

FORT WAYNE SENATE AGENDA
MONDAY
November 12, 2018
12:00 P.M., KT G46

1. Call to order
2. Approval of the minutes of October 8 and October 22
3. Acceptance of the agenda – K. Pollock
4. Reports of the Speakers of the Faculties
 - a. Deputy Presiding Officer – A. Schwab
 - b. IFC Representative – J. Nowak
5. Report of the Presiding Officer – J. Clegg
6. Special business of the day
 - a. Memorial Resolution (Senate Reference No. 18-16) – R. Rayburn
 - b. Strategic Planning Process Update – J. Malanson
7. Committee reports requiring action
8. Question time
 - a. (Senate Reference No. 18-17) – N. Virtue
 - b. (Senate Reference No. 18-18) – B. Buldt
 - c. (Senate Reference No. 18-19) – B. Buldt
 - d. (Senate Reference No. 18-20) – A. Livschiz
 - e. (Senate Reference No. 18-21) – A. Livschiz
 - f. (Senate Reference No. 18-22) – N. Virtue
 - g. (Senate Reference No. 18-23) – N. Virtue
 - h. (Senate Reference No. 18-24) – B. Buldt
 - i. (Senate Reference No. 18-25) – A. Livschiz
9. New business
10. Committee reports “for information only”
11. The general good and welfare of the University
12. Adjournment*

*The meeting will adjourn or recess by 1:15 p.m.

Approving

J. Clegg

A. Nasr

J. Nowak

K. Pollock

B. Redman

A. Schwab

N. Younis

Opposed

Non-Voting

W. Sirk

Absent

Attachments:

“Memorial Resolution-C. James Owen” (SR No. 18-16)

“Question Time – re: Undermining of International Services and Programs” (SR No. 18-17)

“Question Time – re: Central Administration and Branding” (SR No. 18-18)

“Question Time – re: Administrator and Coach Salaries” (SR No. 18-19)

“Question Time – re: Sweetwater Model for Academic Programs” (SR No. 18-20)

“Question Time – re: Chancellor Elsenbaumer Offer Letter Metrics” (SR No. 18-21)

“Question Time – re: International Student Fee” (SR No. 18-22)

“Question Time – re: Large Online Courses” (SR No. 18-23)

“Question Time – re: Access to Purdue Fort Wayne Courses on Blackboard” (SR No. 18-24)

“Question Time – re: Advising Restructuring Plan Status” (SR No. 18-25)

In Memoriam
C. James Owen
January 24, 1937 – August 16, 2018

C. James Owen was born on January 24, 1937, in McKeesport, Pennsylvania. His family came to Fort Wayne in 1938 thanks to a Depression Era job, and like many transplants to Fort Wayne, this became home. He attended St. Vincent Villa, Saint Patrick Catholic grade school, and Central Catholic High School. It was in these formative years that he was given the nickname Buzz which he preferred to his given name.

Buzz started his adult public service career by volunteering for the military. He was a paratrooper with the 82nd Airborne based out of Fort Bragg, North Carolina until he was honorably discharged in 1959. That fall he enrolled at Indiana University to study education and social studies. More importantly, that fall he met Susan Joan Poplett. Buzz and Susan got married on September 1, 1962.

After finishing his bachelor's degree, Buzz and Susan returned to Fort Wayne where he started teaching at Hoagland High School in East Allen County Schools. After a couple of years of teaching high school, he took a leave of absence to pursue graduate studies at the University of Notre Dame earning a master's degree in 1967. He was awarded his Ph.D. in 1973. Buzz's dissertation was the basis for his classic textbook on government consolidation, *Governing Metropolitan Indianapolis: The Politics of Unigov*, published by University of California Press.

Buzz taught at IPFW for the first time in 1970 and joined the faculty full time in 1975. He was well-respected and appreciated by his colleagues. One colleague wrote, "Jim's civility and student-first approach to his job were always appreciated. I particularly liked the way one could visibly see him walk from office to office across campus and stop and engage in personal conversations with his friends and colleagues at the University....Jim's example was to engage individuals directly, and I believe there is a lesson in his approach to interpersonal relations accordingly." Another wrote, "Those of us who worked with him admired his professionalism coupled with a quick and humorous wit made him a model for new faculty. I smile as I think of him now." We were lucky to have him as a fixture on the IPFW campus until his retirement in 2001.

