

**INDIANA UNIVERSITY SOUTH BEND
ACADEMIC SENATE MEETING MINUTES
October 16, 1998**

Present: D. Agbetsiafa, P. Aghimien, S. Ahire, M. Bailey, A.W. Bartholomew, D. Barton, J. Blodgett, D. Bradley-Kantor, C. Brown, L. Chen, K. Clark, H. D. Cohen, J. R. Colborn, N. Colborn, L. Collins, R. Cook, R. Cordell, S. Cress, J. Detlef, B. Fong-Morgan, M. Fox, L. Fritschner, K. Gindele, J. Gottwald, A. Grens, G. Hadley, C. Harrington, J. Howard, G. Huitink, P. Joray, K. Karl, N. Karakatsanis, M. Keen, B. Kern, G. Kern, B. Knowles, M. Lee, C. Leggett, J. Lewis, E. Lucal, M. Lynker, E. Lyons, E. Maher, J. McEneaney, G. McGuire, J. Metell, A. Naylor, S. Norton, D. Olson, R. Osborn, A. Parelius, M. Pettengill, C. Quinn, T. Ross, M. Russo, T. Ryan, A. Sabbaghi, P. Saksena, M. Scanlan, E. Scarborough, P. Schnur, R. Schreiber, M. Shafii-Mousavi, D. Schlapentokh, J. Smith, K. Smith, V. Smith, Y. Song, C. Sutton, R. Torstrick, D. Van Auken, T. Vander Ven, D. Vollrath, B. Withers

I. Administrative Reports

- A. Acting Vice Chancellor Richmond Calvin was in Bloomington thus, the Student Services report was given by Pete Biegel (See Attachment A).
- B. Acting Vice Chancellor John Lewis (See Attachment B).
- C. Chancellor Ken Perrin
 - 1. Report (See Attachment C).
 - 2. Questions and Answers
 - R. Schreiber asked about the property across the river. Chancellor Perrin responded that nothing was happening. The CHE is not interested in having any residence halls built on regional campuses. Thus, a private developer is needed. Two have been identified. Chancellor Perrin and Richmond Calvin have not yet had the time to set up meetings with the two corporations. Myles Brand is committed to having residence halls here. The bridge plans are currently at an impasse.

II. Presiding Officer

- A. Call to Order 10:35 a.m.
- B. Approval of September 18 minutes.
 - Student head count (page 4) reads 63,465. A question was raised as to whether this actually referred to credit hours. The secretary will check with Richmond Calvin and make a correction. Otherwise, the minutes stood approved as will be corrected.

III. Committee Report

A. Assessment Committee: Librarian Cordell, Chair of the IUSB Assessment Committee.

1. Report (See Attachment D).

2. Questions and Answers

- A. D. Cohen noted that assessing GE was difficult and wanted to know what the tests measured. R. Cordell responded that a great deal of critical thinking is measured. The AC believed the ETS most closely matched our educational objectives at IUSB, and was reasonable in terms of both time and cost. She also noted it was difficult because we don't have campus wide GE requirements. D. Cohen responded that lack of consistency was very problematic and we need to get together as a campus to decide what GE is, and that the discussion should be broader than just the AC.
- B. J. Lewis noted that Myles Brand has charged each campus with reviewing GE and that these discussions will begin soon.
- C. D. Olson voiced a question and concern. He wanted to know whether the testing would replace department assessment activities. His concern was that we might institute a process where we teach to the exam. Thus the test would end up determining the curriculum. R. Cordell responded that the test would not affect curriculum and would not replace department assessment activities. The test is not able to target specific courses, only areas.
- D. K. Smith noted that the assessment program of a department are directed at its major, whereas the AC looks at GE.
- E. E. Scarborough clarified that there is no NCA assessment plan, rather we devised our own plan that was approved by NCA.
- F. S. Shore voiced his opinion that the levels reported were the levels that student's should be coming in at. One should be worried about being on the road with someone at level one.
- G. S. Norton agreed, noting that some of our seniors are at level 0 on math. Suggests that is something that the committee should be looking at. R. Cordell responded it was not the role of the committee to make a decision on what level students should be achieving. Rather, it is the committee's role to do the testing and the reporting. The discussion of level needs to be broader.

