

FACULTY ORGANIZATION MINUTES

October 17, 1997

1. Call to Order and Approval of the Minutes

Linda Rooda, Chair, called the meeting to order at 1:00pm.

- The minutes of the [April](#) were approved with the following correction: A. Under Chancellor's Business: M. Skurka should be listed as promoted to Full professor.
- The [September](#) minutes were approved with the following correction:
A. Under New Business: VC Moran's remarks should read as follows:

Hardware and software requisitions are reviewed by [Computer and Communications Services](#) for two purposes:

- 1. To provide advice if the requested item is judged less than optimal for the purpose.
- 2. To determine if C & C S has the technical capability to support the requested item.

If there is a question about either, the requesting department is notified of the concern. The department is then free to proceed with the original order or to change the order.

2. Chancellor's Business

- **A. Strategic Planning.** A draft has been completed and will be presented at two open forums scheduled for next month.
- **B. Divisional Meetings.** The Chancellor and VC are meeting with the various divisions.
- **C. Search committees** are being formed.
- **D. Budget.** The Administration is working to balance the budget.
- **E. Buildings.** Bidding for the Academic Affairs building is currently underway and the bid reviews will begin November 11th. Funding for the Child Care Center has been supplemented by an anonymous donation of \$200,000. A plan to improve campus lighting is being worked upon.
- **F. Awards.** The Chancellor's Medallion Award for a community member will be given to Mr. Fred Eichorn.
- **G. Marketing.** Focus groups have been conducted and assistance from Bloomington is anticipated.
- **H. President Brand's Visit.** The President has been invited to attend our annual Gala, although we are awaiting confirmation.
- **I. Meetings.** The Chancellor attended a meeting with other Chancellors from neighboring Universities. The discussion primarily focused on the federal government's program for tuition reimbursement. A short discussion followed:

Fac: Are we publicizing this deadline?

Chan: I just found out about this today. We need to get people working on this.

Fac: If people are not aware of the deadlines, they will be upset.

Chan: I agree, but we need to coordinate efforts at various levels and offices.

Fac: What is Bloomington doing about the issue?

Chan: I have not heard. The IU regional campus Chancellors will be getting together next week and the issue will be discussed. The following week, we will meet with the President and try to get this item on the agenda for that meeting.

3. Vice Chancellor's Business

- **A. Off Campus Sites**. The Spring schedule of classes has been distributed and reflects our intended presence in Shererville. The 3600 sq. ft. location will be leased. It contains three classrooms and one seminar room. Twenty One sections are planned, including 5 distance education classes to be beamed from here to the site. We are in our second year in Portage with 293 students, and we remain teaching at Lowell.

Fac: Do the enrollments off site indicate that we are getting new students or are existing students just going to a different site?

VC Vasquez: The Fall data has not yet been analyzed. However the Summer data showed an increase in new students, but I'm reluctant to make assumptions based on a small sample. One good sign is the diversity among the students. We are getting a large Hispanic and African American population.

- **B. FACETS**. Applications should be turned into the VC's office by December 1st.
- **C. Diversity Education**. Workshops are currently being conducted and you are encouraged to attend on any of the following dates: October 20, 22, 23 and November 4-6.

Fac: We've heard a lot about these sessions, but what are they about?

VC Kroepfl: I went to the first one. There are group activities and role playing. It's a good experience which requires a time commitment.

Fac: Who are these geared towards, faculty, students, faculty-student relations?

VC Kroepfl: These are intended for faculty

Fac: Outside consultants are conducting the sessions, which are just for faculty and staff

- **D. Credit Transfers**. The State is pushing for 15 more classes to be transferable from Ivy Tech. Purdue has already responded. We are looking at the data and will keep you posted.
- **E. Computers**. The crisis is past, but I want to assure you that this is not a dead issue and will continue to be examined.

Fac: Two questions: what happened to orders placed 1-2 years ago for new equipment and upgrades, and what is the status of the Website?

VC Moran: The faculty upgrade project is moving ahead slowly, primarily due to staffing issues. I have drafted a letter to update the faculty on the project's status. The letter will be reviewed by the Computer Committee this afternoon. The Website is now maintained by a full-time Webmaster.