From early on, Buzz blended scholarship and service to the community. He worked for the City of Fort Wayne and served on boards and commissions for over 25 years during the terms of five mayors. He served on the Fort Wayne Board of Works, Storm Sewer Utility Task Force, Fort Wayne City Plan Commission, Fort Wayne Board of Park Commissioners, Fort Wayne Community Trust Board, and the Fort Wayne Education Foundation. He is also a member of many professional societies, including the American Society for Public Administration, American Planning Association, and the Urban Affairs Association. In 1991, Dr. Owen was a Fulbright awardee and lectured on urban government in Poland.

After Buzz retired from IPFW, he continued to be an educator by reading with third and fourth graders at Washington Center and Holland Elementary Schools and volunteering with the Snider High School tennis and golf teams.

Buzz is survived by Susan, their children Andrew, Sarah, Leon, their spouses, and nine grandchildren.

Question Time

There have been a number of recent developments on the Purdue Fort Wayne campus that have contributed to a general undermining of international services and programs. Among these developments are:

- The elimination in 2016 of 2/3 international language majors on campus;
- A reduction in study abroad scholarships and programs as a result of split from IU;
- Reduced funding for international faculty research as a result of the split from IU;
- Recent imposition of a \$375/semester fee on all degree-seeking international students;
- A complete absence in our new Brand Book of any reference to the contribution this campus makes to global/international education in Northeast Indiana.

While some of these developments are clearly the result of the recent IU/PU split, and therefore are not directly attributable to the Purdue FW administration, it would nonetheless appear that the goals of internationalization on this campus, as articulated in the Strategic Plan 2020, are in the process of being abandoned. What is the administration's commitment to internationalization on this campus in light of the above? (And by "internationalization," I mean not just the recruitment of international students, but also the promotion of international academic programs on our campus, study abroad programs and international research by faculty). What *specific* steps is the administration taking, or planning to take, to advance/promote/support the internationalization goals stated in the Strategic Plan 2020?

N. Virtue

Question Time

In the spirit of the message that “transparency, honesty, and open dialogue will continue to serve us well” I was wondering (1) when exactly our Central Administration (henceforth, “CA”) learned about the proposed changes to the text of our diplomas; (2) what were the reasons that—as of October 2nd., when our students were already protesting—CA was still discussing the issue without having yet reached a conclusion; (3) why it therefore seems that it was effectively left to our students to defend and fight for our brand—a brand for whose development we purchased outside consulting and hired a full-time professional to market.

B. Buldt

Question Time

During the tenure of former Chancellor Carwein (i.e., 2012–2017), salaries for C-level administrators (vice-chancellors, deans, directors of Continuing Studies and Physical Plant) rose by an average of 26.5%, and salaries of head coaches increased even by 57%. During the same time period salaries for faculty increased by an average of 4.5% (1.5% on average in 2012, 2015, and 2016); or, in a cases of extraordinary performance all three times, by at most 9% since merit pay was capped at 3%. A spot check (based on a non-representative sample that includes one randomly chosen faculty member from each college) confirms that salary increases for faculty fall between 4% and 10%. In the spirit of “transparency, honesty, and open dialogue,” I was wondering (1) whether what amounts to roughly a 20% discrepancy in merit pay between CA and faculty (and even double that for athletics and faculty) is a cause for major concern for Chancellor Elsenbaumer; and if so, (2) whether he has plans for addressing this discrepancy; and if so, (3) what these plans are.

While strictly speaking not being part of the question, I include a separate document which tabulates the numbers that gave raise to Question 3. If so requested, I can disclose the names of those faculty whose salaries were used for the spot check.

B. Buldt

	2012	2017	increase	%
VC's				
VCAA	128,725	202,490	73,765	57%
VCAA-A	129,183	164,081	34,898	27%
VCFA	185,924	191,991	6,067	3%
VCSA	123,951	147,468 (2016)	23,517	19%
				26.5%
Deans				
BUS	168,729	223,497	54,768	32%
COAS	148,168	169,014	20,846	14%
EPP	95,447	145,604	50,157	53%
ETCS	173,887	200,578	28,691	16%
HSS	120,306	141,335	21,029	17%
VPA	107,956	142,422	34,466	32%
Helmke	105,508 (base)	120,358	14,850	14%
DCS	101,480	116,732	15,252	15%
DoStudents	95,658	144,220	48,562	51%
Dir PP	124,265	150,613 (2016)	26,348	21%
				26.5%
Head Coaches				
	571,051	894,568	323,517	57%
Faculty				
BUS	119,558	131,799	12,241	10%
COAS	63,398	66,776	3,387	5%
EPP	92,862	97,752	4,890	5%
ETCS	118,711	125,263	6,552	6%
HSS	57,332	59,718	2,386	4%
VPA	62,241	64,845	2,604	4%
				5.5%

