

FACULTY ORGANIZATION

MINUTES



November 20, 1998

1. Call to Order/Approval of the Minutes

Linda Rooda, Chair, called the meeting to order at 10:10 a.m. The [October minutes](#) were approved as distributed.

2. Chancellor's Business

- **A. Commencement.** Faculty are encouraged to attend.
- **B. December Graduation Reception.** Please plan on attending this increasingly popular event on Tuesday, December 15, 1998, 6 p.m. - 8 p.m.
- **C. Transfer Credits.** The VC for Academic Affairs is working on this issue at the urging of President Brand.
- **D. Regional Campus Excellence.** A grant funded project will bring together representatives from all the regional campuses to develop benchmarks for excellence. The meetings will be held in [Kokomo](#). Future information will be on the web.
- **E. Search and Screen Committees.**
 - 1. VC for Information Technology--received twenty applicants
 - 2. Dean of Education--two interviews are scheduled
 - 3. Dean of Arts & Sciences--interviews have started
 - 4. Marketing and Communications--search is moving forward
 - 5. Computer Center--two positions are open
- **F. Retirement.** Police Chief Bill Woods announced his retirement effective March 31, 1999. Chief Woods, who has been a police officer for 41 years and with IUN for 15 years, will assist in the search for a new Chief of Police.
- **G. Institute for Innovative Leadership.** Faculty nominated students, and the first class will consist of 30 students.
- **H. [Board of Trustees](#).** The Board had a successful visit to the campus last month, felt welcome, and commented on the campus' beauty.
- **I. Scholarship Gala.** Scheduled for December 10, 1998 at Innsbrook.
- **J. Advertising.** Receiving positive feedback and results.

3. Associate Vice Chancellor's Business--J. Kroepfl

- **A. Enrollment Report.** Admissions are up 9% for Spring.
- **B. Weekly Admission Reports.** Shows each student's admit status. The faculty are encouraged to help with the recruitment process by examining the reports and following up with the students in your respective divisions.
- **C. Conversion Rate.** 73.7% of admitted students matriculate. A survey is underway to determine why the remaining students did not register, and to work with this pool of candidates.
- **D. Special Programs.**
 - 1. Degree Completion Program. Investigating implementation of such a program, which would offer a flexible academic track.
 - 2. Fee Discounts. Investigating extending discounts to high school students and senior citizens.
 - 3. Low Cost Audits. Program currently in effect.

- 4. Internships. Need more coordinated effort to get information distributed.
- **E. Search for VC for Information Technology.** Received 32 applications. A review instrument is in a draft stage.
- **F. [Commission for Higher Education](#).** The budget was not discussed at the last meeting. The State has signed an agreement with [Western Governor's University](#) for six sites in the State. A special task force continues to work on the missions of all State Universities and campuses.

4. Vice Chancellor's Business--none.

5. Chair's Business

- **A. [UFC Report](#).** Text of Linda Rooda's e-mail follows:
 *The majority of time was spent discussing guiding principles being finalized by the UFC Faculty Affairs Committee upon which individual campus policies related to post-tenure review will be developed. Annual reviews WILL NOT BE ENOUGH!! We must have a policy in place by the end of this academic year. We may decide that two unsatisfactory annual reviews will "trigger" the post-tenure review and enhancement process ([IUPUI](#) is going in this direction). The [Board of Trustees](#) will likely sign off on each campus' post-tenure review plan. I will ask Frank Caucci (Chair of Faculty Affairs) to have his committee begin work on a draft for all of the faculty to react to.

*The following amendment to the Faculty Board of Review: Minimum Standards for Uniform Hearing Procedure passed:

Amendment: "The Faculty on each campus, through its governance system, shall establish the conditions under which the procedures for its Faculty Board of Review hearings will be open or closed." ([Circular U6-99](#)) (Agenda Committee)

*Discussion of Promotion and Tenure procedures for multi-campus units. This item was referred to UFC Faculty Affairs committee. ([Circular U5-99](#)) (Agenda Committee)

Just an early reminder that IUN will host the April 13, 1999 UFC meeting."

- **B. Post Tenure Review.** Encouraged to refer to the web documents on this issue.
- **C. Faculty Organization Web Pages.** Encouraged to use this tool for minutes and agendas.
- **D. Distributed Education.** In response to a memo from VC Moran suggesting the appointment of "a faculty committee to inform itself of DE threats and opportunities and then to recommend to the faculty a strategy for positioning IUN ...to interact with the new [Associate VP for Distributed Education] and also to use the developments to our advantage," the Executive Committee appoints the following: C. Blake, R. Hass, P. Sandavol, H. Malone, T. Lukas, R. Lovely, L. Seibert, A. Tuncay, Marshall, C. Szymanski.
- **E. Elections.** Ballots for the Faculty Board of Review are due today.
- **F. Leadership Conference Report.** S. Bhatia reported on the [Commission on Higher Education's](#) Leadership Conference, held November 18 at [IUPUI](#). The Conference focused on the costs of post secondary education, the development of [Western Governors University](#), faculty participation on trustee boards, and the biennial budget.
- **G. Resignation.** Linda Rooda, Chair, resigned her position effective January 1, 1999. The Elections Committee will conduct a special election. Nominations are encouraged.

6. Committee Reports

- **A. Constitution Committee--**A. Rominger. A new constitution is being drafted because the entire existing document needs improvement. The Committee is comparing all clauses in the Constitution and bylaws in attempt to remove contradictions and group similar passages and functions coherently.

Fac: does the draft include an article on a Faculty Senate?