4. Chair's Business

- **A. Executive Committee Report**. Add Pam Sandoval's name to the list of those attending the [State Commission on Higher Education's Leadership Seminar](#).

- o **B. Post Tenure Review.** D. Nardi is our representative to the UFC Committee studying the issue and will be able to keep us informed. Professor Nardi summarized recent email discussions, which reiterated the concept that reviews should be occurring on every campus at regular intervals. A closer observance of these standards would render the post tenure review question naught. She also reminded the Organization that this issues has come up before and that Bloomington rejected the idea only a few years ago.
- o C. [UFC Report--L. Ciminillo](#)
 - 1. [18/20 Retirement Plan](#). President Brand indicated that the issue was off the table and the Plan will not be touched. The University must find ways to continue paying for the Plan, which is estimated to cost \$20-30 million. A lengthy discussion followed.
 - 2. Salary Issues. Salary equity issues with regard to women and minorities were under consideration, primarily on the Bloomington campus.
 - 3. [Continuing Studies](#). Faculty input on the issue seems to be lacking. Interested parties may wish to consult R. Needleman or B. Lovely for further information.
 - 4. Fair Use & Copyright. These issues are being discussed, particularly in the context of distance education. Who is to benefit from DE output? There are copyright, ownership, and compensation interests to be considered.
 - 5. Affirmative Action. There was a suggestion that the AA Officer in Bloomington should be a faculty rather than a staff member.
 - 6. Division Status. IUPUI is applying for Division I athletic status.
 - 7. Post Tenure Review. The issues was discussed in the context of the [IUPUI draft document](#), which should be distributed in a few weeks.

Fac: Where is this issue coming from?

Ciminillo: It may be a defensive move constructed within the context that it is better to be proactive on the issue than wait for it to be imposed upon us.

Fac: Has anyone raised the idea of tenure as a property right?

Ciminillo: Interesting point which I do not think was discussed.

Fac: Well, this is an issue the Board of Trustees is interested in.

Ciminillo: Yes. We are a long way from a policy being developed. To date, all we have are some position statements and the IUPUI document.

5. Committee Reports

1. Writing Across the Curriculum. C. O'Dell reported on last year's committee activities, including awarding six mini-grants and sponsoring a faculty workshop on responding to student's writing. The faculty will be receiving information on a workshop scheduled for November 11th.

6. Old Business--none.

7. New Business

- o A. [Three Resolutions](#) were read, moved and seconded for discussion.
 - 1. Discussion on Resolution #1:

Fac: I'm sure you know why this has come before you. This recent situation is disturbing. Budget issues always seem to be a concern, yet where is this money coming from? Why does it seem that there is money for raises for administrators and not others?

Fac: Let's keep in mind that it might be necessary to entice people out of the classroom and into administrative positions with these stipends, but the change proposed in this resolution would be a fairer way of dealing with the issue and may improve morale.

Fac: Why does the current practice exist?

Chair: can anyone shed light upon this question?

Fac: the practice may be a result of trying to simplify accounting.

Fac: keeping administrative salary after an individual has returned to the classroom does occur elsewhere; look at the IUSB situation involving the former Chancellor. The practice may be an incentive to keep good teachers from leaving the university after completion of administrative responsibilities. Asking an individual to give up a portion of their new salaries to return to the classroom would be very difficult, as would expecting someone to change their lifestyle.

Fac: however, the increases in these individuals salaries means there is less money available in the overall salary pool

Fac: the same good be said for granting promotions

Chan: if this resolution passes, I will take it under consideration. Based upon my understanding implementing this resolution would affect an individuals other benefits. If should be remembered that the resolution is advisory, and it is for the future not the past. These are useful principals for us to look at.

Fac: what has been the practice in the past? Has anyone ever given back the stipend?

Fac: it's not a stipend, but a salary increase.

Fac: seems like someone either gave the money back or suggested something similar to this resolution.

Fac: this problem is system wide

Fac: the 18/20 plan would be affected

Fac: this resolution creates an enormous disincentive to resign from an administration position, particularly if they've been in the position for a long time.

The issue was called for a vote and the resolution was passed.

■ 2. Discussion on Resolution #2:

Fac: as a friendly amendment, I suggest striking the word "children" and replacing it with "dependents"

Fac: I thought about that, but the definition of "dependents" is much broader. It seemed much less likely to be passed by the Board of Trustees with the broaden scope.

