

**INDIANA UNIVERSITY SOUTH BEND
ACADEMIC SENATE MEETING MINUTES
September 18, 1998**

Present: D. Agbetsiafa, S. Ahire, D. Alvis, A.W. Bartholomew, D. Barton, J. Blodgett, L. Blodgett, P. Bushnell, R. Calvin, J. Chaney, L. Chen, Y. Cheng, K. Clark, H. D. Cohen, J. R. Colborn, N. Colborn, K. Cole, R. Cordell, T. Dobryzkowski, A. Droege, B. Fong-Morgan, L. Fritschner, F. Fujita, S. Gerencser, K. Gindele, J. Good, A. Grens, G. Hadley, C. Harington, J.P. Herr, A. Herschede, G. Huitnik, K. Jackson, P. Joray, K. Karl, B. Kern, G. Kern, W. Knight, B. Knowles, M. Lee, J. Lewis, E. Lucal, M. Lynker, V.T. Mawhinney, J. McEneaney, J. McIntosh, K. Mecklenburg, G. Mettetal, R. Muralidharan, M. Myers, F. Naffziger, S. Norton, S. Opasik, A. Parelus, C. Quinn, V. Riemenschneider, K. Ritchie, M. Russo, T. Ryan, A. Sabbaghi, S. Sage, P. Saksena, M. Scanlan, E. Scarborough, K. Scarry, P. Schnur, R. Schreiber, B. Schuck, C. Schult, S. Sernau, D. Schlapentokh, K. Smith, V. Smith, C. Sofhauser, Y. Song, L. Steck, C. Sutton, J. Swanda, M. Tetzlaff, R. Torstrick, T. Vander Ven, L. Walker, L. Williams, D. Wisler-Dietrich, N. Yokom

I. ADMINISTRATIVE REPORTS

1. **Opening Statement by V. Riemenschneider** (hereafter referred to as VR)
VR thanked Gwen Mettetal, Ben Schneider, and the UCET staff for sponsoring an informal coffee at 9:30 a.m. on the second floor of Northside Hall before Senate meetings.
- B. Acting Vice Chancellor Richmond Calvin (see Attachment A).**
3. **Acting Vice Chancellor John Lewis (see Attachment B).**
 1. **Lester Wolfson**
Vice Chancellor Lewis concluded his report by stating his last announcement would be made by Tom Vander Ven. T. Vander Ven announced that Chancellor Emeritus Lester Wolfson celebrated his 75th birthday on September 13. All Senate members joined T. Vander Ven in singing AHappy Birthday≅ to Lester Wolfson.
 2. **Questions and Answers**
D. Cohen expressed concern over IU joining the consortium of universities involved with Western Governor's University. By joining, it seems we no longer have control over whether to give credit for courses taken elsewhere. D. Cohen suggested we strongly assert our right to curricular oversight. D. Cohen also expressed concern that students were getting credit for science classes that were being taken through correspondence. Vice Chancellor Lewis expressed his agreement and his hopes that the Senate will address this. VR said he would take the question to the UFC agenda committee.
4. Chancellor Ken Perrin was not able to attend the senate meeting due to an IU Board of Trustees meeting.

II. CALL TO ORDER

President VR officially called the meeting to order at 10:32 a.m. Before beginning the formal business, VR noted a change in the officers of the Senate. Professor Sandra Winicur requested that she be allowed to resign as parliamentarian and David Barton agreed to serve in her place. VR thanked Sandra for her wise counsel and assistance over the past year and welcomed Dave.

III. APPROVAL OF APRIL 24, 1998 MINUTES

Minutes of the April 24, 1998 meeting were approved as published on file.

IV. COMMITTEE REPORT REQUIRED BY CONSTITUTION, CAMPUS DIRECTIONS COMMITTEE, PROFESSOR HERR, 1997-98 CHAIR

See Attachment C.

