

FACULTY ORGANIZATION MINUTES

March 28, 1997

1. Call to Order/Approval of Minutes

Chair Don Coffin called the meeting to order at 10:00am. The minutes of [February 21, 1997](#) were approved as distributed.

2. Chancellor's Business

- o **A. Salary Equity.** Dolores Rice is studying the issue as it relates to the staff and J. Kroepfl and M. Vasquez have been looking at the issue for faculty. Both groups are nearing completion of their studies. Faculty made the following comments/questions:

Fac: Will we have access to the committee's reports?

Chan.: Yes, when it's finished.

Fac: whatever equity plan is developed should be carried to completion

- o **B. Campus Budget.** The current budget proposal has a shortfall and we must present a balanced budget. A 4% increase in tuition is possible, but the raise will not be across the board.

There was strong support in Bloomington for building salary equity adjustments into the budget and spreading the equity pool over three years for faculty and two years for staff. The exact amounts available for equity have yet to be determined. A 3% raise has been built into the budget, but equity monies are not considered by the Board to be part of the of the 3% raise; the equity monies will be separate from the raise monies.

- o **C. Draft Vision Statement.** The Chancellor emphasized that the document currently circulating around campus was a very broad draft, a working paper. The Marketing Committee was originally charged with developing a vision statement. The Chancellor suggested the possible redesign of the Marketing Committee, perhaps as a strategic planning body comprised of a variety of people from across the campus. The following represents the spirit of the faculty's questions and the Chancellor's responses:

Fac: Can this document be distributed?

Chan: No, it is a working draft. It was intended to be confidential and I don't believe a working draft is for universal distribution.

Fac: Distributing the draft would be helpful and important and would let people come to their own conclusions.

Chan: There's a committee. This is why you have committees. We have to think about what we are doing because of fiscal realities.

Fac: Perhaps the Marketing Committee was not the best place for this document. The idea of a strategic planning committee with broad involvement from all areas of the campus is important.

Fac: Sounds like economics will be a major consideration of a program's future.

Chan: The statement does not indicate that any programs will be cut.

Fac: What about filling many of the vacant faculty positions, particularly in the Arts and Sciences? How can a department have less than two faculty members?

Chan: There is a list of positions to be filled that totals approximately \$1,000,000. The list is being examined and prioritized by several groups.

Fac: What is your position regarding the Arts and Sciences programs?

Chan: I'm a strong supporter of the A&S programs. You can't have a university or professional programs without an A&S program. We are all in this together and have to work together.

o **D. Buildings.**

- **1. Hawthorn** should be completed during the summer.
- **2. Academic Activities.** There will not be a reduction in the square footage of useful space. Most likely the building materials will be changed to reduce costs. Bids should go out in two months. The University has committed \$800,000 to the project, but this does not include money for the child care center.
- **3. Child Care Center.** Will be located across the street as originally planned.
- **4. Highway Sign.** The original design was submitted to University architects and engineers who located a major structural flaw. A new design will be forthcoming.

- o **E. Campus Mission Statement.** The Chancellor and Paul Kern explained the background of the document; it grew out of the August 1996 campus convocation, had input from many sources, and had been reviewed by many committees. The Chancellor read the document into the record. [See attached.](#)

3. Vice Chancellor's Business

- o **A. Draft Vision Statement.** This was an attempt to provoke to discussion among members of the Marketing Committee and it seems to have successfully generated discussion.
- o **B. [Commission on Higher Education](#).** The Commission has decided to increase the number of transferable courses from Ivy Tech: 15 new hours of general education courses and 10 hours of technical courses. This increases the number of transferable hours to 75. It is anticipated that IU's participation will be mandatory.

The Commission is reviewing a proposal from Indiana State to utilize distance education and beam classes to Ivy Tech. ISU's stated intention is to only offer degrees in programs where a local university does not offer a degree, but several of ISU's proposals seem contradictory. IU will urge the Commission not to approve the proposal.

Fac: Do we have any figures on how many Ivy Tech students participate in the current program?

VC: Yes, but it is not fully developed. My impression is that the number of participants is low, but that is based upon my recollection

Fac: How successful are these students once they arrive at a university?

VC: This is a good point and there is conflicting information. We are interested in this issue and need more data.

