

INDIANA UNIVERSITY EAST
FACULTY SENATE MINUTES

May 6, 1997

Room 132 Whitewater Hall

11:00 AM

Presiding: Walter Wagor, President of Faculty Senate

Present: Baldwin, L.; Bandish, C.; Barton-Kriese, P.; Branstrator, P.; Brown, E.; Browne, B.; Browne, C.; Carter, R.; Chandler, Dianne; Clark, K.; Dacosta, C.; Dansby, J.; Day, P.; Dhawale, K.; Englert, L.; Fahl, D.; Fine, P.; Folkerth, M.; Foos, M.; Fulton, D.; Gallo, E.; Henry, M.J.; Hertzog, B.; Hufford, L.; Jackson, D.; Kauffman, J.; Lafuze, J.; Larger, M.; Ludlum, C.; Marling, V.; McCarty, J.; Merrill, H.; Morse, M.; Nishihara, L.; Nwobodo, P.; Osborne, R.; Osgood, T.; Pandya, V.; Payne, L.; Phipps, A.; Rains, J.; Rankin, S.; Rao-Dev, V.; Rivard, T.J.; Shapiro, S.; Spencer, S.; Szopa, A.; Telfer, K.; Turk, E.; Veramallay, A.; Vincent, J.; Wagor, W.; Watkins, M.; Weber, G.; Williamson, T.; Wyatt, J.

I. Call To Order

The meeting was called to order at 11:10 am by Senate President Walter Wagor.

II. Approval of Minutes

Randall Osborne moved to accept the minutes of the April 1 and April 15, 1997, meetings.

T.J. Rivard seconded. Cathy Ludlum asked, in the April 1, 1997 minutes, that in Curriculum Committee Report, Section C, "Bill Browne suggested that" be deleted. Also, in Chancellor's Business, Section A, to delete "is why" and after "plan" in the sentence beginning "Cathy Ludlum said". T.J. Rivard noted that near the end, in the sentence beginning with "Walter Wagor said", the "not" should be deleted. Minutes approved as corrected.

III. President's Report - Walter Wagor

A. Walter Wagor reported that the Agenda Committee met last week to talk about facilitating a special meeting to discuss restructuring issues. The date suggested was May 13, at 10:00 am. He pointed out this would be a special meeting, not a regular Senate meeting, and it would not be necessary to have a quorum. Faculty will be notified of the meeting via E-mail.

B. In response for suggestions of topics to be discussed at the Fall Retreat, the issues of Restructuring and Promotion and Tenure were most often mentioned. Walter Wagor proposed devoting the morning session to Restructuring issues and the afternoon session on a number of P & T issues. Kris Dhawale asked about including Faculty evaluations as a discussion item. Walter Wagor said that would be included in the P & T discussions. Tom Osgood suggested including discussion of merit reviews. Judy McCarty noted that not all Senate members are Tenure-track. Walter Wagor said the Agenda Committee would work on structuring the Retreat agenda and distribute it during the summer.

C. The election of a new member to serve on the Faculty Board of Review was necessary due to the resignation of a member. Walter Wagor pointed out that UFC had passed a new

minimum standard of membership for Faculty Board of Review at their last meeting which is more stringent than the IU East criteria. Several faculty members have expressed concerns about issues of perceived objectivity of Board members, and it appears the campus does not have confidence in the Faculty Board of Review. There was a question asked, what does the Board do? Judy McCarty said the focus of the committee is on process, assuring fair and consistent treatment of individuals. Hearings are conducted to give individuals an opportunity to refute decisions with which they disagree. Tom Osgood cited the official statement in the Academic handbook, pg VII-1.4. Walter Wagor explained that the IU East document about serving on Faculty Board of Review is different in terms of criteria pertaining to conflict of interest from the UFC document just passed. He added that some campuses have a "pool" of members to be selected for a particular case, whereas IU East has just three members. Bob Hertzog asked how the issues currently before the Board will be handled. Walter Wagor said that is part of the problem, especially since it is the end of the year. Judy McCarty said there are three cases currently before the Board and another one coming. Lora Baldwin suggested a Constitutional change to include alternates on the Board to deal with cases when conflicts of interest arise. Walter Wagor pointed out that a two-thirds majority is necessary to change the Constitution and that majority is not present. He said he will discuss this with other campuses. Both Suzi Shapiro and Bob Hertzog commented on the fact that everyone knows each other here and it would be hard to find a person who would not be objectionable to somebody. Since it is necessary to elect one member to the Faculty Board of Review, Cathy Ludlum asked who is eligible. Walter Wagor said the criteria are: Tenured faculty member, not serving on the P&T Committee. The list of eligible faculty for Faculty Board of Review were displayed on an overhead. Mike Foss and Judy McCarty are current members. George Blakey resigned in April due to cases before the Board. Lora Baldwin said the election of a third person is necessary, then it could be decided if Tom Osgood could step back in if a conflict arose. T.J. Rivard moved to elect an alternate to review the cases currently before the Board this year in case someone recuses from a particular case. Seconded. Bill Browne questioned the legality of electing an alternate since it is not stated in the Constitution. Tom Osgood said his function would not be as alternate but to be present and available to fill in if necessary for someone who excuses themselves. Suzi Shapiro suggested that if a person who has a grievance before the Board is uncomfortable with the procedures, they temporarily table or withdraw their grievance until fall after this situation has been studied and a decision reached. Judy McCarty said the Board is hearing two on-going cases this afternoon and Tom Osgood should participate. Cathy Ludlum made a friendly amendment to add a "replacement", with Tom Osgood remaining on call. (Tom Osgood would step down after

hearing current cases and he would remain available as necessary.) In the vote for a replacement member, Lora Baldwin was elected.

