

**INDIANA UNIVERSITY SOUTH BEND
MEETING OF THE ACADEMIC SENATE
APRIL 21, 2000**

Members Present: Sushma Agarwal, Peter Aghimien, Dean Alvis, Lori Arthur, Wayne Bartholomew, Dave Barton, Mary Basolo-Kunzer, Jim Blodgett, Linda Blodgett, Peter Bushnell, Richard Calvin, Joseph Chaney, Yi Cheng, Thomas Clark, Daniel Cohen, Louise Collins, Oliver Davis, Mike Darnel, Joanne Detlef, Constance Deuschle, Pat Furlong, Lucy Garber, Karen Gindele, Jennifer Good, Judith Gottwald, Jr., Steven Gerencser, Gail Hadley, Hossein Hakimzadeh, Linda Hall, Charles Harrington, Patricia Henry, Jerry Hinnefeld, Paul Joray, Michael Keen, Beth Kern, Gary Kern, Brenda Knowles, Les Lamon, John Lewis, Ellen Maher, John McIntosh, Gwen, Mettetal, Elizabeth Mooney, Raman Muralidharan, Steve Norton, Scott Opasik, Charlotte Pfeifer, Loy Pike, Charles Quinn, Vic Riemenschneider, Cristina Rios, Michele Russo, Terence Ryan, Asghar Sabbaghi, Margaret Scanlan, Andrew Schnabel, Morteza Shafii-Mousavi, Dmitry Shlapentokh, Kevin Smart, Ken Smith, Cynthia Sofhauser, Connie Sprague, Monica Tetzlaff, Rebecca Torstrick, Genevieve Trench, David Vollrath, Leslie Walker, Lynn Williams

I. Administrative Reports

A. Welcoming Remarks, Introduction of Alfred Guillaume, President Riemenschneider

Academic Speech - Vice Chancellor Guillaume - April 21, 2000

Good Morning. I'll be brief. First it is my pleasure to present the Distinguished Research Award to John McIntosh in recognition for outstanding scholarship. John is the second member of the faculty to receive this award. Financial applications are up, and that is good news. We are currently working with a duplicating vendor to provide state of the art, multi-duplicating equipment and service to our campus. This will provide a means to complete many of the duplicating services being sent to off-campus vendors. We hope to have a contract in place within two weeks. On the Trustees visit, Chancellor Perrin said the Trustees had a good experience, and I want to thank those of you who went the extra mile to ensure this positive experience.

Community College Initiative - Continues to push to hire Ivy Tech employees and then convert them to Vincennes' employees. We have identified a new site for the Elkhart Center.

I have had the opportunity to interview several candidates for the Dean of Liberal Arts and Science and the Dean of Arts. I'm pleased to announce this position - The Dean of Arts will be Jon Meyer to be here on August 1. The Dean of Liberal Arts and Sciences will be Miriam Shillingsburg to be here July 1. For Division of Business and Economics, we have chosen Larry Garber, to serve as the interim Dean. We are excited about these individuals and hope you will help me in welcoming them on campus. They bring a wealth of knowledge and experiences.

I am meeting this afternoon with the Campus Directions committee, to examine the future direction of the college, and we will look at a teaching plan for the university.

I've also had the opportunity to meet with several outside consultants, who have come to look at our nursing program, and I look forward to their response. Their reports confirm the good work we are doing there. I also met with a consultant for the programs in History and will be receiving comments from them.

I've also met with consultants for the General Studies program, and this morning I met with the General Studies faculty around issues of transfer of credits. As many of your know, we are in the process of restructuring Student Services, and we are beginning to write out a plan for that arrangement.

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We will be meeting with Chancellor Perrin about his next week. As many of you know, we've had an opportunity to present to President Brand our thoughts about higher education and some of the proposals we would like to see on our campus. We sent out a call to our faculty to offer their ideas, and we have received extraordinary ideas. We have chosen six of them that we are sending forward. The others will hopefully not be forgotten but can be reexamined in the future.

We are also presenting to Chancellor Perrin, a marketing plan for the university. Last month I presented to you a marketing initiative for the summer sessions and we want to now look more globally at possibilities.

With that I will conclude my remarks.

Q - Professor Cohen - This is not really directed to you, but as you are standing in for the Chancellor, this is relevant to what you said about your plans to move forward. One of the issues is the plan to raise money in a capital campaign, and I received a copy of this plan last night at 5:00PM, after several weeks of trying to receive this plan. I have read the plan and I think there are very important issues raised in the plan that the whole faculty should know about. My request two months ago was that the faculty get a copy of this - everyone on the faculty should get a copy. If the administration will not provide a copy, I will. Would you please pass that on to the Chancellor that we need to have a chance to talk about this document - which is a major strategic plan document.

