



Executive Committee Minutes



February 5, 2010

12:00-2:00

LIBRARY 140A

Dr. Gallmeier called the meeting to order at Noon.

1. Approval of minutes of January 15, 2010

The previous meetings minutes were approved by unanimous voice vote.

2. President◆s Announcements:

- a. Update on Chancellor Search

The Search Committee has completed all preliminary interviews. After the interview, five final candidates were identified, but one has now taken a job offer. Campus visits for candidates should start during the first weeks of March. Kokomo is also running a search and will have a board of trustees visit. This is slowing down these searches system-wide. Dr. Applegate gave a program for the visiting days with IUN Chancellor candidates, but it appears problematic because there is only one spot for meeting with faculty. Dr. Gallmeier has asked for an additional faculty time slot. Dr. Applegate is trying to modify the schedule.

The Executive Committee will have a specific time to meet with the Chancellor candidates.

With the slow down in interviewing, and waiting until March, this may mean the loss of additional applicants. The finalists should be publically announced in the near future.

- b. Budget Hearings scheduled March 1-3: Role of Faculty Organization Budgetary Affairs Committee

The overlap between Chancellor candidates visits and Budget Hearings schedules has caused some worries. This has been brought to the attention of Chancellor Bergland. The Faculty Organization budgetary Affairs Committee will play a role in the Budget Hearings. The members of this committee should be able to play a substantial role in this process because of their skills and knowledge.

- c. March Faculty Organization Elections

The board of review still needs to be finalized. Dr. Gallmeier has received 5 ◆ 7 nominations for the Board of Review. Dr. Gallmeier would like 8 candidates since this number would help to avoid conflicts of interest and to allow for backups in case someone cannot serve.

The president, vice-president, secretary, and UFC representative positions are up for election this year. Dr. Bodmer is currently serving as the past president and will continue to do so until Dr. Gallmeier is voted out of office or steps down voluntarily. Number Executive Committee slots will also require votes.

d. Faculty Raises and/or Equity?

This issue will be discussed in Faculty Organization on the 19th. Should Bergland focus first on equity and, secondarily, on raises?

Dr. Caucci asked how equity was defined. A study, comparing IUN to similar institutions, found a lack of equity at all levels. However, the definition of equity remains unclear (perhaps variable across different colleges on campus) as is the question of who defines equity.

e. Faculty Organization Green Committee?

Should we have another committee in Faculty Organization, or create a cross-stakeholder committee that would function at a campus level?

It probably makes the most sense for this to be a campus-wide committee. This committee should include students, faculty, staff, and administrators.

3. Chancellor Bruce Bergland ♦ 12:30

How was/is/will equity determined? Different people seem to have different understandings of the equity process. The administration of the equity, monetarily, will be left up to Vice Chancellors and Deans. Faculty members need to work together to identify what counts as a lack of salary equity. Overall, it appears that the faculty endorses paying for equity before addressing raises.

Dr. Bergland will try to find out about best-guesses in relation to raises in his next meeting with the System President.

Will tuition go up? This is not currently known. However, some fees may go up without changing tuition.

The politics of higher education determines what happens with tuition in public education settings.

In the last five years, a republican governor has appointed conservative trustees to the IU board of trustees. They want to hold the line fiscally and argue that we should be more productive with the given resources

.Dr. Caucci argued for some criteria to identify ways to assign equity payments. Dr. Bergland will talk with Dr. Malik about this and ask for a way to create consistent equity pay practices. This should help to remove divisions among faculty.

How will we manage both Budgetary Hearings and visiting chancellor candidates? Dr. Bergland suggested that the budgetary hearing dates will be modified (specifically, delayed) in order to allow everyone to participate in the search for the new chancellor.

Dr. Bergland welcomed the idea of a multi-stakeholder Green committee. This would have significant faculty representation. We do have a ♦Green♦ consultant who will start working for IUN in the near future (Feb. 22nd). He will consult with IUN for three months and then may enter into a full-time position. The responsibilities of the consultant will be to identify best practices to organize greening activities on campus and also conduct a campus-wide energy audit to identify what should be done first to reduce IUN♦s energy costs. Dr. Bergland hopes that the cost savings from the consultant will cover the costs of the consultation and the proposed new, permanent hire.