V. COMMITTEE REPORTS REQUIRING ACTION, EXECUTIVE COMMITTEE, UPDATED LIST OF COMMITTEE ASSIGNMENTS

VR announced there had been some resignations and replacements, some additions, and that not all the committee chairs had been appointed nor were all the administrative and staff councils appointments complete. As there were no questions, VR announced that the list stood approved as modified by resignations and additions over the summer.

VI. OLD BUSINESS

1. Constitution Revisions postponed from April meeting.

VR announced that the Executive Committee had reviewed the following changes to the IUSB Academic Senate Constitution at the February 13th, March 13th and September 4th meetings and recommends them for discussion. See Attachment D for items discussed.

Item 1. Article X, Section 2, parts C and E

No questions were raised regarding item 1.

Item 2. Article X, Section 2, parts F and G

It was moved (D. Cohen) and seconded (M. Myers) that the word immediately be left in part F (line 6). T. Mawhinney suggested replacing immediately with some specific number of days. P. Joray asked whether the recommendation was completed at the same time as the report. VR responded no, the report took longer. J. Chaney suggested inserting the words “in the form of a written report.”

P. Bushnell suggested changing the wording to “shall make a recommendation in the form of a written report.” VR noted the discussion had strayed from the original motion. D. Cohen withdrew the original motion and moved to refer the dismissal item back to committee as opposed to writing it on the floor. The seconder (M. Myers) agreed to withdraw the original motion. The new motion was seconded by T. Mawhinney. Motion carried.

Item 3. Article IX. Section 1.

S. Gerencser asked whether Atwo \cong meant at least two or only two. VR responded it meant no more than two. K. Smith asked whether Aadministrative \cong workload included chairing a department. VR responded it meant anyone with 50% or greater administrative load as opposed to a teaching and research assignment.

Item 4. Article IX, Section 4, part D

Several members expressed concern regarding the addition of demotion in rank. As a point of order, D. Barton announced that the IU handbook had no language regarding demotion in rank. It was moved (D. Cohen) and seconded (J. Chaney) that the addition of demotion in rank be deleted. Discussion followed. VR asked for a vote on the motion that Ademotion in rank≅ be deleted. Motion carried. It was moved (R. Schreiber) and seconded (P. Joray) to close discussion. Motion carried.

Item 5 Article VII, Section 7, part B

C.Soffhauser asked what was meant by Aclearing house≅ in number 3. D. Barton stated that the constitution of IU gives schools authority over curriculum and campuses authority over programs that are not under the authority of schools. J. Lewis stated that, as the language now stands, the curriculum committee would act as a clearinghouse over all changes within current courses, and that may not be what was intended. J. Blodgett responded that what was intended is to prevent description drift. P. Herr stated he found the whole thing too obscure and unclear. S. Gerencser agreed that point 3 seems unclear and was not sure clearing house was the right term. K. Jackson asked for clarification on what was meant by Afaculty accountability≅ (number 2). R. Colburn expressed concerned about the quotas regarding committee membership. It was moved (R. Schreiber) and seconded (P. Schnur) that the wording be referred to the executive committee. E. Scarborough expressed concern over whether the curriculum committee's role was to receive information or to approve or withhold approval. She urged the executive committee to address this concern as well as the others brought up here today. VR suggested any other concerns should be forwarded to the executive committee by e-mail. R. Schreiber called the question. The motion to refer back to the executive committee was carried.

VII. NEW BUSINESS

None

VIII. REPORTS

A. UFC Representative=s Report, Professor Mawhinney (See Attachment E.)

D. Cohen commented that one should not underplay the athletic status of IUPUI in terms of our own status. E. Scarborouh commended VR and T. Mawhinney for the attention they showed President Brand during his speech. K. Ritchie suggested that the UFC addresses the core curriculum.

B. Other Committee Reports

Steve Norton (Student Affairs Committee) announced the committee would be looking at student behavior in the classroom. If you've got examples send them to Doug MacMillan, the committee's secretary.