IV. Old Business

None

V. New Business

A. TERA Committee for 1998-99

VR announced the nominees for the TERA committee (Gretchen Anderson, Randall M. Isaacson, Gary M. Kern, Suzanne Konzelman, and Roy E. Schreiber) noting that all nominees had received the award two years in a row and were therefore not eligible this year. J. Lewis asked that VR explain, for those who might not know,

what TERA was and whether it was something we should be afraid of. VR explained that TERA was an award for teaching developed by the Trustees. Up to 1/4 of the faculty can receive the award depending on the funds available. Individual divisions are supposed to appoint committees to rank applications and the campus-wide committee chooses the awardees from the lists submitted by the divisions. It was moved (A. W. Bartholomew) and seconded (S. Norton) that the list of nominees be approved. There was no discussion. Motion carried.

VI. Reports

- A. Report on Funding of 18-20 and IUSERP: Mary Ann Zemke, Chief Financial Officer, and John Hundley, Director of Human Resources
1. A brief summary of this report is included in Attachment E. A copy of the complete final report submitted by the 18-20 financing committee is available in the library.
 2. Questions and Answers
 - a. D. Cohen commented that we haven't seen 5% growth in salaries for some time and asked whether the assumptions were realistic. M. Zemke responded that the figures had been developed by consultants and NYHART. D. Cohen asked whether it wouldn't make more sense to put in a range of assumptions. VR responded that all possible combinations were looked at and they had pulled together the best they could.
 - b. L. Fritschner commented that the report looks generally at all campuses and that the assumptions may vary by campus. M. Zemke responded that we will receive estimates for what the impact on our campus will be next year. L. Fritschner seconded D. Cohen's point about the 5% increase.
 - c. E. Maher commented that the campus specific issues were irrelevant because the plan is funded from a common pool.
 - d. With regard to step 2 of the plan (retention incentive), D. Olsen, asked how departments would decide which faculty could stay. VR responded that the plan had been worded so that the retention incentive would not be seen as an entitlement which would change IRS status.
 - e. Steve Shore requested graphs which used a consistent time frame, and some which included a worst case scenario.
 - f. With regard to step 4, internal financing, M. Zemke noted that \$194,000 must be taken from next year's budget to pay for this. VR also noted that each department will only have 80% of the salary line to replace faculty who leave. E. Scarborough commented that this had always been true.
 - g. D. Cohen commented he recalled discussions about funding the 18-20 plan seven years ago wanted to know "Who is getting fired over this?" "People who are responsible should take responsibility."
- B. UFC Representative's Report, Professor Joray
Due to the lateness of the hour, P. Joray's report was not given but has been included as an attachment. See Attachment F.

- C. President's Report, Professor Riemenschneider
1. Concerns expressed at the September meeting were sent to the UFC, President Brand said the courses taken at Western Governor's University would be processed like any other transfer credit. The fact that IU joined with the ICHE does not mean we are required to accept their courses. Concerning President Brand's 5 year review, the presiding co-secretary of the UFC stated that was determined by the Board of Trustees and not the UFC.
 2. If you have not returned your ballot for the one change to the constitution, you still have a week to do it.
 3. The Senate List of Committees now has all the chairs listed. It is on the shared drive.
 4. I sent the Admissions Committee two proposals that address potential changes in the Admissions policies for Transfer Students from outside IU and Intercampus transfers. The former is on the web as a Bloomington Faculty Council document. The latter is a proposal that is being presented to a BFC committee.
 5. I sent the Campus Directions Committee a proposal for a new School of Informatics that was presented to the UFC Planning Committee (www.extreme.indiana.edu/~gannon/informatics/info_main.htm). This committee is requesting comment from campus committees.
 6. We have two issues that we should address this year, post-tenure review and campus-wide general education core. President Brand is asking for campus responses on both of these issues by the end of this academic year.