Dr. Bergland invited everyone to homecoming. There will be two basketball games. The new mascot will also come to the presentation.

The campus now owns the dry-cleaners across Broadway from campus. The building will be demolished and replaced with a parking lot.

4. Interim Executive Vice Chancellor of Academic Affairs David Malik ♦ 1:00

Several departments are working on faculty searches. Each department/college will need to pay for the hiring/interviewing related expenses. However, some money has been delivered to help cover these expenses.

IUN has experienced a massive increase in credit hours and number of students enrolled. IUN's retention rate for students now exceeds 80% (between fall to spring semesters). Retention of credit hours across semesters is 96%.

The assistant vice chancellor for institutional research and effectiveness candidate has been identified, but Bloomington needs to give the permission to do the final hire.

Dr. O♦Dell has accepted the position of the associate vice chancellor for academic affairs.

RCM is now approved. People will need to be educated in RCM and writing budgets. The implications will be discussed with the heads of departments and colleges. This may bring about the need to change the patterns of courses. Each department must award 15 degrees over 5 years or else a program may be considered for cancellation based on pressure from the commission on higher education.

Will salary increases/compensation also come from departmental budgets under RCM? No, compensation money comes from other budgetary lines.

Dr. Malik is currently hiring people at slightly higher salaries as a way of forcing salary-related equity increases over time.

How will space charges work? Each department will have an assessment to run the university. If you reserve a classroom, this will cost money. Science labs will also cost money. The assessment is usually a bit more than what the state provides.

Who will educate individual professors in RCM? The first step in RCM is to raise the income. It is more effective for departments to increase credit hours, rather than focusing on reducing departmental assessments. If departments, or other units, do not use all of their cash in a given year, the money will be retained in that department/unit over time. This gives departments an incentive to increase income and decrease expenses.

What happens if less-than-successful students are admitted in order to boost departmental income? State money is moving to focus on retention of students, rather than the total number of students enrolled. Admitting students who probably will not succeed and could do more harm than good over the long run by reducing state appropriations. It should also hurt departments over time because they will not have the income from student fees and tuition.

RCM tries to provide some balance for variation in the number of students/credit hours. This can be handled by simply not increasing the amount of budgetary increases by the number of new students in years that look like the current one. Departments will need to work to retain the students who are here and create new programs to attract new students to campus. This will help all departments increase income.

What is the philosophy behind equity in pay? The campus has no criteria for identifying equity so different deans/directors/etc. apply different equity criteria on different parts of campus. Without a strong

philosophy, will equity create divisions among campus members? First, we need to realign new faculty salaries so that they make sense. We need to find a way to identify merit and find ways to identify better ways to ensure equity. IU does not give cost of living raises, as a system-wide policy. We need to find people who have been producing but have not received increased incomes based on merit and target equity money in that direction first.

This year's budget hearings will have Faculty Organization Budget Committee involvement in specific hearings for specific units. This will increase transparency and understanding of budgetary decisions.

The reappointment process for tenure-track faculty should include a faculty role in reappointment decisions, rather than one administrator (e.g., department chair, dean) making the decisions. The faculty involvement could help provide more guidance for people in the promotion and tenure process. The deans were asked about how to proceed in order to increase faculty input, but this moved quite slowly. However, the UFC tenure work to standardize tenure processes across multiple campuses might help this develop. Departments and units will need to find ways to make decisions about how to proceed in providing feedback on the retention process decisions. Faculty must have some involvement in the reappointment process. This allows the opportunity to fix anything that is going wrong without the decisions appearing capricious.

5. Urban Legend or University Policy: Report from Academic Affairs Committee on Final Examinations (See Attachment)

Please look over this report. There is no policy about giving finals in the last week of class. However, we should be able to move toward a resolution to create a policy addressing this concern. Currently system-wide policy requires 2 hours to complete a final exam and, for most classes, this is only possible during the scheduled final exam week.

6. New Business

We need to change April Faculty Organization meeting from the 16 to the 23rd in order to allow Dr. Gallmeier and Chancellor Bergland to attend. The Bloomington Founder's day festivities will fall on April 16th this year. Dr. Gallmeier has won an award so Drs. Gallmeier and Bergland plan to attend.

7. Old Business

Meeting ended at 2:00p.

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Comments: [Faculty Organization Secretary](#)

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