

**Academic Senate Meeting  
February 17, 2006**

*Present:*

Agarwal, Sushma; Aghiemen, Peter; Allee, Julie; Anderson, Gretchen; Barton, David; Blodgett, Linda; Bushnell, Peter; Bushong, John; Cheng, Xiaoqiang; Colborn, Nancy; de Guzman, Melchor; Ducoffe, Robert; Fassett, David; Feighery, William; Fong-Morgan, Bridget; Fritschner, Linda; Gerencser, Steven; Guillaume, Alfred; Hadley, Gail; Hathorn, Helen; Henry, Patricia; Hinnefield, Jerry; Hurst, James; Klein, Jennifer; Knowles, Brenda; Kwong, Wong Yee Vincci; Lambert, Larry; Lee, Monlee; Lidinsky, April; Lucal, Betsy; Makielski, Maria; Marr, Deborah; McIntosh, Johnny; McLister, Douglas; McMillen, Douglas; Mettetal, Gwendolyn; Meyer, Suzanne; Mooney, Elizabeth; Moore, Susan; Nilsen, Micheline; Opasik, Scott; Quinn, Charles; Reck, Una Mae; Regan-Kubinski, Mary Jo; Roth, Elaine; Rusnock, Karen; Sabbaghi, Ashgar; Sage, Sara; Scanlan, Margaret; Schafer, Judith; Sernau, Scott; Shillingsburg, Miriam; Shlapentok, Dmitry; Smant, Kevin; Smith, Klein; Smith, Keith; Sovereign, Rae; Song, Yu; Stankrauff, Allison; Sylvester, Rachel; Thomas, Susan; Vaidyanathan, Ganesan; Vollrath, David; Walker, Lesley; Williams, Lynn; Perrin, Misty (SGA rep); Castano, Marianne (UCET staff).

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*Meeting was opened at 10:05 am by President David Vollrath.*

***Meeting Proper***

**I. Administrative and Officer Reports**

**A. Chancellor's Report**

- a. Get on the bus will be this February. So far, 115 have signed up and guess that IUSB will have the largest delegate. We will be there to thank the legislators and also to remind them of our needs.
- b. Bridge construction is continuing and it seems like we are ahead of schedule.
- c. IUSB banners are up all around the streets surrounding the campus. Thank you to the Marketing Director. Now, we have an identity so that people driving can easily recognize our institution. There will also be TV commercials that will be shown in the local networks. I hope you see the commercials on WNDU. We also expect to have the commercial aired on Comcast and WB25 next time.
- d. On April 13<sup>th</sup>, President Herbert will be here. IUSB will have several receptions in his honor and we will have opportunities to have conversations with him.
- e. NCATE has a full report. We will write our response in a rejoinder form to that report. Overall, it was positive but there are some improvements that need to be done. However, we met the standards.

**B. Vice Chancellor for Academic Affairs**

a. I have received the volumes of the tenure dossiers from Cindy Sofhauser, chair of the PTR Committee. I read them and see that they are all excellent. The things that I really dwell on when I read these documents are the faculty vita, the annual

reappointment forms. I try not to read immediately into the recommendations. I go to the teaching and research statements. I am always amazed at how well written and thoughtful they are. After that, I read the external reviews, colleague letters, the student comments, and then I read the recommendations. I am almost finished. By Monday, I will be submitting my recommendations to the Chancellor. IUSB is doing very well in the quality of its faculty.

b. We have been involved in several initiatives. We have to be strategic by developing an academic strategic plan. We have initiated further reviews of our enrollment management plan; recruitment and retention plan, advising. We want to ensure that our students are driven to success. We also have been driven by external factors such the mission differentiation process. WE are also involved now in the Higher Learning Commission and in our re-accreditation efforts. As we go through these processes we learn more and more about ourselves. We look and reflect in ways in which we can better serve our students and our community. We are also looking toward how we can be better stewards of our resources. In that regard, we are looking at these plans to develop what we call a strategic academic plan. To do this, the Deans and I are working on 4 key strategic areas: Faculty output activity, student outcomes, future development and investment, and assessment and accountability. Mirriam Schillingsburg will chair a committee on educational excellence. Mary Jo Regan-Kubinski is going to look at accessibility. Lyn Williams will be looking at effectiveness. Rob Ducoffe is going to look at undergraduate and graduate linkages for economic growth. Salina Schrofel will look at our priorities and mission. We hope get this done by the end of the academic year. I invite you all to help. Becky Torstrick and Eileen Bender are going to provide leadership in pushing us toward excellence.