3. President's Report (See Attachment F.)

In response to a concern raised by D. Cohen, VR said he would bring up President Brand's 5th year review to the UFC. VR also stated he would have some agendas (50-60 copies) available at the next meeting.

IX. ANNOUNCEMENTS.

There will be a Dean's Seminar immediately following the Senate meeting in the Board Room of the Administration

Building. P.N. Saksena will be speaking on Management Fraud: Does Monitoring Help?

Meeting adjourned at 11:55.

X. ATTACHMENTS

A. Student Affairs Report, Vice Chancellor Richmond Calvin

1. Fall Semester Snapshot:
7387 (without audit students)
+219 increase over last year
3.0%increase

2. Student Headcount:
63,465
+2240 increase over last year
3.6% increase

Facts:

Largest growth in Freshman class: 9.0%
Total Undergraduate population increased 3.0%
Female student population: 4%
Full-time student population: 4%
Non-resident student population: 13%
New students to IUSB: 1796 increase
+159
9.7%

New Freshman: +119 increase of the total 159

3. Thus far this year, we have had approximately 4,072 financial aid applications (as of September 14). We had only 4,349 applications for the entire 1997-98 academic year. We had a significant increase in financial aid applications this year, which seems to indicate the potential for increased enrollment.
 4. The first annual Hispanic heritage month begins September 15 and runs through October 15. We cordially invite all interested parties to become involved by attending programs, movies, faculty lecture series and other events. We strongly urge you to encourage your staff and students to participate in these events to increase their knowledge base with respect to diversity.
 5. The IUSB Counseling Center is receptive to initiating a number of wellness activities, such as stress and burnout, and relaxation training. Please feel free to contact the Counseling Center for more information at 2137-4125.
 6. Faculty and Administrative Department Heads are being asked to nominate up to four IUSB students for recognition as part of the 1998-99 AWho's Who of student in American Colleges and universities. All nominations should be submitted in writing to the Office of Student Life Programs, Room 123A in the Administration Building. Nominations must be submitted by October 30, 1998.
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2. Academic Affairs Report, Acting Vice Chancellor, John M. Lewis
 1. Chancellor Perrin asked me to greet you all and to apologize that he cannot be here this morning. Today is the one occasion in the year when a meeting of the Board of Trustees conflicts with a Senate meeting.
 2. A week ago, the Indiana Commission on Higher Education gave final approval to our

BFA degree in Theatre. This program had been awaiting HEC approval for nearly three years, and we are delighted that it is now available to our students. There is no sign of movement on the other two degree programs awaiting ICHE action: the BA in Women's Studies and the MS in Management of Information Technology.

3. I want to announce several important faculty achievements since the Senate last met formally: as Ken Perrin mentioned briefly in his address three weeks ago, Brenda Knowles has been awarded the Faculty Award for Excellence from the Academy of Legal Studies in Business, and we warmly congratulate her on this prestigious national award. During this past summer, several faculty members were successful in applying for grants from outside agencies. Dé Bryant, Leda Hall, Marsha Heck, and Gabrielle Robinson were awarded grants totaling nearly \$117,000.
4. During the 1998-99 academic year, we will be conducting 20 searches for full-time faculty positions. While some of these are new positions, most are replacements for faculty who have retired or resigned or are continuing searches from last year. Many of you will be involved in these searches. Appointing new faculty is one of the most important ways in which we guide the future development of IUSB, and I thank you in advance for your work in this crucial activity.

In addition to these 20 searches, my office will conduct searches for permanent directors for the Academic Resource Center and for the Office of Off-Campus Programs.

Chancellor Perrin will also be conducting a search for a permanent Vice Chancellor for Academic Affairs.