R - I will do that. May I also ask that you not send that to the whole faculty and give Chancellor Perrin a chance to do that.

R - Professor Cohen - I will afford you every opportunity.

Q - Will we be receiving this document as it was requested for everyone.

R - I believe that will happen.

Q - Professor, along similar lines - about the hiring of new Deans. Are there other administrative positions, reorganizations, that we can expect to occur? When are we going to get this kind of information?

R - We have one more Dean to hire - the Dean of Business and Economics. I hope to meet with the Advisory Board of Business and Economics Board and request input from them. Other changes are simply reorganization changes, and we don't anticipate hiring. You will hear what is being proposed in the reorganization. There are no other searches underway or that I anticipate.

Q - The North Central search study referred to the replacement of the Student Service Vice Chancellor with an Associate Vice Chancellor of Academic Affairs. Is that an additional position.

R - I don't think there are anticipated search positions. We could convert that position and with the proposed plan we do have that position, but I think we will try to fill that position internally - as an Acting position.

Q - If there currently a search for an Affirmative Action Officer?

R - Yes, there is an Acting Officer currently. We should know within the next few weeks, but I don't know who the finalist are at this time.

II. Presiding Officer - Remarks by Vic Riemenschneider

- A. Since a quorum was present, the April 21 meeting of the Academic Senate was called to order.

- B. I extend the sincere appreciation of the faculty to Mike Wargo, and to Larry Lentych, President of the IUSB Alumni Association, Joann Phillips and Jeanie Metzger, IUSB Office of Alumni Affairs and the entire IUSB Alumni for providing refreshments at this meeting, for the support of the campus at the Board of Trustees meeting, and for the many ways they work to improve our campus and community relations.
- C. Professor Vollrath - I move to suspend the meeting agenda for a moment of appreciation. **Motion** to suspend meeting agenda.
Seconded. Motion carried.

I would like to recognize Vic Riemenschneider for his years of service to the Academic Senate and university. Applause.

Professor Riemenschneider - Thank you very much. I hope that through my service I have been able to repay the fine collegiality that I have received here at this university. You're a great group of people and there is nothing that I did that I could have done by myself. It was a team effort. Many many of you have provided much help along the way. Thank you.

- D. Approval of Minutes
The February 18, 2000 meeting minutes were posted on the W drive just before the last meeting. Are there any additions or corrections? Since there were no additions or corrections, the minutes stand approved as published.

The March 17, 2000 meeting minutes were attached to agenda. Are there any additions or corrects? The minutes stand approved as written.

- E. Results of PT&R Committee Election
The four new members of the Promotion, Tenure and Reappointment committee are: Professor Henry, Nursing; Professor Lamon, History; Professor Langland, ARTS; and Professor Olson, Sociology. Please correct the committee list attached to the agenda, I forgot Professor Langland.

III. Committee Reports for Action

- A. The Executive Committee presents the slate of committees for 2000-2001. There were two committee-choice forms without names and there are several committees that need additional members. We tried not to assign a person to more than one Senate committee. Also, we tried to distribute the load among the divisions. Is there a motion to ratify the list of appointees for the Senate Standing Committees?

Motion to ratify the list of appointees for the Senate Standing Committees.
Motion seconded. No discussion
Motion carried. **Senate Resolution 2000-11.**

The Academic Senate approves the Faculty Appointments to Senate Committees for 2000-2001. See **Attachment A.**

- B. Non-Tenure Track Faculty Policy Committee.
The following resolution is presented by Executive Committee. Be it resolved that the IUSB Academic Senate amend the Constitution of the Academic Senate, Article VII. Standing Committees, Section 7. Committees and Their Authority, Subsection F. by substitution of the Non-Tenure Track Faculty Policy Committee in place of All-University Programs Committee as the title of the subsection and by replacing the contents of the subsection with the following:

The Non-Tenure Track Faculty (NTTF) Policy Committee's main function will be:

- 1) to monitor the execution of campus policies relating to NTTF;
- 2) to recommend ways to improve and regularize the employment of NTTF in all units on campus; and
- 3) to provide an annual report concerning the employment of NTTF to the President of IU, Co-Secretaries of the University Faculty Council, Chancellor of IUSB and IUSB Academic Senate.

