive the same salary increase, on a percentage basis, as full-time faculty in their respective schools and colleges.”

Kevin Smant: Lack of faculty governance is strongly evidenced on this issue... Associate faculty salaries. 2000-2001 the Associate faculty received no increase. We in the part-time faculty heard about this last June that this might be a possibility. We sent a memo seeking information. We have yet to receive a response to that inquiry. We were never told why we never received a pay increase... Similar to the Athletics Committee’s difficulties... We have heard of budgetary difficulties... The budget is very tight... The plan right now is to give both full and part-time faculty an increase...

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What brought this up was an inquiry into the potential of faculty pay raises... Doris Tucker provided needed help in investigating... What we were able to find... we looked at salaries... Associate faculty pay is relatively reasonable... we can't always have what we like... Some associate faculty only receive \$400 per credit hour. Some receive \$1000 per credit hour taught... Different market value does of course provide most of the explanation for that differential... Associate faculty has usually received salary increases commensurate with full-time faculty...

Why hasn't this happened...

P. Vollrath asked Smart to speak to the motion.

The reason that we have introduced this motion... We want to make a statement that this shouldn't happen again. Pay increases should be reciprocal between full-time and part-time faculty... We need to think carefully about the issues raised by how pay increases are handled... I hope you will adopt this resolution.

Call for the Question. Seconded. Motion carried.

Resolution 2001-3: "That the Academic Senate of Indiana University South Bend strongly urges that, for the 2001-2002 fiscal budget year, part-time faculty (associate faculty) at IUSB should receive the same salary increase, on a percentage basis, as full-time faculty in their respective schools and colleges."

5. New Business

A Proposed Constitutional Amendments to the Faculty Misconduct Policy and Procedures.

Proposed Amendment:

"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.* An assumption of the process described here is that notions of "incompetence" can be included in the concept of "misconduct"

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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.¹ ~~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.~~"

Reza Espahodi: E-mail from Trustee Richardson responded to the inquiry from the February 2001 Senate meeting about the impetus for the requested changes.

DISCUSSION

Q: The last sentence talks about the principles of academic freedom. Are we referring to a specific definition of academic freedom?

A: The IU Handbook defines Academic freedom.

Q: What are the differences between this document and other IU campus documents?

A: This is the same as IU Bloomington.

Q: Has that document been accepted by the Trustee's?

A: Yes

Q: Do these questions come from the Board or specifically from Richardson?

A: Richardson represents the Board on this subject and he has the support of the Board.

Motion to close discussion. Moved. Seconded.

Motion and second withdrawn.

DISCUSSION

Q: Do we have a misconduct policy currently in effect?

A: No.

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

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Q: So, until we send one down and it is approved there is no misconduct policy in effect?

A: Yes, that is correct.

Proposed Amendment:

“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 *as determined by the Dean*, the request will be submitted at the beginning of the academic year.”

Call for the Question. Seconded.

Motion to close debate. Seconded. Motion carried.

Mail ballots on both proposed amendments to the Constitution of the IUSB Academic Senate will be forthcoming.

- B. Resolution: “Be it resolved that the executive Committee should charge a committee to investigate the pros and cons of changing the current structure of the Academic Senate, which includes all members of the regular faculty, to a representative body.”

Mike Keen: We want to investigate the viability of o have represented

DISCUSSION

Since I arrived here 20 years the faculty numbers have increased. I enjoy my rights to participate in this process...

Investigation of this issue would probably be worthwhile. It has not been looked at for a considerable amount of time...

Quorum for Senate business has sometimes been a problem...

Study has always been good. Maybe we also should discuss what type of study do we want?

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Composition of the committee would be critical... Attendance in Senate, when has business been stalled for the lack of a quorum... Part of the study should also include...

At this time it is not about offering a possible model but to look at whether there is a need...

Call for the Question. Moved, seconded. Motion carried.