VII. Announcements.

- A. Food Service interruptions on November 9th, 1998.
- B. The Division of Nursing & Health Professionals and IUSB Wellness Committee are sponsoring a Free Health Awareness afternoon on October 30th from Noon to 4pm. In the morning of the same day, they are providing Flu shots from 9a.m. to noon in Northside 467. There will be a second opportunity on November 5th (Administration Bldg & Weikamp Hall) and a third opportunity on November 13th in the biology laboratory.
- C. Conversations on Race – November 20th Contact Charlotte Pfiefer or Paul Schnur if you wish to participate.
- D. Dean's Seminar – Peter Bushnell – Northside 125
- E. M. Pettengill, reminded faculty about flu shots.
- F. J. Blodgett, stated there would be a discussion on Tuesday, November 3rd in the Weikamp 3rd floor faculty lounge regarding free speech and the advertisement published in the Preface.

Meeting Adjourned at 11:40 a.m.

VIII. Attachments

A. Attachment A. Student Services Report given by Pete Biegel

1. A preliminary report from financial aid for 1996/97-1997/98 indicates total financial aid funds dispersed by IUSB has increased in terms of dollars from 12 to 13 million, approximately a 13% increase.
2. The Counseling Center is screening for depression. Please contact the center for information regarding depression, participating in an Anxiety Group session, and Relaxation Training. For further information contact the counseling Center.
3. The Office of Career Management Services is conducting a "Career Success Book discussion Group". The discussion group meets on Wednesday, beginning September 23, from 2:30-3:30 p.m. for a total of ten sessions, in Greenlawn Hall 106. Register by calling 237-4425.
4. The Freshman Division is hosting an Open House on Tuesday, October 27 and 28, 1998, from 11:30 a.m. until 6:00 p.m. Faculty and staff are invited.

B. Attachment B. Report given by Acting Vice Chancellor John M. Lewis

1. Next Wednesday, October 21, IUSB will hold its first Graduate Programs Open House. This will be a chance for us to tell the local community and our own upper-class students about our 13 graduate programs, and indeed to tell anyone interested in the range of graduate degrees now available on campus. In the past, our individual programs have promoted themselves, and they will continue to do so. But next Wednesday, we will bring graduate program directors and advisers together in one room for the first time for the purpose of telling prospective graduate students about the programs we offer. The Open House is being coordinated by Christine Richardson, Graduate Programs Coordinator in the Office of Academic Affairs. Christine has blanketed the local community and the campus with publicity about the Open House. The "house" will be "open" from 5:00 to 7:00 p.m., in the Alumni Room, in the Administration Building. You are welcome to drop by yourselves, and I ask you to encourage any of your students whom you think might be interested to do so, too.
2. On November 6, three weeks from today, the Fourth Annual All-IU Undergraduate Research Conference will convene on the IUPUI campus. This systemwide conference is coordinated and run by Erika Zynda, our own Contracts and Grants Coordinator here at IUSB. About 87 undergraduates, drawn from all eight of the IU campuses, will attend and present their research; of these, 10 will be IUSB students from seven different departments and programs. Several faculty members are already planning to join our students at the conference; if others of you would like to do so, please contact Erika Zynda in the Office of Academic Affairs. We will convene our own IUSB undergraduate research conference on campus in March, next year. These two conferences provide some measure of the flowering of undergraduate research at IUSB in recent years. Many of you serve as advisers to our undergraduate researchers, and to many who will not be presenting at the conferences, and I commend you for this excellent work.
3. As you know, we are now well into our 1998 United Way Campaign at IUSB. I understand from Bill Knight that while he has received many gifts toward the campaign, we are running behind where we hoped to be at this stage. So, if you have not made a gift to United Way, let me ask you to consider doing so soon. You can give your pledge card to

your department or unit volunteer, or send it to Bill Knight in Math and Computer Science, or to John Hundley in Human Resources. If you need another pledge card or other details about the campaign, you can get them from your local volunteer or from Bill or John.

4. Lastly, the next Dean's Seminar in the 1998-99 series will meet today immediately after the Senate adjourns—at around 11:45. Peter Bushnell, Assistant Professor of Biology, will tell us about “The Ins and Outs of Estimating Fluid Volumes in Fish.” I confess I know little about this subject; but I'm looking forward to learning more from Peter this afternoon. Please note: the seminar today will not be in the usual room; we will meet, instead, in Northside 125, the lecture hall on the first floor opening off the long hallway running along the east side of this building. Coffee will be available, and you're welcome to bring your lunch. I hope you'll join us.