IV. Standing Committees

Curriculum Committee - Cathy Ludlum

- A. As information items, a number of courses were brought from the Master course list. The B.E.S.T. Division brought six courses: A110-Intro. to Computers and Computing, G480-Practice in Business Economics, M480-Professional Practice in Marketing, W480-Professional Practice in Management, P480-Professional Practice in Operations Management, F494-International Finance. The Psychology Department brought four courses: P421-Laboratory in Social Psychology, P429 Laboratory in Developmental Psychology, P435-Laboratory in Human Learning and Cognition, P412-Laboratory in Human Performance.
- B. The Higher Ed Commission recently approved the Communications Degree. In order to implement the degree, the following courses were brought from the Master course list by the Division of Humanities and Fine Arts: COM253-Intro. to Public Relations, J390-Corporate Publications, S305 Speech Criticism, S221-Speech and Human Behavior, S322-Advanced Interpersonal Communication, S405-Human Communication Theory, J202-News Writing.
- C. A change in prerequisite for CSCI A110, to remove "High School Algebra or equivalent" was brought, moved and seconded by the Curriculum Committee. Passed.
- D. Curriculum Committee proposed the following revisions to the By-Laws regarding the scope of the committee's authority.

As a point of clarification, where degrees are mentioned, "and programs" should also be added.

The second clarification is that Curriculum Committee will review substantive revisions to existing degrees and programs.

System degree and program proposals for implementation

Substantive revisions to existing system degrees and programs

Deletion of system degrees proposals for implementation. Courses brought forward from the Master course list not previously taught on this campus was made a separate item.

New courses not on the master course list.

Any changes to an existing course which require a university course change request form.

Changes approved. (See attached.)

Faculty Affairs

- A. Joan Lafuze acknowledged the committee for their work during the year.

- B. Randall Osborne presented the Clinical Ranks proposals , brought moved and seconded from the committee, relating to Probationary Period, Granting of Long-term Contracts, Transition policy and Promotion. (See attached.) Passed
- C. Joan Lafuze explained that the Faculty Affairs Committee had been charged with establishing a policy regarding procedures to be followed when sexual harassment charges are brought against a faculty member. A policy must be approved by July 1, 1997. Since the IU East policy is very vague, the committee altered the Affirmative Action Complaint Procedure Guideline document being prepared by Bloomington to fit the IU East campus, specifically in the composition of the Hearing Board and the Affirmative Action Grievance Panel. This policy was brought, moved and seconded by the committee. Tom Osgood noted in the first paragraph to change Bloomington to IU East. Lora Baldwin suggested changing "should" to "shall" in Section III, C (2), second sentence. Bill Browne added that there could be changes and /or additions made in the future, there just needed to be a policy by July 1. Dianne Chandler asked if this policy covered a complaint from anyone on campus. Walter Wagor said that this policy was created when Affirmative Action developed policies and faculty wanted them incorporated into faculty governance. Since this policy only applies when a faculty member is involved, Walter suggested adding, in the first paragraph, at the end of the last sentence, "involving faculty." Mary Ann Morse asked if the approved policy could be included in the Academic Handbook. Larry Englert called the question. Proposed policy approved.

Budgetary Affairs - Lora Baldwin

- A. Lora Baldwin presented a description of salary floors since some confusion had been expressed by faculty about whether it applied to new or existing faculty. Kris Dhawale asked for a stay order on the Salary Floors and Summer Salary Policy because he was not certain what impact they would have on the IU East budget. Joe Blake seconded. The Parliamentarian advised that a stay order was the same as tabling. Motion to table passed.

Nominating Committee - Lora Baldwin

- A. A Faculty Committee Preference list for 1997-98 has been distributed . Faculty were asked to complete them as soon as possible and return to Mary Robertson.
- B. Election of a new Nominating Committee.
The slate of nominees was presented: Lora Baldwin, Robert Hertzog, Cathy Ludlum, Vandana Rao-Dev, T.J. Rivard. Kris Dhawale moved to close the nominations. Tom Osgood seconded. The three new members elected were: Lora Baldwin, Cathy Ludlum and T.J. Rivard.

Calendar Committee - Tom Osgood

- A. Tom Osgood moved to revise the approved 1997-98 calendar in order to accommodate the Martin Luther King Holiday mandated by the Board of Trustees to begin in 1998. The campus will be closed on the third Monday of January, beginning January 19, 1998. The semester will be extended one day, to May 4.

Tom Osgood added that it may be possible to have a week of no fall classes around Thanksgiving, beginning Fall, 1998 if the semester is extended one more day. Randall Osborne seconded. Discussion. Dianne Chandler pointed out that the Fall break would be for students and faculty only. The campus would only be closed on the Wednesday before Thanksgiving, which is decided on a yearly basis. Motion to revise 1997-98 calendar passed.

- B. Tom Osgood moved to accept the 1992-2002 calendar for approval. Ron Carter seconded. The Fall semester starts earlier but it was felt people would like more time off at Christmas. Calendar approved.

V. Adjournment

Ron Carter moved to adjourn. Larry Englert seconded. The meeting was adjourned at 1:15 pm.