5. In the first week of the term, you all received in the campus mail a brochure describing a project called AStay at IUSB. This is designed to provide advising for students showing signs of academic difficulties early in the semester, but it depends on instructors' help in identifying these students. Several of you have already passed along your concerns to the e-mail address stay@iusb.edu, and I hope more of you will do so when you see a need in the next few weeks. Messages to that e-mail address go to Joanne Lowery, our Student Persistence Coordinator, who forwards the information to the Freshman Division and to the academic divisions and departments as appropriate. The AStay at IUSB program is part of our on-going effort to identify students in need of academic help, and it provides another way for instructors to provide that help. Joanne can also be reached at her own e-mail address, jlowery@iusb.edu.
1. Over many years now, IUSB has started a range of projects designed to encourage students to remain at IUSB to complete their degrees projects variously called student retention, student persistence, or student success. Among these efforts, in addition to AStay at IUSB and other programs in Joanne Lowery's office, are the academic advising programs in Freshman Division and other divisions and departments, the

Threshold Learning Communities project funded with an SDI grant, the activities of the Academic Resource Center including the Writing Center, the policies of the Admissions Office in admitting students on probation, and others. I think there is good evidence that these efforts are indeed encouraging students to persist and not drop out. But there is no single body on campus responsible for coordinating and evaluating these efforts. We need to give greater prominence to our retention programs, we need a clearer picture than we have now of how these projects fit together, whether they duplicate each other, and how they might be improved or better coordinated. In my judgment, we also need to increase faculty involvement in this process. I've had preliminary discussions about how we might do this, with Vic Riemenschneider and Richmond Calvin, as well as some of the others involved in administering these projects. I would like to create a task force to take an overview of them and to recommend ways we can strengthen them. The faculty core of this task force should probably be the members of one of the existing Senate standing committees both the Admissions Committee and the Academic Affairs Committee have some jurisdiction here. I have asked Vic to consult with the Executive Committee about how we should proceed. I would expect that the task force would report, through its faculty members, to the Senate, and that it would also report to Richmond Calvin and to me, as well as to Chancellor Perrin. In short, my hope is that we can give greater emphasis and focus to our retention efforts, and that we involve faculty in a central role.

2. I remind you that IUSB has established a Distinguished Research Award, and that this award will be made for the first time this academic year. Full details will be sent to all full-time faculty in the near future, so I will mention just a couple of points now. Only faculty who have taught for at least three years may be nominated, and we cannot nominate ourselves. The selection of the recipient of the award will be made by the Research and Development Committee; the recipient will be announced before the end of the spring semester and will receive \$5,000. She or he will be expected to give a public lecture or performance early in the following fall semester. This award will be a very welcome recognition of the many outstanding scholars at IUSB. I think it likely that in the first few years, at least, the R&D Committee may receive many more deserving nominations than they can recognize with a single award each year, but I believe they are considering how they might handle this potential problem.

6. IUSB will undergo its next North Central accrediting review next year, 1999-2000. We are already well advanced in preparing for this review, and the required self-study is being written by a committee co-chaired by Jacquie Caul and Paul Schnur. Many of you have already been asked to help the committee, and more will be asked in the future. You will all soon receive copies of a faculty survey. This is an important part of our self-study, and I ask you to respond to it. The NCA visit us every ten years, but our self-study grows out of discussions and reviews that we are conducting all the time for example, over the last few years, our Campus Directions discussions. Preparing the self-study for the NCA review, then, is an important chance for us to draw together many threads of our on-going discussions about what we should be

doing, what we are doing, how well we are doing it, and how we can do it better.