c. Recently, the deans and I have gone to the process of looking at what might be needed for equipment. This year we have allocated 350,000 dollars for equipments. The Deans have submitted their plans and have been approved by the Chancellor. We can now go ahead and spend the money.

d. We have completed the process for the degree in MS Nursing. We have responded to the need for more health care professionals. I am hoping that it will be approved by the Academic Leadership Council of IU.

e. Please participate in the search process for the College of Education. WE have 2 candidates who visited us and we hope to have 2 more.

f. The Dean's Seminar will also be scheduled today at noon. Monsma will be speaking.

g. At 2:00 pm today, Erika Zynda will conduct an internal grant workshop at the UCET classroom at Northside Hall. Salina Schrofel has also been actively talking to new faculty regarding research and grants opportunities.

h. I encourage you to attend the conversations that we have had around the "Mutable Body." Also, thank you for nominating books for our "One Book, One Campus" project. The results are not out yet.

Q: Will there be no duplication between what the strategic planning committees will do and the works of the Senate committees?

A: No. There will be coordination and cross-communications. We will align our academic affairs activities with the strategic plans. We will make sure that duplications will not happen.

#### President's Announcements

a. The Executive Committee has acted on the request of the Lunquist Society. The Lundquist Society suggests that they should be represented in the Academic Personnel Committee in choosing future award winners. I have forwarded that request to the Academic Personnel Committee.

b. On the UFC front, we have done the following: 1.) We approved the guidelines on for the campus admissions policies. This new guidelines allowed for latitude for each campuses to set their policies but they will be reviewed and made explicit. This Spring campuses will report to the BOT. 2.) We reviewed the search procedures for administrative positions at IU. There were discussions around several practices in searches. Two members of the Agenda Committee will work with administration to fine tune their recommendations to the BOT 3.) We discussed the recent structural changes at IU and its implications to the regional campuses. Most of the meeting was spent for question and answer period with President Herbert. A collation of concerns from each campus was present and he addressed some but not all the points. He was very specific in some but not in others. He promised to respond in writing addressing the UFC on some of the questions that he did not have time to address in the January meeting.

c. For the February meeting, we will talk about policies for new graduate programs, mission differentiation, intellectual property, visitor access to laboratories with hazardous materials and laboratory animals.

Q: Did the UFC consider the role of the faculty in the searches?

A: That is still being debated. The BOT thinks the searches take too long. We will need to determine which positions need to have a full blown search and those that can be done quicker internally.

## **II. New Business:**

### **A. Nominating Committee**

The Nominating Committee consisting of Gretchen Anderson, Linda Fisher, and Jennifer Klein came up with the following candidates for the different Faculty Senate Positions:

President: Roseanne Cordell (Library)  
Vice President: Steven Gerencser (LAS)  
Secretary: Pat Henry (NHP)

Executive Committee at Large (vote for 3)  
Jerry Hinnefeld (LAS)  
Deb Marr (LAS)  
Bruce Wrenn (B&E)

UFC Representative: Kwadwo Okrah (Education)

Athletics Committee: (Sue Anderson (NHP) continues)

(Vote for 3 @ 2 years)

Joseph Chaney (LAS)

Betsy Lucal (LAS)

Yilei Qian (LAS)

(Vote for 2 @ 1 year)

Jim Hurt (Education)

Elaine Roth (LAS)

Henry Scott (LAS)

Denise Skarbek (Education)

PTR (Vote for 4)

[Larry Lambert (Art –non-tenure), Doug McMillen (LAS), and Gwen Mettetal (LAS) continue]

Anne Brown (LAS)

Diana Fleming (LAS – not tenured)

Gail McGuire (LAS)

Scott Opasik (Library)

Douglas Singh (SPEA)

Board of Review (Vote for 5)

Gretchen Anderson (LAS)

Joe Chaney (LAS)

Jennifer Klein (NHP)

Steve Norton (B&E)

Isabel O'Connor (LAS)

Carolyn Schult (LAS)

PN Saksena (B&E)

Faculty Misconduct Committee (Vote 3)

[Joy Alexander (Education), Nancy Colborn (Library) and Bill Feighery (LAS) continue]

Mary Basolo Kunzer (NHP)

Mike Darnel (LAS)

Kirk Mecklenburg (LAS)

Dave Vollrath (B&E)

Nominations were invited from the floor and the following were nominated:

David Parker from LAS for the PTR Committee (non-tenured)

Jamshid Mehran (B&E) for the PTR Committee

Motion: Nomination be closed

Action: Motion was carried.