Fac: leaving the "children" makes it more likely to be accepted by the Board.

Fac: I withdraw my amendment

Chan: how are you going to proceed with this?

Fac: if passed, we are asking our UFC representative to bring the resolution to the UFC

Fac: how does this effect out of state residents?

Fac: if we included the non-resident children it would be less likely to be approved by the Board, so the resolution intentionally avoids the issue

Fac: keep out the non-resident issue. We don't know what rasing that issue could lead to.

Fac: the non-resident issue is unfairly discriminatory, particularly since educational cost remission is presented as part of your benefits package.

Fac: are there any other benefits affected by residency requirements?

Fac: yes, healthcare.

Fac: what about people whose children chose a different college? Is there any parallel benefit?

Fac: I can't think of anything. Reciprocal agreements with other state schools would help.

Fac: IU has pursued reciprocal agreements with other schools over the years

Fac: what about tuition waivers? Is tax charged on them?

Fac: I do not believe the waivers are taxable because they're benefits.

Fac: the Board of Trustees is going to decide this issue based on costs not on its merit.

Fac: what happens at other schools.

Fac: Ball State gives full tuition remission and Purdue 50%

Fac: there used to be a reciprocal agreement with Purdue

Fac: passing this resolution would make IU's benefit package more competitive in attracting new faculty

Fac: that's a good point, and the resolution is appropriate, however it looks self-serving.

Fac: I call the question.

The resolution was passed.

- 3. Discussion on Resolution #3:

Fac: the first-tier salary committee was not used this past year. It seemed appropriate for it to convene and had divisional representation. The way it was handled this past year did not provide divisional representation. Why was an ad hoc committee put together? I don't understand why the first-tier committee was not used.

Chan: I called the ad hoc committee together to address market adjustments not equity. The committee looked at the disciplines, used national studies, and requested information from every division for the purposes of market comparisons. This was not an equity or third-tier salary issue.

Fac: there are two committees dealing with salary and budget issues and it sounds like their histories have been merged. In the past, the recommendations of the first-tier committee were ignored.

Fac: the process is confusing and the resolution's wording further confuses the issue.

Fac: what this resolution is saying is that we want the first-tier committee to resume normal operations.

Fac: we have seen more committees go out of the faculty's control and this resolution is a call for us to take back some control.

Fac: the ad hoc committee asked each division to choose a national base by which to be measured. That's what was done. If the market adjustment for your division seems inappropriate, then your issue is with your divisional dean, not the ad hoc committee.

Fac: I've never heard this. If the first-tier committee would have been used, then we would have had better communication.

Chan: I understand your frustration. I thought the first tier determined how the 3% was divided.

Fac: I'd like to refocus our discussion on the resolution at hand. Let's forget the past and look to the future. It's a good idea to bring the first-tier back.

Fac: is the first-tier currently formulated?

Chair: We are currently in the processes of forming the committee. Letters have been sent to each division requesting representation.

Fac: it should be noted that last year the Executive Committee tried to formulate the first-tier, however responses were not received from all divisions.

Fac: I call the question.

The resolution was passed.

- o **B. TERA Awards.**

Fac: what is the status of the awards? It sounds like the process may be changing.

Fac: the Teaching and Classroom Technology Committee will probably be prepared to report on this issue next month.

o **C. Faculty Organization Meeting Time.**

Fac: has the meeting time of this Organization been changed?

Chair: We voted at the April 1997 meeting to try alternating the meeting times to allow those who teach in the morning an opportunity to attend. We will continue to talk about the issue.

o **D. General Announcements.**

- 1. There are copies of a newspaper article concerning tax arrangements between Indiana and Illinois available. Non-Indiana residents should take a copy of the article.
- 2. There's a sign up sheet being passed around. If you are willing to be in your office in the afternoon of Halloween to receive neighborhood children, please sign up.

8. Adjournment

The meeting was adjourned at 2:55 p.m.

Submitted by: Ellen Bosman, Secretary



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Comments: [Faculty Organization Secretary](#)

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<http://www.iun.edu/~facorg/meeting97/FOM10-97.htm>

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