Rominger: yes, but that is not all of the document. The Committee might have a draft ready in January. There is less emphasis on changing the document then on clarifying the document. We

request input from interested parties. Please see J. LaReau, K. Schoon, R. Votaw, M. Sheldon, F. Caucci, or myself.

Fac: what will be the voting procedure when the document is finished?

Rominger: that hasn't been established. We plan to have hearings on the draft for feedback and revision before voting.

Fac: is it possible to void the entire Constitution?

Rominger: the current Constitution has many contradictions and the working needs to be clarified. There's just so much change needed that the entire document needs to be rewritten.

Fac: how we're going to vote on this is the issue. Perhaps we'll decide that 51% of the Faculty must vote out the whole Constitution. There is more than one way this can happen, but it has to be debated.

Fac: but an article on a senate is being written?

Rominger: yes

Fac: I recommend the Committee write an article for a faculty organization in case the senate article is defeated.

Fac: the original motion which created this debate was confusing. It included the concept that the current Constitution needed revision and the idea of a senate.

Rominger: an article for a senate will be presented and if it is defeated then the Committee will start again.

A motion was proposed and seconded that: The Constitution Committee produce two articles, one for a senate and one for an organization.

Fac: will each part be voted separately?

Rominger: we'll have to vote on the whole document

Fac: so how can we vote on just the senate question?

Rominger: wouldn't be able to vote on just one if this motion passes; you'd be voting on two constitutions.

Fac: how would we do that? We could have any number of constitutions.

Fac: people attending the open forum on this issue, which was sponsored by the union and preceded this meeting, were opposed to the senate idea. Therefore, I support the motion. Might be a good idea to vote article by article.

Fac: I'm dismayed that there was so little discussion on the senate issue prior to the question being called. The Committee seems to interpret the [resolution](#) as a charge to create a senate.

Rominger: all kinds of documents can be referred to as a senate, but until you see a document it's hard to vote. The Committee's charge is to come up with a proposal and there will be hearings.

Chair: the Committee was charged with exploring a senate. How can we debate a senate until we have a document?

Fac: we can debate the concept of a body of the whole versus a representative body

Fac: seems we should debate now before the Committee starts writing

Fac: that assumes debates would resolve the issue, but it would be better to see something before a debate

Fac: what's the [rationale](#) for changing to a senate?

Rominger: this was distributed to you in September and is on the Organization's web pages. A senate would be more efficient, get more done and preserve faculty voice. More than anything, it has to do with how meetings are conducted. It doesn't mean only selected people will represent the faculty, there will be total faculty involvement in some form.

Fac: minority points of view will lose their voice. We need to discuss the general issue of representation versus organization.

Fac: if the senate idea were defeated it doesn't mean the Committee would have to start all over again, but there would have to be changes.

Fac: how is the committee getting input?

Rominger: we have asked for the faculty's input, and gathered documents and feedback from other campuses, and there will be hearings.

Fac: the concern isn't over input, but hearing the rationale for going to a more exclusive decision making process, regardless of what we call it. There's a real attachment to this grassroots organization.

Rominger: it's really a difference in process; every division might elect a representative and items would be discussed at the division level. There would still be lots of discussion, but at a more local level, and there would still be a provision for the faculty to met as a whole.

Amendment to the motion: The Constitution Committee produce two articles, one for a senate and one for an organization, and provide a forum for full discussion and debate before moving forward.

Fac: there should also be something about how the vote would be conducted.

Fac: are we talking about 2 articles or 2 constitutions?

Fac: the committee seems committed to a senate

Rominger: the Committee was charged to write a new Constitution; it does not care which way it is written, we trust the faculty to debate that issue. The Committee is committed to revising the Constitution to clarify and enhance consistency.

Fac: I withdraw my friendly amendment

The following Substitute Amendment was proposed and seconded : The Constitution Committee produce two documents, one addressing senate governance and procedure and another comparable to what we have now, and that hearings be conducted addressing the issue of senate versus organization before preparing a final draft.

Fac: there are two issues: the constitution and representation

Fac: still some question on how these documents would be voted on, therefore, debate is even more important.

Fac: how can we get a 2/3 majority when voting on two constitutions?

Fac: I support seeing two documents before debating

The question was called and the motion defeated 15-20

- o **B. Academic Affairs Committee**--H. Malone. The Committee is looking at the transfer credit issue and conducting surveys at the division level.

7. Old Business

- o **A. Motion re: Faculty Board of Review**--A. Rominger.

Fac: why are we doing this if we are changing the Constitution?

Rominger: this started last year. Any changes adopted would be incorporated into the new Constitution

It was moved and seconded to bring the motion off the table.

Rominger: sections B.2-3 have been reworded for the Organization's consideration

Fac: the conflicts of interest section should include statements about personal enemies. What is a personal friend?

Rominger: the document can not address every possible situation, that is covered by the statement "includes but not limited to."

Fac: what about saying "may include?"

Rominger: that would make things discretionary decisions

Chair: this is in line with the Academic Handbook

Fac: personal friend need further clarification. How about "personal or professional interest in the outcome of the Board's decision?"

Fac: we all have a professional interest

Fac: the problem is that the person deciding if there's a conflict of interest is the individual Board member; it should be the Board who decides if there's a conflict of interest.

Moved and seconded to send the document back to the Committee for corrections of typing errors and rewording of section 2.A.4.4.

8. New Business--none.

9. Adjournment. The meeting was adjourned at 12:00 p.m.

Submitted by: Ellen Bosman, Secretary



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Comments: [Faculty Organization Secretary](#)

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<http://www.iun.edu/~facorg/meeting98/fom11-98.htm>

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