- **C. Computers.** The VC's office has received \$250,000 of requests and, unfortunately, that exceeds the monies available. VC Veeder is working with VC Moran to identify variables, such as upgrading users with existing hardware, and prioritizing the requests.
- **D. TERA Awards.** Next year the issue will be referred to the Faculty Development Committee to see how the monies, estimated to be \$6,000, might be used for faculty development on our campus. There must, however, be a competitive component to any potential plan.
- **E. Campus Events.** The VC reminded the faculty of the upcoming Great Lakes Regional Diversity Conference and SPEA's Public Affairs week, and encouraged participation.

4. Chair's Business

- **A. Salary Committee.** The committee has not yet met for two reasons: wanted to wait until the work of the ad hoc salary committee appointed by the Chancellor finished their work, and there are a few divisions who have not appointed a representative. Don will be contacting those divisions and requesting a representative.
- **B. [UFC Report](#).** Three issues are currently being discussed:
 - 1. A revision of the Intellectual Property Policy, which was not adopted by the Board of Trustees last year.
 - 2. The Federal Government is pressuring universities to write a [Research Misconduct Policy](#), and UFC is working upon such a document. If interested, contact Don.
 - 3. [Sexual Harassment Policy](#). Contact Don if interested in reviewing the proposed changes.
- **C. Constitutional Amendment.** The amendment would have added an elected representative to the [Executive Committee](#). This position would have been elected from and represent those Faculty without divisional representation (at present: Labor Studies, [Continuing Education](#), [Medical Education](#) and Social Work.) Not enough votes were cast to constitute of majority of voting faculty, therefore the amendment fails.
- **D. Academic Affairs Charge.** Don explained the background for the change: to remove wording which implied that the committee was responsible for calender matters and clarify its responsibilities. There was no discussion and the resolution passed unanimously.
New charge: The Academic Affairs Committee shall consider and make recommendations on the implementation of policies, whether University-wide or specific to this campus, concerning academic program review, academic program quality, academic standards, and other policies affecting the academic programs of Indiana University Northwest.

5. Committee Reports

- **A. Joint committee reports** from the Teaching, Computer, and Equipment committees were tabled until the next meeting due to time constraints.
- **B. Calender Committee.** Bill Dorin presented the calender and made one correction to the calender as distributed with the [February 21, 1996 Minutes](#). There was no discussion and the calender passed with one opposition vote. [Corrected calender attached](#).
- **C. Computer Committee.** Bert Scott summarized the minutes of the committee as distributed with the agenda. He added that a librarian has been appointed temporary WebMaster.

Fac: Will users be consulted in the development of a Web policy?

Scott: That issue is being examined.

6. Old Business--none.

7. New Business

- **A. Black History Month.** D. Ige presented the proposal and discussion ensued. Jim Tolhuizen proposed a friendly amendment: that the charge be expanded to include responsibility for planning Martin Luther King Day activities. The proposed amendment was accepted and discussion on the amended proposal followed.

Fac: Is the Committee advisory?

Ige: This is a win-win proposal involving the whole campus and representation will be wide spread.

Fac: How will the members be chosen.

Ige: The proposal tries to address that issue. We tried to give the committee some structure and still leave room for flexibility.

Fac: Is the proposed time frame to long?

Ige: No, in some cases speakers are booked several years in advance.

Fac: There is no provision for reporting where the monies are coming from.

Fac: There seems to be a conflict between the phrase that says the committee selects the keynote speaker and the phrase which says that the committee makes a recommendation to the Chancellor.

Fac: The majority of committees are purely advisory; let's not politicalize the issue

The [amended proposal](#) was passed unanimously.

- o **B. Course Evaluations Proposal.** From the floor, Jack Bloom proposed a uniform form for student evaluations and a requirement that the form be distributed to 2/3 of your students. The issue was referred to the Teaching and the Academic Affairs Committees.

8. Adjournment

The meeting was adjourned at 11:50am.

Submitted by: Ellen Bosman, Secretary



3400 Broadway - Gary, Indiana 46408

219-980-6500

888-YOUR IUN

(1-888-968-7486)

Comments: [Faculty Organization Secretary](#)

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<http://www.iun.edu/~facorg/meeting97/FOM3-97.htm>

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