

FACULTY ORGANIZATION MINUTES

JANURARY 18, 2002

I. Call to Order

President Jim Tolhuizen called the meeting to order at 10:04 a.m.

II. [Minutes of the December 14, 2001 meeting](#)

A motion to approve the minutes of the December 14, 2001 Faculty Organization meeting was made, seconded, and approved unanimously.

III. Chancellor's Business

Chancellor Bruce Bergland presented several items:

. Chancellor Bergland apologized for his behavior at the December 14, 2001 Faculty Organization meeting. In particular, he apologized to Professors Needleman and Shanks-Meile. It is very important to him that he expresses his regrets and he promised to do better in the future.

. IUN held a splendid musical tribute to Martin Luther King last Wednesday in Savannah. He was very impressed with the event.

. Professor Dan Lowery and Dean Stan Wigle have been working with Franklin School. They have seized an opportunity to make Franklin a model institution, including a new school building and community center.

. The chancellor is going to meet with students and community leaders about race relations. If anyone is interested in getting involved, please contact him.

IV. Executive Vice Chancellor's Business

Executive Vice Chancellor Virginia Helm reported on the following:

. EVC Helm distributed copies of newsarticles about Professor Needleman's Worker Transitions course. She was extremely pleased about the course and the attention it has received in the media.

. One of the most exciting things on campus has been the IUN response to worker layoffs, discussed at the last Faculty Organization meeting. A group of staff, faculty, students, and community members has been meeting and working with WorkOne. We can apply for "Provider Status" for WorkOne. Students can enroll here and get Financial Aid for up to thirty credit hours. The deans will be getting applications next week and can see what courses might fit with this initiative.

. EVC Helm commended Christine Corral for her hard work responding to a deluge of requests for assistance with resumes and job searches, due to the local layoffs. Christine has crafted a series of Friday programs for

workers, and Dr. Helm distributed copies of a document with more details on the series. She asked that any comments be directed to Chris.

. On January 30, EVC Helm will host a breakfast meeting with other area campus officers and Workforce Development staff members. They will offer their suggestions on what the campuses can do for their clients.

. IUN has a new Director of Admissions. Linda Templeton begins work on February 11. She comes from Marshall University.

. The Center for Teaching and Learning is moving along and will commence its work soon.

. EVC Helm is looking at creating a University Advising Center for undergraduate majors. A proposal will be forthcoming.

. Dr. Helm is examining a process to identify and publicize faculty achievements. One possibility is a web site listing our accomplishments.

. On February 7, we will begin open sessions on AQIP. The AQIP staff will present survey results and will want feedback with active discussion. Please call Desila Rosetti to register for a session.

. Concluding her remarks, EVC Helm read a quote from Harvard Magazine: "Think about what and how we teach... ."

Several faculty members had questions for Dr. Helm:

. Professor Dustman asked if we can look at students who attended IUB or Notre Dame but are now unable to afford attendance because of the economic downturn and layoffs. Dr. Helm responded that the working group can look at that issue.

. Ron Cohen announced that Arlene Patterson will retire today after decades of service to IUN. We appreciate her service to the campus, and she will be missed.

V. Vice Chancellor Vasquez

Vice Chancellor Marilyn Vasquez reported that our enrollment numbers 4,384 students, an increase of 2.7%, with 120 more students than last year. Total credit hours are up 3.4%.

VI. President's Business

President Tolhuizen reported on the following:

. The deans will be notified soon about elections for the First Tier Salary Committee.

. Budget talks will involve everyone on campus and will begin in the next few weeks.

VII. Committee Reports

President Tolhuizen presented a Resolution on Campus Priorities crafted by the Executive Committee after lengthy discussion with Chancellor Bergland at the last Executive Committee meeting. Since the resolution is a committee report, it comes before the Faculty Organization already moved and seconded. President Tolhuizen opened the floor for discussion.

Vice President Vinodgopal stated that the resolution attempts to create a structure for faculty governance and involvement in setting campus priorities. It recommends a committee formation to offer recommendations. He hopes that it will help to fill academic positions more quickly than in the past. The idea for an Academic Priorities Committee resulted from last year's budget discussions, where some faculty members felt that position

decisions did not reflect reality. This resolution seeks to increase faculty input in such decisions. The structure of the committee is yet to be determined, but it must accurately represent the faculty and operate proactively.

Professor Holliday commented that the School of Education has a concern that the proposed committee may be dominated by large divisions. The Education faculty want to understand just what the resolution is saying.

Professor Schultz noted that the resolution calls for proportional representation. He feels the Executive Committee needs to discuss this issue further, for this document should not have come to the Faculty Organization without that Executive Committee discussion. He urged that we need to work together and avoid divisive rhetoric.