7. I want to announce again, in case many of you missed it in May, the creation of a new division on campus. Our Nursing, Dental, and Radiography programs have been combined in a new Division of Nursing and Health Professions, under Dean Marian Pettengill. This major new division underlines the growing importance of our health programs at IUSB and in the community.
3. There have been several changes in the Office of Academic Affairs over the summer, which I will describe in more detail in a written memo to you. Briefly, Jacquie Caul now has the permanent title of Associate Vice Chancellor for Academic Affairs; Erika Zynda has the permanent title of Contracts and Grants Coordinator; Doris Tucker has the new title of Faculty Records Coordinator; and in a newly created position for IUSB, Christine Richardson joins us as Graduate Programs Coordinator.
8. In the last few days you have received a letter from Ken Perrin and Bill Knight announcing the start of IUSB's 1998 United Way campaign. This is the only charitable fundraising campaign that we officially endorse as a campus. Not only is it a way for us to support families, children, the elderly, and others in need in this area; it is also a way for us together to show our support for and commitment to a major local community effort. You will soon be approached by volunteers in your department or division, and I encourage you to respond as generously as you can.
9. Speaking of the local community, we hope a large part of it will be on campus tomorrow for IUSB Fest. The campus will be on display tomorrow, as we put our party hats on and show off our new campus. I hope you'll be here too. The fun starts around 10:30 a.m. and continues till after dark when the last firework explodes.
10. Following the Senate meeting today, we will meet for the first Dean's Seminar of the new academic year. I encourage you all to attend to hear P.N. Saksena on "Management Fraud: Does Monitoring Help?" The seminar will convene in the Board Room at 11:45 or fifteen minutes after the Senate adjourns. Coffee will be served and you are welcome to bring your lunch.
11. After my last announcement, I'll be glad to answer any questions you may have. My last announcement will be made by Tom Vander Ven. [Tom will announce that Chancellor Emeritus Lester Wolfson celebrated his 75th birthday on September 13.]
3. **Committee Report Required by Constitution, Campus Directions Committee, Professor Herr, 1997-98 Chair**

The Campus Directions Committee was appointed in the spring of 1996. After setting an agenda, the first year was soliciting input from faculty, staff, students and community constituents. After a round of sessions to secure input from all constituencies the committee drafted a mission statement and a set of priorities for the campus. These documents were circulated to the campus community for reaction and feedback. This information was then used to refine and edit the mission statement and priorities. In the fall of 1997, committee

further edited the Mission Statement and then submitted it to the Academic Senate which voted its approval. Likewise the Campus Priorities and the corresponding Strategic Initiative Statements were submitted to the Academic Senate for approval which was also given. Simultaneously, the two documents were presented to the professional and bi-weekly staff councils.

This year the Committee has set for itself the task of encouraging implementation. First, to keep the Mission Statement and Priorities in everyone's memory we hope to post them on the web and in strategic places around campus.

In promoting implementation we are following a two pronged approach. First, from the ground up we want each unit or department to identify the ways in which they intent to work at 1) becoming more student centered; 2) improving the quality of programming; 3) developing links with the community; and 4) enhancing the image of the campus. From the administrative side, we want to work with the administrators to see that resource allocation decisions reflect the same four priorities.

During this year we also want to hear from you what your vision is for this campus. If we are to become better at what we do we must have some clear vision for the campus toward which we are constantly moving.

4. Constitution Revisions postponed from April meeting

Item 1.

ARTICLE X. DISMISSAL

Section 2.

- C. Formal dismissal proceedings shall be begun by a written communication from the Chancellor to the faculty member stating the ~~proposed~~ grounds for dismissals as formulated in AB \cong above.
- E. Following the decision to proceed with dismissal, the The Chancellor shall, by written communication, ~~also~~ inform the faculty member of the dismissal and their right to appeal the decision to the Faculty Board of Review for a formal hearing. ~~that a~~ Upon receipt of the faculty member's request for a hearing on the proposed grounds for dismissal will be conducted by the Faculty Board of Review at shall schedule a meeting at a specified time and place. This formal hearing will follow the guidelines of Article XI. FACULTY BOARD OF REVIEW AND JUDICIAL COMMISSION, Section 3. Procedures and Policies beginning at B. Policies and Procedures for the Conduct of Reviews, 2. (a) and continuing through the end of Article XI.

Item 2.

ARTICLE X. DISMISSAL

Section 2.

