

INDIANA UNIVERSITY EAST  
FACULTY SENATE MINUTES  
November 18, 1997  
Room 132 Whitewater Hall  
11:00 AM

Presiding: Walter Wagor, President of Faculty Senate

Present: Baldwin, L.; Blakefield, M.; Blakey, G.; Branstrator, P.; Brown, E.; Browne, B.; Browne, C.; Carter, R.; Chandler, Dianne; Clark, K.; Corder, S.; DaCosta, C.; Dalphin, J.; Dansby, J.; Dempsy, K.; Dhawale, K.; Fahl, D.; Fell, M.; Folkerth, M.; Foos, C.; Foos, M.; Fulton, D.; Goerss, B.; Henry, M.; Hertzog, B.; Jayasuriya, K.; Kauffman, J.; Larger, M.; Matika, J.; McCarty, J.; McFadden, S.; Osborne, R.; Pandya, V.; Pentz, M.; Rains, J.; Rankin, S.; Rao-Dev, V.; Rivard, T.; Roberts, D.; Sabine, N.; Scherer, S.; Spencer, S.; Stolle, C.; Suhrheinrich, J.; Szopa, A.; Thomas, T.; Tolley, R.; Turk, E.; Veramallay, A.; Vincent, J.; Wagor, W.; Watkins, M. Weber, G.; Williamson, T.; Wyett, J., Young, B.

I. Call To Order

The meeting was called to order at 11:05 am by Senate President Walter Wagor.

II. Approval of Minutes

Randall Osborne moved to approve the minutes of the October 21, 1997 Faculty Senate Meeting. Cathy Ludlum Foos seconded. Minutes approved.

III. President's Report - Walter Wagor

A. Walter Wagor explained that there had been a suggestion by a member of Agenda Committee that he E-mail his remarks to Senate members prior to the Senate meeting in order to give people time to read them and have questions and/or comments ready for the meeting. Three items in the President's report E-mailed to Senate members included: Michael Klein's visit to IU East on October 28; a summary of the ICHE Leadership Conference which included information about the Family College Savings Plan, a study of the low level of college degree attainment in Indiana and, a proposal to tie campus performance based funding to degree completion rates; and Trustees' resolutions relating to faculty compensation which included: campuses review of faculty, librarians and professional staff to identify equity issues relating to minority and gender; campus identification of appropriate comparison institutions; and, a university wide committee to recommend how to pay for financial obligations of the 18/20 plan. President Wagor asked for questions and/or comments.

B. President Wagor announced that Faculty Senate meetings in January through April would be held in Middlefork room 124, with the May meeting in Whitewater 137.

IV. Student Government - No Report

V. Standing Committees

AAA - Rao-Dev/Jayasuriya  
No Report

Budgetary Affairs - Lora Baldwin

- A. Budgetary Affairs brought, moved and seconded, a Salary Policy, Part 1 stating that inflation should be paid using a percentage based on the cost of living in salary distribution. Discussion. Cathy Ludlum Foos called the question. Motion passed. (below)  
 "The total salary increase pool (those dollars left after promotions and equity adjustments) will be distributed at a percentage based on cost of living. Cost of living will be determined by using the revised U.S. Department of Commerce's Consumer Price Index for the previous year.  
 Funds remaining after cost of living allocations will be distributed based on merit."
- B. The Committee is examining the budget and will do a survey on campus priorities.
- C. Walter Wagor asked Budgetary Affairs to send him a memo indicating where the Salary Policy just passed should be placed in the Handbook.

Curriculum Committee - Cathy Ludlum Foos

- A. The following courses were brought from the Master Course List as information items. HFA Division will activate COAS S102 Freshman Seminar, PHIL P105 Thinking and Reasoning, and REL R180, Introduction to Christianity. Continuing Studies would like to activate RHI 272 The Tourism System, for Spring 1998, to be used in the Hospitality and Tourism Certificate Program.
- B. In response to student interest and President Brand's plan to make Associate Degrees available, the Behavioral and Social Sciences Division brought, moved and seconded, a proposal for an Associate of Science in Behavioral and Social Sciences Degree. Peggy Branstrator noted that there was no lab course requirement listed in the Natural Science and Mathematics requirements. Discussion. Mike Foos made a friendly amendment to add in "Natural Science and Mathematics"- "At least 2 courses (6 credit hours) in 2 disciplines, one of which must be a lab course (not including the 100 level math requirement)."  
 The motion to approve the Associate of Science in Behavioral and Social Sciences Degree as amended passed. Walter Wagor explained that degrees are not automatically added to the program as soon as they are voted on by the Senate. There is a system of approval before the program is implemented.
- C. A proposal from The School of Nursing comes, moved and seconded, to endorse proposed changes to the Nursing curriculum. These changes were presented and discussed at all Divisions' meetings and faculty members were given copies of the proposal. Nursing Dean, Joanne Raines added that changes will be made in advising material to reflect changes in the program. Motion passed.