Motion: That the ballot indicate whether the PTR nominees are non-tenured

Action: Motion was carried

Motion: Vote by acclamation the uncontested slots.

Action: Motion was carried.

## **B. NTTF Committee Resolution**

Representing the NTTF, Kevin Smant presented the following resolution in the Senate floor. The committee comes to us after discussion from the committee.

“RESOLVED, given that the current wording in the Associate Faculty Handbook, page 34, regarding the merit status reads:

‘Benefits: 1. Successful applicants will enjoy the following benefits: a. Following the assignment of full-time faculty, Merit Status associate faculty will be guaranteed first priority assignment to classes (up to 50% FTE) in their area of expertise; b. An increase in salary of 10 percent per course following the designation of Merit Status’

And given that the Academic Cabinet, on January 9<sup>th</sup>, 2006, adopted new wording which reads:“Benefit: Successful applicants will receive an increase in salary of 10% per course for the term following designation of Merit Status. Professional staff members who receive Merit Status as associate faculty are not eligible for the ten percent course salary increase”;

Therefore, be it resolved that the Academic Senate does not accept this reversal of the Merit Status policy it adopted in March 1982, that it believes that the Cabinet cannot fundamentally alter policies adopted by the Senate without the Senate’s consent, and thus calls on the Cabinet to rescind its policy decision with regard to Merit Status of January 19<sup>th</sup>, 2006.”

### **Discussion:**

Kevin Smant stressed the important contribution of the Associate Faculty to the learning objectives of the university. A Merit Status award is only given after 6 years and they also had their dossiers reviewed. Merit Status was granted 20 years ago through the Senate. This benefit should not be removed as the removal of the benefits will affect the quality of teaching. Merit Status originally came out of the Faculty Welfare Committee in 1982. The Academic Cabinet cannot pass the revocation unilaterally. This action of the Academic Cabinet also runs counter from the vision of the Chancellor of communication and teamwork. This action is not a good example of communication and teamwork. We need to be consulted but we were never given the chance.

Vice Chancellor Guillaume responded that he regrets the decision being debated on the Senate floor. However, I have a statement to make. The proposal recognized outstanding faculty. The intent of the policy was to provide a mechanism for IUSB to concretely and publicly recognize the exceptional quality of individual associate faculty members. However, one consequence of the implementation of the policy has been to set up a system determining course assignments that has the potential of being detrimental to the needs of the students and the institution. Benefits include ten percent of the base rate per pay and a guarantee of first priority course assignment in the associate faculty’s area

of expertise. Priorities for determining course assignment must be based on the needs and best interest of the students, the qualifications of the faculty, and the health and well-being of the institution. The assignment of course ownership to a specific faculty member, tenured or untenured, full time or part time without regard to student needs is problematic. It is not a sound educational policy. Consequently the deans and I with the participation of the President of the Academic Senate decided that this policy of a guaranteed first priority is not in our best interest. We understood that this will not be well received. So, we have to put something else to recognize the efforts of associate faculty. Beginning 2006-2007, there will be an associate faculty teaching award that has been approved by the Chancellor and we will continue to look for ways to reward faculty.

Steven Gerencser: I have no problem with the substantive nature of the policy. However, what is in question is the procedure for which this policy was arrived. It seems to me that consultation with the Senate is the most appropriate way to proceed rather than in a unilateral way.

Nancy: Has this resolution gone to the committees? Was the resolution discussed in the Senate?

Dave Vollrath: This resolution was referred to the Faculty Welfare committee for inputs.

Lyn Williams: I think the problem when we provide a mechanism for course policy, it infringes on academic priorities and programs. We have consulted a lawyer and the advice was to modify the policy in order not to bestow course ownership. The problem is when they are assigned a course by the chair and the faculty comes back and says that the chair could not do that.

Jerry Hinnefield: I believe that as a faculty we have a large say. Sometimes we take part in things which we should not have. As a labor policy, the administration should have a say. I agree that there should be more consultation but the academic policy is not prohibited from changing the policies as it relates to conditions of work.

Motion was entered to calendar the resolution for March and in the meantime, the Senate President will provide avenues by which this policy will be debated upon either in a public forum or in a meeting. The motion was carried.

### **III. Announcements:**

Jennifer Klein announced the appointment of Ms. Marianne Castano as the new professional staff at UCET.

**IV. Adjournment:** Meeting was adjourned at 11:30

Prepared by:  
(Sgd) Melchor C. de Guzman  
Secretary, Faculty Senate