- F. ~~In the hearing before the Faculty Board of Review, the faculty member shall have the right to counsel of his/her own choice, shall be permitted to present witness or other evidence in his/her behalf and shall be entitled to the cooperation of the Faculty Board of Review in securing the attendance of witnesses and to examine all evidence presented in support of the termination of his/her appointment. A full stenographic record of the hearing shall be prepared and made available to the parties concerned. The hearing shall be conducted in private but shall be open if the faculty member so requests.~~

(Original F Deleted, G moves up to F).

- F. (formerly G.) ~~On the completion of the hearing, the Faculty Board of Review shall proceed promptly to decision. The Faculty Board of Review shall make a recommendation on the dismissal within 45 calendar days of the completion of the dismissal hearing(s).~~ The recommendation of the Faculty Board of Review shall be supported by explicit findings with respect to each of the grounds ~~of for~~ dismissals ~~proposed~~. The final written report of the Faculty Board of Review shall be communicated ~~immediately~~ to the affected faculty member and to the Chancellor. ~~The Chancellor who~~ shall inform the President and the Board of Trustees of the ~~action~~ recommendation of the Faculty Board of Review and the Chancellor's final decision. The final decision of the Board of Trustees shall be communicated by the Chancellor to the affected faculty member in a registered letter.

Section 3. Suspension (as is)

Item 3.

ARTICLE IX. SENATE PROMOTION, TENURE, AND REAPPOINTMENT COMMITTEE

Section 1. Selection

Election of members to the Promotion, Tenure and Reappointment Committee shall be held in the spring in conjunction with the election of Academic Senate officers. Terms of office shall be two years, four members to be elected in even-numbered years and three in odd-numbered years. Those selected will be the members receiving the most votes, with the following conditions:

The Committee shall consist of seven tenured or tenure-probationary faculty members, two of whom may be non-tenured. No administrative personnel (those who do not teach at least half the normal load) senate member with a 50% or greater administrative workload assignment may serve on the committee.

Section 2&3. No change

Item 4.

ARTICLE IX. SENATE PROMOTION, TENURE, AND REAPPOINTMENT COMMITTEE

Section 4. Powers and Responsibilities

A, B, C. no change

D. Before formal dismissal or demotion in rank proceedings are begun (see Article X for a definition of dismissal) the Committee shall consider the case and shall determine whether in its view formal dismissal or demotion in rank proceedings should be instituted.

Item 5.

ARTICLE VII Standing Committees

Section 7.

B. ~~The Committee on Curriculum shall have authority over course offerings in the credit program, and degree requirements.~~

The Curriculum Committee of the Academic Senate

Mission

We, as faculty, daily implement the curriculum. We also have primary responsibility for its development and oversight.

Since curricular decisions are most often -- and appropriately so -- made at the academic unit level, the Curriculum Committee's primary responsibility is to provide a campus perspective for changes. The Committee therefore serves in the following capacities:

- 1) To maintain the institutional history of the curriculum;
- 2) To ensure faculty accountability to the students as well as the rest of the IUSB community for the curriculum as described in the Bulletin;
- 3) To act as a clearinghouse for all new courses, programs, degrees, certificates and minors and for all changes within current ones;
- 4) To enhance communication among the different academic units in terms of proposed changes that will affect both current and future programs, especially as they increasingly use resources that cross academic unit boundaries;
- 5) To oversee the curriculum development process.

Membership and Terms

The Curriculum Committee of the Academic Senate shall be comprised of one student member with an annual appointment and eleven full-time faculty members. Members will be selected from each of the academic units as follows:

- 1) Liberal Arts and Sciences (3 members);

2) Education (2 members);

3) Business (2 members);

4) the Arts (1 member);

5) SPEA/General Studies and Labor Studies (1 member);

6) Nursing, Dental Assisting/Dental Hygiene and Radiography (1 member); and,

7) Library (1 member).

These faculty will serve 3-year overlapping terms with approximately 1/3rd of the memberships lapsing each year. In addition, a representative from the Registrar's Office and a representative from Academic Affairs shall serve the committee *ex-officio*, non-voting, members.