The membership of the committee shall include both tenure-track and non-tenure track faculty in equal numbers. The chair of the committee shall be a member of the IUSB Academic Senate. Non-tenure track faculty who are not members of the Senate but who were officially appointed to the committee shall have full voting rights.

The amendment is now open for discussion. The chair recognizes Professor Smart, Chair of the Associate Faculty Advisory Committee.

Remarks - Professor Kevin Smart

I want to second the motion of appreciation for President Riemenschneider. I don't have something for the overhead. I want to talk about why we think this issue, a creation of this committee, is important. This is one of the most important issues this campus is facing. The question is why this committee. This same from thinking and response to the University Faculty Council which wanted an Indiana University wide policy dealing with Non-Tenure track and Associate faculty.

I want to stress that there are a lot of terrific things already being done by IUSB for the NTTF. I've been fortunate to work for Chancellor the past year, and we have done all we can to foster inclusion of the NTTF and for help with their pay. This year there was Associate Faculty representation on both search committees for the Dean of ARTS and the Dean of Liberal Arts and Sciences. It is a terrific thing that we recognize Associate Faculty at receptions and in other ways. It is also wonderful that the opportunity to receive merit status is available to Associate Faculty. The reason of this issue is that I believe, and a number of other people think, that there are other things we can include related to NTTF. We are doing things but there are some things we could be doing better. Associate Faculty teach close to 40% of the total credit hours here at IUSB. Associate Faculty make up the majority of the faculty. There are many who have taught at IUSB for a long time - not people who come and go. This Fall I will be beginning my 13th year at IUSB. These are people committed to, and who love, IUSB. However, we don't always have the most effective method of community between Associate faculty, the administration, and others faculty like yourselves. We do have an Associate Faculty Advisory Committee, but people may not know who is one that or the decisions that are made. There are good faith attempts, but they may not always work as well as they could.

I also think this new committee could address some other issues. There are still some Associate Faculty who do not have good office space, easy access to supplies, copying privileges, and who meet with students in cubicles and without privacy. Most Associate Faculty don't have to worry about those things, but we need to change that. Some of us also worry about some of the policies relating to NTTF faculty here at IUSB. Hiring and rehiring policies are not as consistent or thought out as they could be. There could be some discriminations that could occur. We have been trying to advance a new policy for the past two years without success. I have not yet had communicated to me what the problems are. The NTTF Committee could help improve this type of problem. Also, concerns about reassignment of NTTF when classes change for different reasons. Sometimes Associate Faculty are an afterthought - the last to be considered. Not always but sometimes. We could pay more attention to this issue.

I want to emphasize the idea came from the Academic Faculty. The committee would include both non-tenured and tenured track faculty to work together. There are important issues facing

us. There has been discussion about reducing the need for Associate faculty and Associate faculty deserve a seat at that table of discussion.

In conclusion, there are a lot of non-tenured track faculty here who care a lot about IUSB. Some may not believe this to be a problem, and that IUSB will reduce their dependency on Associate Faculty, but I have heard this for years. The fact is we save this university a lot of money. We understand that and we understand our role. We're not asking for special treatment. It is a nation-wide trend to use Associate Faculty.

With the Community College initiative, the state of Indiana may see more Associate Faculty hired. That connects with what we are trying to do here. People look at what IUSB does. If they see you are willing to create an NTTF Committee, that will be noticed. We could encourage others to follow our lead. I wish to say, the Associate Faculty members love it here. This issue is not because we want to complain. This creation of this committee is a small thing, but I believe it will really help.

Discussion:

Q - Professor Cohen - While I support Professor Smart, and I think this is a good idea, are there other programs that provide this type of committee.

R - All University Program Committee has not been meeting. It is a non-functioning committee at this time. It is my opinion we would not lose anything with this.

R - The current Advisory Committee would not be replaced. It plays a role.

Discussion continued. Stress need to support Associate Faculty.

V. Riemenschneider - We are working with an Amendment here. We will close debate and there will be a mail ballot to vote on amendment. No opposing comments to amendment.

Motion to close debate. Seconded.

Motion carried. **Senate Resolution 2000-12.**

IV. New Business

The following recommendations for the appointment of Tenure-track Faculty and appointment and reappointment of Lecturers were developed and approved by Liberal Arts and Sciences faculty and reviewed by Dean's Council and Executive Committee. See Attachment B.

Is there a motion to adopt the first resolution? The IUSB Academic Senate recommends the following policy be adopted: "The appointment of lecturers will be in two-year blocks. Review for another two-year appointment will occur in the second year of the appointment. The initial review will take place in the Spring, and subsequent reviews will take place in the Fall of the year in which they occur."