Sources

2012 and 2017 Salaries:

<http://new.pfw.edu/microsites/university-archives/administrative-archives/>

Athletics:

Chancellor Elsenbaumer's Athletics Report; Senate Reference No. 18-8

Question Time

At the September Senate meeting VC Wesse did a presentation in which he referred to the deal with Sweetwater as a “good model” for academic programs. Leaving aside whether or not Sweetwater is really as good of a deal for PFW as has been announced, since not all academic disciplines/departments have natural wealthy community partners, what does this mean for these departments' ability to grow and receive resources?

A. Livschiz

Question Time

At the October senate meeting Senate Reference Document 18-15 provided a salary offer letter from Mitch Daniels to our now-chancellor Elsenbaumer. In the letter, there is a reference to \$40,000, contingent on performance according to mutually agreed upon metrics. What are the metrics?

A. Livschiz

Question Time

In early 2018, VCAA Drummond requested a student registration fee of \$375 per semester for all current and future degree-seeking international students to “support international student services and recruitment.” This fee was subsequently approved by the VCFA Wesse. I would appreciate responses to the following questions:

- What specific services will be provided as a result of this fee? In other words, how will international students on this campus benefit from this significant increase in the amount that they are being asked to pay per semester?
- According to its web site, Purdue WL charges its international students \$145, which is considerably less than the amount currently being imposed on Purdue FW students. Can the VCAA/VCFA explain what specific expenses on this campus justify charging our students \$230 per semester more than students on the WL campus?
- Why are current international students being asked to contribute to the recruitment of future students?
- Why is it that student services and recruitment of student athletes are paid for out of the General Fund and student fees, but international students are expected to pay additional money for the same?

N. Virtue

Question Time

Although the new brand book for our campus boasts small class sizes, Purdue Fort Wayne deans have been asked to identify courses that will be used to pilot an (up to) 300-seat course to be offered in fall 2019. The course will involve recorded lectures and will be primarily machine graded. Faculty designing the course will have no interaction with students but will be expected to interact with course facilitators. The rationale being given for this course is to assure “consistency in quality and rigor for all online students.”

It is difficult to imagine how a large-enrolled, recorded-lecture, machine-graded, faculty-absent course can assure quality and rigor for students. Even in smaller online classes where one faculty member is responsible for designing and teaching the course, DFW rates tend to be higher than in face-to-face classes. What about this plan is going to avoid the pitfalls evident in the way we currently teach online courses? And how does this pilot square with our supposed commitment to small class size as stated in the brand book?

N. Virtue

Question Time

We learned that on the morning of October 3rd, VCCA Drummond informed PO Jens Clegg, among others, about the request, made by Trent Klingerman (Purdue WL, Office of Legal Counsel), to grant access to all Purdue FW courses on BBL. We also learned that Jens Clegg sought further information from the VCAA via e-mail. In the spirit of shared governance, I was wondering (1) was there ever a meeting with faculty representatives before October 3rd to inform faculty and brainstorm ideas how to go about these plans; and if not, why not? (2) Was there an emergency meeting called on October 3rd, or shortly thereafter, with faculty representatives and/or faculty, who have expertise in the area, to discuss options and identify what the best response would be in light of obvious concerns about a request whose legality seemed doubtful but greatly affect faculty.

B. Buldt

Question Time

The week before Fall Break VC Drummond announced there would be a big change in the way that academic advising would be handled on this campus. The proposal that was made public, among many other things, aimed to remove faculty from direct student advising until the students were “developmentally ready to benefit from that relationship” i.e. relationship with faculty in their major). The response to the initial wave of opposition was to depict those criticizing this “well-considered” proposal as just trying to defend their “silos.” No public announcements about the fate of this proposal have been made since October 12. What is the current status of the advising restructuring plan?

A. Livschiz