5. UFC Report, V. Thomas Mawhinney, UFC representative

President Miles Brand convened the meeting of the UFC at 1:30pm on 9/8/98

1. President Brand reported that National college enrollments are up about one-quarter of a million students. He noted that the message is getting through: "a higher education is needed for today's world." Similarly, the President reported near record enrollments on almost all of our own campus=.

He attributed our enrollment successes to the following factors:

1. Media attention to generally increased higher education costs appear to be enhancing the value of our more appealing price structure.
2. Our own increased marketing efforts and increased successes at turning applicants into actual enrollees
- c. Enrollment services are doing an excellent job of sending weekly mailings to interested students and families.
4. In some cases, where applicants have had scholastic records of high excellence, designated professors have talked to students in order to intensify recruitment efforts.

President Brand was asked by one UFC representative about the matter of standards of academic quality in these recruitment efforts. He replied that academic standards had not been lowered, that the focus was upon obtaining a quality education, and that we are actually getting more quality students. This, the President stated, was Asomething to be especially happy about.≡

2. The UFC approved the conferring of Honorary Degrees upon two highly distinguished and deserving individuals.

3. Other announcements included the following:

1. Copies of a broad array of University policies are available on the UFC web page.
2. At the October meeting, the Agenda Committee will adjourn early to accommodate standing Agenda Subcommittee organizational meetings.
3. The IUPUI athletic mascot is now, officially, the Jaguar.

2. There was a brief interval dedicated to questions and comments. One UFC member noted that, historically, the first two years of the undergraduate degree was a time that students remained uncommitted to any specialization. Concern was expressed that this tradition was being replaced by encouragement to move into specialized programs early.

President Brand directed that this matter be placed upon a future agenda for further evaluation.

The UFC committee was dismissed early in order to accommodate President Brand's AState of the University address at 2:30 pm.

Submitted by V. Thomas Mawhinney, UFC representative

6. President's Report, Victor Riemenschneider

During President Brand's presentation to the UFC Agenda Committee, he noted that the Trustees expect all campuses of IU to have a post-tenure review policy in place by the end of the academic year. Both Bloomington and IUPUI Faculty Councils have passed post-tenure review documents. I will present a proposal to the executive committee of how we might approach this contentious issue. The president outlined areas that an acceptable plan must cover. 1) The Trustees have accepted that only a small portion of the faculty may require a post-tenure review. Therefore, the plan must explain the trigger mechanism for initiating a review. This is probably the most difficult portion of the issue but I believe we have much of the groundwork already in place. The second part of the plan is equally important. There must be a plan for faculty renewal or development or whatever you want to call it. The faculty member must be given the opportunity to return to the acceptable productive level. The third part of the plan is already in place and that is procedures for dismissal. The president did say that a plan that allows the individual to carry on without improvement for seven or eight years was unacceptable. He thought the IUPUI plan was stretching the limit. No plan will work if it is unacceptable to you.

Director of Information Technologies, Kirk Aune, sent an email suggesting you read the Strategic Plan for Information Technologies that was published by Vice President McRobbie's office. This suggestion was strongly seconded at the agenda committee meeting. The search for the Associate Vice President for Distributed Education is down to 10 candidates.

President suggested that broad based education typical of an Arts and Sciences institution has eroded at IU. He is asking all campuses to have a concrete plans for the revision of the general education requirements by the end of the year. Along the same lines, he has Academic Officers Council investigating why it is more difficult to transfer courses within the IU system than to transfer courses from outside the system. Our curriculum committee should review problems in transferability and begin to review the campus core requirements in each division in preparation for the expected requests for input.

I believe this will be another busy year. With the number of searches, directives, reviews, and new initiatives, it will be difficult to find time for our main objective, fostering learning through good teaching and scholarly activities that keep us fresh and motivate us to continuously seek new knowledge.