Motion to adopt the policy Professor Barton. Motion seconded.

No discussion. Motion carried. **Senate Resolution 2000-13.**

The second proposal is - The IUSB Academic Senate recommends the following policy be adopted: "Initial appointment of tenure-track faculty shall be for three years."

Motion to adopt the policy. Motion seconded.

No discussion. Motion carried. **Senate Resolution 2000-14.**

VI. General Reports for the Benefits and Welfare of the Campus

- A. Information Technologies - Associate Vice Chancellor Aune. See **Attachment B**.
Discussion:

Professor Mettetal - After classes end, we are going to have additional trainings offered through UCET. We have already set some trainings for back to school and possibly during the summer. We will advertise those. If you have particular request, you can always let us know.

Professor Furlong - I have received wonderful hardware replacements and software. But I have so many that appear that I don't know how to use them all. I am asking for some additional instructions on explaining the software - for installation.

R – We'll try to improve our communication on that. We don't actually provide the training as it is now through continuing education. We underwrite that. But we are out of money for the remainder of this year to support that, but you can request that type of training as of July 1.

Continuing discussion about digitalized video for students.

- B. University Faculty Council - Professor Joray - See **Attachment C**.

Professor Joray presented on 100, 200, 300, 400 level course transfers between campuses. This major undertaking would facilitate students moving from campuses down to IUB and finding out that they do not have to take courses over.

Q - Professor Cohen - I will take credit for some of the language used, as there was quite a discussion about this issue. There was extensive discussion about how the Master course list was used and involved in transfer of credits between campuses. We search through the list to find a course description that resembles the course we want to teach, and, therefore, we end up with courses with the same numbers that may only have a limited relationship with one another. That process contributes to some of the problems, and unless that process gets adjusted, we will continue to have this struggle.

R - Professor Joray - I think you're right in that area. Let me say the pressure here is coming from several places - the Bloomington faculty, at least some of them, have been opposed to some of these changes. But the Trustees are very interested in this, as they have received many concerns from parents and students and others - they are pushing this issue. Another group looking at this is the Indiana Higher Education Commission. I think these two groups have a strong interest in these issues and they are helping us to get the kind of movement that is needed. I am skeptical about the year deadline, whether we can get this done.

Discussion continued about the complications of finding the course descriptions due to the filing process used.

Professor Riemenschneider - Let me update you on what I know about this. First, President Brand asked the Agenda Committee to name two faculty, one from the main campus and one from the Regional campuses, to be part of a higher education committee. The Higher Ed Committee is supposed to, within one year, make all of the 100 and 200 level courses, universally transferable across all Indiana higher education institutions. Therefore, a course would count across all campuses. Ken Sauer said within a year, a student should be able to log onto the Higher Ed Commission site, type in the course number from one of the state institutions, and immediately know how that

course counts in credit. At the Trustees meeting, they asked for monthly updates about having this process completed in one year. Lots of pressure upon the execution of this change - so it will be very quick.

Discussion continued. Professor Furlong – I've been involved in this type of process for many years. I would question if this could be "cleaned up" in a year - unless we are pressured to do this.

Professor Riemenschneider - The concern remains whether there will be the administrative support behind this to help bring this change about. It is going to take time.

Professor Cohen - Is there a chance that there can be an appeal beginning this summer? It seems that we have a better chance of being on the right side of these decisions if we are prepared. I would urge the Executive Committee to get together and figure out some way of identifying the primary courses, that may not be a large number, that are likely to be an issue for us. If we could generate our own list, that might prevent a possibility of future damage.

Professor Riemenschneider - I would recommend that each department try to make contacts with other departments and start working on this right away.

Professor Joray - Continued to read through significant parts of the Conflict of Interest Policy - Refer to Attachment C. If this is approved by the Trustees, it will become official policy.

Q - Related to TERA policy and procedures.

R - Professor Riemenschneider - President Brand is proposing to change the entire procedures with TERA. There was a survey of other campuses (not IUSB), and in general there was great opposition to TERA as it is presently constructed. There was a desire for greater flexibility for teaching grants and some of the money for faculty development. President Brand and the Trustees are studying this issue.

VII. Adjournment 12:05 PM.

VIII. Attachments

- A. Academic Senate committees - 2000-2001 - Attachment A
- B. Office of Information Technologies Report - Attachment B
- C. UFC Meeting Report - Attachment C

Respectfully submitted,
Connie Deuschle, Secretary