The Executive Committee will convene a committee to investigate this resolution.

- C. The IUSB Alumni Association Board of Directors response to recent campus events, read by President Vollrath:

“To the esteemed faculty of the IUSB Faculty Senate:

We wish to express to you our concerns regarding the current situation on the IUSB campus. First, we find certain opinions expressed regarding students enrolled in the school of education, as well as the negative description of “most” women who have spoken out against sexual harassment, to be reprehensible. The sad truth is, that one person’s flippant attitude and flagrant disregard for this fine university have characterized him as a classless buffoon to many South Bend residents. (79% of those viewing channel 22 news at six p.m. Wednesday evening, for example.) For that reason and many more, it is our belief that IUSB deserves to be staffed by intelligent, insightful, and dedicated professors such as yourselves, and not to allow one self-serving egomaniac to diminish what we have all worked so hard to build on this campus.

The Alumni Board is 100% in favor of Chancellor Perrin’s recent actions, and only wish they could have been implemented sooner, so that we can all move on to what’s important; and that is the future of Indiana University at South Bend. We also support tenure in the university structure, but to be used for what we believe to be its intent; academic freedom; not to allow one selfish and self-serving individual to demean those he was hired to teach.

The Alumni Association is a group of highly motivated alumnae who are professionals in the community and also working night and day to help IUSB become a university known for, of course, academic excellence, but also, and just as importantly, known for its commitment to the community, of which our students-ALL of our students, are part. As of last night, our scholarship endowment has reached the quarter million dollar mark, and is still growing. We are attempting to attract the best and brightest students to IUSB, with our criteria of a minimum SAT of 1200 and GPA of 3.5 or higher, and we have been succeeding! However, the recent media circus

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has certainly, in our opinion, brought a cloud of negativity and un-professionalism to our campus. This situation can change, though, if the faculty senate joins with us and with our students to get back to the important business we are supposed to be in - NOT ignorant ramblings and childish imitations of Richard Nixon; but EDUCATION.

We urge you to help us unite this university so that we can all move forward to put this embarrassing situation, and this embarrassing individual, behind us. Let us teach our students respect and tolerance, but most of all pride in themselves and in their university.

We thank all of you who HAVE been doing those things in your classrooms every day. We thank Chancellor Perrin for accepting the unique challenges of this university four years ago and never wavering from his vision. We share his vision, and know that by communicating and working POSITIVELY toward change, we can accomplish a great deal. By separating ourselves from negativity, un-professionalism, and immature verbal tantrums, we believe that we will succeed.

Sincerely,

The IUSB Alumni Association Board of Directors”

6. Officer Reports

A. President Vollrath

The Election Results:

Academic Senate Executive Committee:

Vice President: Randy Colborn

Secretary: Neovi Karakatsanis

Members At-Large: Mike Keen, Valerie Larsen, Doug McMillen

UFC Representative: Nanci Yokom

Promotion, Tenure & Reappointment Committee: Max Bailey, Bill Feighery, Yu Song

Faculty Board of Review: Tracey Anderson, Richmond Calvin, George Nazaroff, Ken Smith, Cynthia Sofhauser

Athletics Committee: Jerry Hinnefeld, Randy Isaacson, Betsy Lucal

Athletics Committee, one-year term: Chris White

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Faculty Misconduct Review Committee: Eileen Bender, Harold Langland,
John MacIntosh

B. UFC Business

Chancellor Perrin spoke about the Budget...

The UFC has composed a letter that calls for support of higher education
in the legislature.

Contacted by the Bloomington head of AAUP about contacting
legislature. To encourage full funding of higher education in the
legislature...

ANNOUNCEMENTS

Dean's Seminar, Valerie Larsen, Training for Elementary and Secondary
Teachers.

7. Adjournment

Motion to Adjourn. Seconded. Approved. 11:29 a.m.

Respectfully submitted,

J. Randall Colborn, Secretary of the Academic Senate