C. Attachment C. Report given by Chancellor Ken Perrin

Good morning,

It's good to be with you again. I will be relatively brief as I know you have a long agenda and I want to take any questions you have.

First, I must advise you that Phil Suphal went in for surgery yesterday. As most of you know, he has testicular cancer and it is serious. On an upbeat note, I visited John Ratkiewicz's new baby Daniel in Indy. He is still in ICU but making good progress. I know you will keep both Phil and Dan in your thoughts and prayers.

Unfortunately, I continue to be out of the office more than I would prefer. I'm not sure you were aware, but I'm chairing the search for the new Chancellor of IU Northwest. It is taking a lot of time but that campus is having some problems so it is important for me to spend quality time on the search.

Yesterday was another milestone in the maturing of our campus as I joined the President in our presentation of the IU biennium budget request to the State Budget Committee. We requested \$4,413,714 in new dollars for IUSB. Significantly, special mention was made of the good work our new Community Links Office.

Let me give some special thanks.

First, wasn't IUSB Fest a wonderful event? Please join me in thanking Joanne Phillips and Jeanie Metzger for facilitating “Our First Annual Open House”. Now give yourself a round of applause for all the hours you volunteered.

I also want to thank Lynn Williams and our colleagues in the sciences for hosting a highly successful Science Fair.

I also want to commend a wonderful student, Rita Vega, for facilitating our first Hispanic Heroines award dinner last Friday night. I also want to commend the Black Council for its scholarship event on Friday. Doug Agbetsiafa and his colleagues are really making a difference.

Since I last spoke with you I was able to convince the Trustees to make the salary adjustment for the staff and professional staff that I proposed. This is about a quarter of a million dollar adjustment. The librarian's salaries were tabled so I'll be working to get a positive decision there as well and, hopefully, soon.

As you know, we were successful in getting the B.F.A. in Theater released by the C.H.E. after it had been held hostage for 30 months. I'm now working to get the Women's Studies degree and the M.I.S. released as well. You must know, however, it is very hard work and requires constant attention.

The bookstore remains a problem and the consultants now estimate it will take us two plus years to establish a viable operation. For example, we just found we don't meet deadlines to return books to the publishers. The net result this year of missing deadlines is that we are stuck with \$15,000 to \$20,000 of unusable inventory.

A quick word about facilities. We now have the agreement from the donor and are proceeding with the design of the art gallery in the Associates building. Like the Student Center, we have hired a local architect --- the same one's who designed the Regional Art Center downtown. Speaking of the Student Center, it looks like it now will be placed between Wickamp and Greenlawn.

Finally, we have made an offer on the old detention center at a cost of \$260,000. We plan to demolish it and possibly site a new parking garage there.

In closing I want to read a letter I've recently written. The Preface currently has no academic anchor and as a result no good direction. We must change that. Because of my dismay over a recent ad I wrote the following:

Dear Readers of the Preface,

I am extremely respectful of our constitutional protections of freedom of the press and freedom of speech. Today, however, I must add my voice to those of the many faculty and students who are dismayed and embarrassed by the publication of the CODOH advertisement in the September 23rd issue of the Preface which challenges the "reality" of the Holocaust. To do so denies the atrocities and diminishes the lives taken at death camps such as Auschwitz, Buchenwald, and Sobibor.

Equally disturbing was the editor's apparent surprise over our community's strong negative response to the ad and her apology where she states that she believes the content of the ad is only an "opinion". Unfortunately, this is not true. The CODOH advertisement is a thinly veiled statement whose purpose is to promote bigotry, hate and anti-Semitism. While I have always viewed a student newspaper as an educational laboratory where student reporters are able to hone their craft as journalists, this in no way excuses student journalists from not assuming the full ethical and moral responsibility that goes with the power of the pen.