Faculty Affairs - Jerry Wyett

No Report

Workload - Sue McFadden

No Report

Faculty Board of Review - Mike Foos

- A. Mike Foos distributed, as information items, a proposed policy change for Faculty Board of Review and a draft document of revisions relating to the review functions of the Board. One revision, to change the membership of the Board, requires a Constitutional Amendment. The other item addresses changes in By Laws, the make up of the committee, dealing with dismissal, and other kinds of cases. These items will be brought for a vote at the next meeting. Faculty were encouraged to read these documents and notify the Committee (Mike Foos, Judy McCarty, Tom Osgood, Lora Baldwin) of any suggestions. The proposals are also available on the Web at:  
<http://www.iue.indiana.edu/nsm/fbr/artv.html> or  
<http://www.iue.indiana.edu/nsm/fbr/draft.html>.  
 There will be an Open Meeting on December 2, in Whitewater, Room 137, at 11:00am.

IV. Chancellor's Business

A. Annual Fund

The Vice Chancellor for External Relations, Joanne Matika, said that the Annual Fund Appeal packets were put in the mail today. The goal is to raise \$60,000 in unrestricted money but special designations can still be made. She reported that the IU Foundation will match any new gift from a new donor, up to \$1,000. She explained that many companies have matching gift plans and encouraged everyone to check with family members about policies of their employers.

B. Enrollment Report

Vice Chancellor for Enrollment Services, Ben Young, extended congratulations to everyone for their efforts in slowing the attrition rate - enrollment dropped by only 6 in the last 2 weeks. He reported that 1,390 students were registered for Spring 1998. Purdue has registered 93. Connersville and New Castle special advisement/registration will be later this week. Post cards have been mailed to current students not yet registered. There will be a large mailing of the Spring schedule in early December to generate more students. The date for "Washout" is December 5. Vice Chancellor Young said there is a new policy that, for \$20, students can hold their classes until January.

VII. Academic Affairs - Diane Roberts

A. Vice Chancellor Roberts had planned a report on the status of the Honorary Degree candidate, but President Brand has requested additional time for review.

B. The Vice Chancellor reported that campuses had been asked to make a preliminary review of Faculty, Librarians and Professional Staff compensation to see if there are any equity issues related to gender, race, or ethnicity. The Ad Hoc Committee to review these equity issues at IU East consists of: Lora Baldwin, John Kauffman, Dianne Chandler, Judy McCarty, Paul Barton-Kriese, and Ginnie McNeil. If inequities are found a full fledged review will be done in the 1999-2001 budgetary biennium.

C. President Brand has asked IUEast to identify a group of peer institutions. Hopefully, the same institutions used for comparison during the past 4 years can be maintained. A goal for compensation for all levels of faculty is that it be at the 60 percentile of the peer group. The Vice Chancellor will work with Budgetary Affairs to make recommendations. Walter Wagor added that the money is for compensation, not salary, and will include fringe benefits. He said that it is estimated that \$2.5 million will be needed to bring Bloomington up to the 60 percentile in comparison with other Big 10 schools. The Board of Trustees tabled the recommendation to go to the Legislature for money for the equity and competitive compensation for the Bloomington campus. President Brand has made it very clear that, at this point, other campuses will have to reallocate funds. Vice Chancellor Roberts said a University wide committee comprised of faculty and administrators will be formed to recommend to President Brand and the Board of Trustees, steps to be taken in meeting the financial obligations of the imposed 18/20 payouts. There will be a report issued in March 1998 regarding 18/20. Walter Wagor said that President Brand has said that neither he nor the Board have any plans to change 18/20. The question is how to pay for it. It is an unfunded retirement system, amounting to over \$2 billion between now and 2031.

D. Vice Chancellor Roberts said that IU East has been successful in obtaining SDI funding. In the third round of SDI funding, those items coming forth will be reviewed by existing committees, not the Ad Hoc Committees used in the past, with each Chancellor presenting campus recommendations to the President. Preference will be given to proposals needing one time funding. The deadline for submitting proposals to Academic Affairs is mid December and they are due in Bloomington by January 15, 1998. There is about \$5 million available in the 3rd round and about \$4 million will be used to advance areas of excellence. President Brand wants the Bloomington campus to be in the top tier of research institutions in the Big 10, and IUPUI to be part of the Urban 13. Regional campuses are without clear cut goals for excellence. Chancellor Fulton has been working with other regional Chancellors to establish criteria for excellence as it pertains to regional campuses.

E. George Blakey commented on the delayed status of the Honorary Degree nominee. He added that a special meeting of the Faculty Senate might be necessary to approve the nomination if accepted by the President.

VIII. Old Business  
None

IX. New Business  
None

X. University Committees  
A. UFC

Mike Foos reported that UFC had passed a Fair Use Copyright Policy.

UFC is discussing changes in the university-wide Sexual Harassment Policy.

There is discussion about a University policy for non tenure track faculty, which includes lecturers and adjuncts.

President Brand reported that he would like to see the same peer comparison lists used for compensation, retention, and other comparisons.

XI. Announcements

A. Jana Lehman asked for nominations of Junior and Senior women students to participate in the Women's Extern Program. This is a program in which the students shadow area business women to find out opportunities available.

B. Dianne Chandler reminded everyone that the Open Enrollment for Health Care ends on Tuesday, November 25. Indiana University is still working on a separate contract with Reid Hospital. There are 59 employees currently on the Anthem plan. She encouraged people to look carefully at the option available.

C. The United Way campaign needs \$1,400 to meet the goal of \$12,000 by the deadline of December 15. Dianne thanked everyone who had participated and encouraged others to send in their pledges.

XII. Adjournment

Jerry Wyett moved to adjourn. Ron Carter seconded. The meeting was adjourned at 12:15 pm.