

SPECIAL MEETING

INDIANA UNIVERSITY EAST FACULTY SENATE MINUTES

March 25, 1997

Room 124 Middlefork Hall

11:00 AM

Presiding: Walter Wagor, President of Faculty Senate

Present: Avirappattu, G.; Baldwin, L.; Blake, J.; Blakey, G.; Branstrator, P.; Brown, E.; Browne, B.; Browne, C.; Carter, R.; DaCosta, C.; Day, P.; Fell, M.; Folkerth, M.; Fulton, D.; Gallo, E.; Goerss, B.; Henry, M.J.; Hertzog, B.; Jayasuriya, K.; Kauffman, J.; Lafuze, J.; Logston, J.; Ludlum, C.; Marling, V.; McCarty, J.; McFadden, S.; Morse, M.; Nishihara, L.; Osborne, R.; Osgood, T.; Pandya, V.; Rains, J.; Rankin, S.; Rao-Dev, V.; Rivard, T.; Shapiro, S.; Sherer, S.; Spencer, S.; Stolle, C.; Szopa, A.; Tolley, R.; Turk, E.; Veramallay, A.; Vincent, J.; Wagor, W.; Watkins, M.; Weber, G.; Williamson, T.

I. Call To Order

The meeting was called to order at 11:12 am by Senate President Walter Wagor.

- II. President Walter Wagor explained the purpose of the meeting was to complete three voting items from the Agenda of the March 4th Faculty Senate Meeting. Additionally, he said that only tenured, tenure-track and tenure eligible faculty are able to vote on the first item, Clinical Ranks. There had been a request to use written ballots on the Clinical Ranks vote and President Walter asked faculty if they felt that would be necessary. Cathy Ludlum said that since there was a quorum of voting members at the meeting she did not see a need to have written ballots. Jo Rains pointed out that that only the people present would be voting and she didn't feel written ballots were necessary. Hearing no motion to use written ballots, President Wagor said he would proceed with the discussion and voting.

III. Faculty Affairs

A. Clinical Ranks - Joan Lafuze

Joan Lafuze explained that three issues regarding Clinical Ranks would be presented by the Sub Committees and voted on separately.

a. George Blakey gave a condensed explanation of Clinical Ranks as passed by the Board of Trustees in 1966 and presented the one voting item, shown below between the parentheses. In the section covering the number of Clinical Rank appointees: "Clinical rank appointees shall constitute no more than 20% of the total full-time faculty(at IUE no more than 5% of the total IUE full-time faculty can be in Clinical Ranks within any one Division). Tenure/tenure-track members of the faculty governance body may establish a smaller percentage." The Committee's rationale was to set some parameters so Divisions would not be on a first come, first serve basis, realizing that some divisions would need more clinical rank positions than others. Suzi Shapiro said it might be alright now but if there is campus reorganization it might be a problem. Jo Rains questioned equal distribution among divisions since not all divisions have equal clinical need. Ron Carter suggested that there be a one year trial basis. Walter Wagor clarified that the committee wanted to vote on individual sections separately. Following further discussion, Walter Wagor called the question. Passed by voice vote. The question was to approve the statement "at IUE no more than 5% of the total IUE full-time faculty can be in Clinical Ranks within any one Division". Proposal defeated by a show of hands vote(11-yea, 19-nay). There will be no parameters on divisional allotment of Clinical Ranks.

b. Randall Osborne presented, from Faculty Affairs, the Proposal for Transitioning into Clinical Ranks Policy. The four issues to address in a transition policy are:

- Clinical Rank not be utilized as a transfer mechanism;
- the number of years for a Clinical Rank Contract;
- probationary period; and,
- a system of "grandfathering" the policy

There was discussion relating to the process and review involved in granting long term contracts and promotion to clinical rank individuals. Mary Fell said that promotion can only be granted by the Chancellor from recommendations from the P&T Committee. George Blakey suggested that Faculty Affairs review the language and clarify the distinctions between extending long term contracts and promotion. Randall Osborne said the committee's interpretation of granting the long term contract was a divisional review process, while promotion would follow the established P&T process. After much discussion, Joan Lafuze said the Faculty Affairs Committee would withdraw the Proposal for Transitioning sections for further discussion.

c. Sherry Rankin presented the recommended Criteria for Appointment and Responsibilities of Clinical Ranks Faculty levels; Clinical Lecturer, Assistant Clinical Professor, Associate Clinical Professor, Clinical Professor. Judy McCarty called the question. The motion to approved the criteria passed. (26-Yes, 0-No, 2 -Abstain) Walter Wagor asked Faculty Affairs to put together UFC recommendations with IU East recommendations for the Handbook.

IV. Budgetary Affairs - Lora Baldwin

- A. Lora Baldwin suggested each section of the Salary Policy Proposal be discussed and voted upon, before voting on the entire proposal. She also said due to budget restrictions that some areas may need to be phased in over time.
- B. Salary Floors - The Committee recommended adjustments to salary floors to reflect actual starting salaries so increases each year at the same rate will keep beginning salaries in line with campus salaries. Bill Browne said that Clinical Ranks will need to be added to the list. Lora said the rate of inflation was figured into the new salary floors. Suzi Shapiro moved to hold a vote on this item. Eleanor Turk seconded. Passed.
- C. Search and Screen Hiring Procedures
There were several areas of concern. One area omitted was advertising the actual salary amount. Basically the Divisional Search and Screen Committees must determine and record the salary range and job descriptions which may not be changed without Divisional approval. Salaries may differ by 5% when considering experience, but only after Divisions and the Search and Screen Committee have agreed. This is an attempt to bring everything "up front" and eliminate "negotiating". Discussion. Mary Fell called the question. The motion is to add the Search and Screen Hiring Procedures to the Salary Policy Proposal. Motion passed.

George Blakey moved to extend the meeting time to complete the business. Mary Fell seconded. Motion passed.

D. Negotiating Parameters

All new faculty will receive a computer, not necessarily the top of the line, acknowledging the campus focus on technology. Also, faculty would receive up to \$750 toward moving expenses, and 50% over that amount if they are moving a long distance, but not to exceed the maximum allowed by the Board of Trustees. There was discussion about the limit on moving expenses and with whom a faculty member would negotiate to receive computer up-grades. David Fulton said that negotiating should take place between the Chair and Vice Chancellor before it gets to the Chancellor. Bill Browne said he felt there were some holes in the policy regarding what is negotiable. Walter Wagor expressed concern that the policy is not well articulated and perhaps a better document should be created. The question was called, but due to a lack of quorum there could not be a vote.

V. Adjournment

Due to the lack of a quorum, the meeting was adjourned at 12:35 pm.