Sadly, the Preface is not the only college newspaper in which the CODOH ad has been published, and this concerns me greatly. Young people today were not alive at the time of the Holocaust, but I was. I am reminded of a quote by George Santayana which states, "those who cannot remember the past are condemned to repeat it." We are failing as educators if we do not teach our youth of the horror faced by and inflicted upon the Jewish people. The holocaust is a tragic fact and is literally one of the lowest points in human history in terms of our inhumanity, one to another. While I cannot send Ms. Ferguson to Auschwitz to see first hand the enormity of this tragedy, I am, by this letter, offering to send her, at my expense, to the Holocaust Museum in Washington, D.C.

The right to exercise free speech is given to all citizens of the United States. However, in the future, I hope this editor and those that follow her will exercise their right to reject paid advertisements which debase any group, and which insult the intelligence of us all.

Sincerely,

Kenneth L Perrin
Chancellor

I could go on and talk about our work to make the capacity model less onerous, our work on fees and our efforts to move from Divisions to Schools, but I'll stop and take your questions.

D. Attachment D. Assessment Committee Report

THE IUSB CAMPUS ASSESSMENT COMMITTEE

is responsible for implementing, promoting, and supporting
the continued development of assessment efforts at the university.

SUMMARY OF ASSESSMENT COMMITTEE'S ACTIVITIES:

•Development of the campus NCA Assessment Plan

•Monitoring continued assessment through
annual reports
third year reviews

•Annual surveys
faculty (educational objectives)
students (educational objectives)
[alumni (educational objectives)]
students (satisfaction with campus services)

•General education assessment

The AC chose the ETS Academic Profile and developed a second test to measure writing skills. The AC has data on the ETS for two years. Only 54 students took the test last year, even though students were told it was required. The AC has no current means of enforcing the requirement. Would like to test all graduating seniors. This year, The AC will be working on enforcing the test requirement. Have not yet decided at which level students should score and whether there should be minimum levels.

ASSESSING STUDENT OUTCOMES

- The goal of assessing student outcomes at IUSB is to help the university realize its mission to the student body.
- The objective of the assessment process is to involve the faculty, the students, and the community in the effort to review student outcomes.
- The purpose of assessing student outcomes is to identify program strengths and elements in need of improvement.

Students are expected to assist in the assessment process as defined by their academic departments and the campus assessment committee. Assessment processes may include activities as varied as opinion surveys and focus groups to portfolios and capstone courses. Students may also be required to participate in a pregraduation event designed to measure the cumulative effect of their collegiate experience.

“Academic Regulations and Policies of the University.” Indiana University South Bend *Bulletin 1998-2000*, p. 16.

ACADEMIC PROFILE PROFICIENCY LEVELS

WRITING

	1997	1998	TOTAL	PERCENT	CUMULATIVE PERCENT
LEVEL 0	0	2	2	2%	
LEVEL 1	10	20	30	37%	98%
LEVEL 2	11	16	27	33%	60%
LEVEL 3	5	17	22	27%	27%

MATHEMATICS

	1997	1998	TOTAL	PERCENT	CUMULATIVE PERCENT
LEVEL 0	6	7	13	16%	
LEVEL 1	12	15	27	33%	84%
LEVEL 2	4	20	24	30%	51%
LEVEL 3	4	13	17	21%	21%

HUMANITIES, SOCIAL SCIENCES & NATURAL SCIENCES

	1997	1998	TOTAL	PERCENT	CUMULATIVE PERCENT
LEVEL 0	0	0	0	0	
LEVEL 1	6	10	16	20%	100%
LEVEL 2	13	27	40	49%	80%
LEVEL 3	7	18	25	31%	31%

E. Attachment E. Report on Funding of 18-20 and IUSERP:

The 18-2- Financing Committee was appointed by President Brand and held its first meeting on December 17, 1997. The committee reviewed background materials concerning the early retirement plans and the expected future financial obligations (Exhibit B). Assuming a 5% annual growth in salaries, the early retirement costs through 2031 will be about \$2.4 billion. Current funding of these plans, with 5% growth would fall \$642 million short through 2021. The committee proposed the following four step plan to eliminate this short fall.