Professor Cohen wondered if we even have time to fill positions this year. Plus, it creates another committee. He suggested that the resolution be divided into two parts: Part one would deal with filling positions for next year, while part two would address the committee issue.

President Tolhuizen responded that the positions are critical to the university's mission and we cannot move forward without those positions. In addition, all other positions would be frozen. Once the critical slots are filled, then the new committee would formulate a long-range plan of priorities and the campus can begin filling positions in accordance with that plan.

EVC Helm commented that she was glad about this discussion occurring today. She has been frustrated by the fact that she could not move forward to fill positions in a timely way. This resolution will help to solve that problem. She also suggested that faculty consider involvement in program prioritization to decide which programs receive the resources. Once we decide on program priorities, then personnel questions would begin to fall in place.

Professor Certa agreed with EVC Helm, that we need a rational process focusing on programming. We need to decide where we're going and decide quickly. Communication between faculty and deans has broken down and to fix it, we are going to need more than this resolution.

Professor Rominger questioned procedure in considering this resolution. She wondered if voting on a resolution on the same day it was introduced was allowed under the Faculty Organization constitution. Next, she felt that we must be cautious about rigid rules as outlined in Points 2 and 3 of the resolution. We need more flexibility. This issue requires more faculty discussion before proceeding.

Professor Needleman agreed that more dialogue needs to occur before voting on these issues, since we have had very little time to study the resolution. She also agreed with Professor Cohen's idea to separate the resolution into two parts. She suggested that we discuss these issues over the next month, looking at options for the committee's structure and perhaps even using the campus' vision statement in deliberations. She predicted that if we become divided over these issues, all of us will be affected negatively.

Professor Galloway expressed skepticism that such a committee could work, since members would be guided by their own interests.

Professor Nelson felt the resolution lacks clarity in terms of its role-if its role is advisory, the document fails to make that clear. The faculty should advise on these sorts of issues, but the decisions should be made at a higher level. He agreed with others that program prioritization would help in decisions on filling positions.

Dean Ige stated that all divisions need each other-we should avoid inter-divisional conflict. She felt we need a more effective timeline for hiring. In addition, she wants clarification on the Vision's recommendations on timelines for positions vis-a-vis the campus' choices for positions.

Professor Sandoval stated that she would like to see divisions have control over their own budgets, so that decisions on positions would not be made by others. Next, she believes that program priorities are the way to

go. She agreed that we do not need divisiveness right now. She urged that we fill critical positions immediately and then find a mechanism for future decision-making.

Professor Tuncay advised that we move quickly, for our academic excellence is in jeopardy. He also agreed that program priorities should be undertaken. He believed that divisiveness would not be a problem, for the faculty would be reasonable in these deliberations.

Professor Shanks-Meile asked if frozen position monies would still be available for the positions later, and if our budget can be finalized and "locked in place." VC Vasquez replied that the problem is that the state's financial difficulties and that our budget can change due to state cutbacks, and sometimes we do not have control over our budget. She also agreed with program review and prioritization and that both academics and administration be studied. We keep trying to do the same things with dwindling resources, and we should learn to "live within our means."

Professor Schoon expressed concern about freezing positions, for it lacks flexibility, and also it may send a message to the legislature that we don't need the positions.

Chancellor Bergland commented that both faculty and administrators have expressed concerns to him about the late timing of our hiring process.

A motion to divide the resolution into two items and asking the Faculty Organization to vote on those two items was made and seconded. Item 1 would ask the Executive Vice Chancellor for Academic Affairs, along with the Executive Committee and the Deans Council, to determine by February 1 a list of critical faculty positions to be filled by Fall 2002. Item 2 would ask the administration, in consultation with the Executive Committee, to determine a list of administrative positions which are critical, using the same standard of "criticality" as in Item 1, to be filled immediately or for the next academic year. In addition, Items 3,4,and 5 would be tabled and brought back to the February Faculty Organization meeting, after continued discussion by the Executive Committee. In particular, the Executive Committee would determine a process and/or procedure for establishing the make-up of the Academic Priorities Committee. The motion to divide passed by a vote of forty-five in favor, none opposed, with one abstention.

A motion was made and seconded to accept Items 1 and 2 and to bring Items 3, 4, and 5 back to the February meeting. A friendly amendment to revise Point 2 to add the words "Dean's Council" in line 1 and "professional staff" to the positions portion of line 3, was accepted. The motion passed unanimously.

VIII. Old Business

There was no old business.

IX. New Business

There was no new business.

X. Adjournment

There being no further business, the Faculty Organization meeting adjourned at 11:59 a.m..

Respectfully submitted,

Stephen G. McShane
Secretary



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Comments: [Faculty Organization Secretary](#).

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<http://www.iun.edu/~facorg/meeting02/fomjan02.htm>

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