Establish a 10% Base Retirement Plan for Academic and Professional Staff Employees

- eliminate IUSERP for new hires
- establish IU contributions equal to 10% of base salary
- immediate vesting

Establish Retention Incentive Plan

- provide opportunity for individual departments to identify and retain highly productive employees who would otherwise terminate and begin receiving 18-20 Plan payments.
- allocate from the department a \$5000 research/professional development account for each recipient
- authorize 18-20 plan funding for an average 20% supplemental compensation payment to recipient

Establish a Base Budget Reallocation

- reallocate from departments 20% of the final average salary for each 18-20 recipient to the account which funds this benefit for each year that the recipient receives the 18-20 benefit
- continue the regular pooled benefit charge to support early retirement plans

Establish an internal financing plan with outside financing as backup

- provide an internal loan agreement to the 18-20 payout account
- fund loss of interest earnings annually on the borrowed funds
- explore creation of an outside corporation financing vehicle if internal financing is insufficient to meet payout requirements

F. Attachment F. UFC Report, P. Joray

Report to the IUSB Academic Senate on the University Faculty Council Meeting: Tuesday, October 13, 1998

1. Presiding Officers Business: President Miles Brand made one brief announcement. The University would submit its Budget at the first Budget hearing this week.
2. Agenda Committee Business: Professors Theodore Miller and Rebecca Porter made brief announcements. The most important announced the UFC World Wide Web site at : <http://www.indiana.edu/~ufc>

This site contains UFC documents and links to committees and to other campus governing organizations.

3. Report on "Architecture for the 21st Century: An Information Technology Strategic plan for Indiana University. My notes:
 - a. Information technology is becoming a fundamental resource for teaching and learning.
 - b. A major internal reorganization of information technology within Indiana University led to this Strategic Plan. The Plan is University-wide and covers the next 5 years. The Plan's success depends upon cooperation between all units of the university.
 - c. The goal is to advance Indiana University's leadership role in information technology among public universities.
 - d. While the plan recognizes power of information technology to transform teaching and learning, it advocates a middle ground, not a Cyber- University. The appropriate use of information technology can improve education, but it will not replace real campuses and real teachers.
 - e. It--IT--offers us the opportunity to significantly improve access to university courses, materials, faculty and other resources. Students, faculty, staff and the public can benefit from this improved access. Student access is especially important.
 - f. We need to have life cycle funding for information technology, because good equipment is essential if we want to provide leadership in this area. This year the State of Indiana will provide \$14 million specifically for information technology. Other funds will come from internal and external partnerships, committed and earmarked funds, new funds and reallocation of funds.
 - g. The document is 54 pages long, has 10 recommendations and 68 proposed actions. Professor Terry Ryan is our representative on the University Information Technology Committee. I believe he has sent all faculty an e-mail asking for your comments.
4. Report on Financing the 18-20 Plan: My notes:
 - a. This report deals with the funding of the plan. There is no attempt to change the plan.
 - b. Current funding of this plan plus the early retirement plan for current faculty, assuming 5% growth, would fall \$642 million short.
 - c. The Committee makes four recommendations:
 1. Establish a 10% Base Retirement Plan for Academic and Professional Staff Employees, NO EARLY RETIREMENT PLAN, new hires only.
 2. Establish Retention Incentive Plan:
 - A. Department could identify and retain highly productive employees who would otherwise terminate and begin the 18-20 plan.
 - B. They would receive \$5000 research/professional development fund.
 - C. The 18-20 plan would pay a 20% supplemental compensation.
 3. Establish a base budget reallocation:
 - A. Reallocate from departments 20% of the final average salary for each 18-20 recipient to the account which funds this benefit for each year that the recipient receives the 18-20 benefit.

- B. Continue the regular pooled benefit charge to support early retirement plans.
- 4. Establish an internal financing plan with outside financing as a backup.
- d. This report with the recommendations will likely be sent to the Trustees for action at their October meeting. If it is going to apply to new hires effective July 1, 1999--those we are hiring now--Trustee approval is essential. A one year delay will cost \$20 million given projected hiring.
- e. Discussion pointed out that the assumptions underlying the Incentive Plan might be too optimistic in which case this part of the plan will not save as much as projected. (40% of the faculty will be offered the chance to stay on, and 80% of those will stay giving a total of 32% of the eligible faculty)