

Minutes of the
Fourth Regular Meeting of the Thirty-Sixth Senate
Indiana University-Purdue University Fort Wayne
December 12, 2016
12:00 P.M., Kettler G46

Agenda
(as amended)

1. Call to order
2. Approval of the minutes of November 14 and 21, 2016
3. Acceptance of the agenda – K. Pollock
4. Reports of the Speakers of the Faculties
 - a. Purdue University – M. Masters
 - b. Indiana University – A. Downs
5. Report of the Presiding Officer – J. Malanson
6. Committee reports requiring action
 - a. Executive Committee (Senate Document SD 16-17) – K. Pollock
 - b. Faculty Affairs Committee (Senate Document SD 16-18) – D. Kaiser
 - c. Executive Committee (Senate Document SD 16-19) – K. Pollock
 - d. (Senate Document SD 16-20) – S. Carr
7. Question Time (Senate Reference No. 16-12) – R. Hile
8. New business
9. Committee reports “for information only”
 - a. Curriculum Review Subcommittee (Senate Reference No. 16-13) – K. White
 - b. Executive Committee (Senate Reference No. 16-5) – K. Pollock
10. The general good and welfare of the University
11. Adjournment*

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

Presiding Officer: J. Malanson
Parliamentarian: M. Coussement
Sergeant-at-Arms: G. Steffen
Secretary: J. Petersen (for Sarah Mettert)

Attachments:

- “Athletics Working Group” (SD 16-17)
- “Revision of COAS P&T Document” (SD 16-18)
- “Faculty Athletic Representative Document” (SD 16-19)
- “Duties and Responsibilities of the Compliance Coordinator (supersedes SD 92-17)
Duties and Responsibilities of the Faculty Athletic Representative (supersedes SD 84-3)
Compliance Coordinator reporting relationship” (SD 01-15)
- “Appreciation of Efforts to Support the Rights of IPFW Faculty” (SD 16-20)
- “Question Time #2 Response” (Attachment A)

Senate Members Present:

A. Argast, A. Bales, S. Carr, V. Carwein, D. Chen, B. Dattilo, S. Ding, A. Dircksen, Q. Dixie, A. Downs, C. Drummond, B. Fife, J. Hersberger, R. Hile, P. Iadicola, M. Jordan, D. Kaiser, S. LaVere, E. Link, H. Luo, M. Masters, D. Miller, Z. Nazarov, A. Obergfell, K. Pollock, M. Qasim, B. Redman, N. Reimer, S. Rumsey, G. Schmidt, A. Schwab, A. Ushenko, B. Valliere, N. Virtue, G. Wang, M. Wolf, L. Wright-Bower

Senate Members Absent:

T. Adkins, S. Beckman, P. Bingi, C. Chen, Y. Deng, Q. Hao, G. Hickey, J. Leatherman (sabbatical), G. McClellan, J. Niser, J. Nowak, W. Peters, G. Petruska, R. Sutter, R. Vandell, L. Vartanian, M. Zoghi

Faculty Members Present: B. Boatright, J. Burg, J. Clegg, R. Gildner, M. Gruys, B. Kingsbury, E. Ohlander, H. Samavati, C. Sternberger

Visitors Present: T. Brownlee, A. Fincannon, L. Goodson, P. McLaughlin, D. Smith

Acta

1. Call to order: J. Malanson called the meeting to order at 12:00 p.m.
2. Approval of the minutes of November 14 and 21, 2016: The minutes were approved as distributed.
3. Acceptance of the agenda:

K. Pollock moved to approve the agenda as distributed.

A. Downs moved to amend the agenda by including SD 16-19 (Faculty Athletic Representative Document) as item 6. c. Seconded.

Motion to approve passed on a voice vote.

S. Carr moved to amend the agenda by including SD 16-20 (Appreciation of Efforts to Support the Rights of IPFW Faculty) as item 6. d. Seconded.

Motion to approve passed on a voice vote.

The agenda, as amended, was approved.

4. Reports of the Speakers of the Faculties:

- a. Purdue University:

M. Masters: No report at this time due to absence during first part of meeting.

b. Indiana University:

A. Downs: I have eight items today.

- 1) December 11th was the two-hundredth anniversary of statehood for Indiana. I hope that your bicentennial parties were appropriately celebratory. Unfortunately, I have to report that the IU and Purdue Boards of Trustees have decided that the experiment of statehood has not worked and voted to merge Indiana back into the Northwest Territory.
- 2) I am happy to report that, after what seems like months of Jeff Malanson qualifying his attendance at every meeting with, "I'll be there as long as Katie hasn't gone into labor," Katie and Jeff are the parents of Sarah Katherine Malanson. According to Katie, Sarah's older brother Andrew is quite taken with Sarah, but did ask, "Why isn't she a boy?"
- 3) Two people submitted their names for consideration as members of the Indiana University Board of Review before the deadline of November 14th. One additional person submitted her name after the deadline. The term begins February 1st. Please, please, please volunteer for this or recruit someone so that we can hold the election at the January meeting.
- 4) On Sunday Chancellor Carwein sent an e-mail to campus leaders inviting us to a "media availability" with Presidents McRobbie and Daniels at 3:30 pm on Monday in the International Ballroom. We were invited to submit questions by noon today. Faculty leaders have submitted questions. Jeff Malanson will be asking a question at the event. The event can be streamed at <http://ipfw.edu/presaddress>.
- 5) The Executive Committee sent out a message Wednesday, December 7, and I want to emphasize a couple of points that were made in that message. The Purdue University Board of Trustees is voting this week but, even after that vote, the split is not done. Those "details" we have brought up from the beginning still have to be worked out. The General Assembly has to decide how much they want to pay for splitting IPFW.

No matter what the parents and the general assembly do, we need to define what we are and how we contribute to the area we serve. That definition and those contributions should be the result of meaningful shared governance with faculty playing a leading role in shaping the future of this institution. The university is ours. It is our classes, our research and creative endeavor, and our service. These things are the building blocks of any university.

As we define ourselves and our contributions to the community, we will disagree with each other. Last week Marc Tulley from the IPFW warehouse reminded us of a quote from Winston Churchill. "If two people agree on everything, one of them is

unnecessary.” Let’s disagree and let’s give careful consideration to thoughtful proposals. Disagreements are not personal attacks and having a position that is different from others does not make you, or the other people, bad people. As I have said before, if we cannot have productive disagreements on a university campus, then where can we have them?

- 6) At the November senate meeting in West Lafayette, there was a presentation by President Mitch Daniels and Deputy Counsel Trenton Klingerman. Mark Masters was at the meeting and heard the presentation. He was appropriately upset because the presentation mischaracterized the work of the faculty at IPFW, was dismissive of concerns in northeast Indiana, used dated information, and included errors. According to the central administration at IPFW, no one on this campus was asked for information for this presentation.

The day after the presentation, Presiding Officer, Jeff Malanson wrote to Klingerman. Jeff received a reply from Klingerman that did not include an offer to correct the record, but Klingerman did thank Jeff for sending what Klingerman called “facts.” I wrote to a reporter who covered the story and she said she would be keep the information for later stories.

The central administration does not plan on responding to the presentation, but the faculty leaders will. We will make the response available across the campus.

- 7) Late last week I was speaking with a member of one of the departments that has been identified as moving to the IU health sciences campus. I was told that there are members of those departments who feel abandoned. I can understand this. We have heard statements from administrators about how they cannot or do not represent Indiana University, and I have not reached out to the IU faculty in those departments the way I should have. As far as I am concerned medical imaging, dental, and nursing are part of IPFW until they are not. I will reach out to those departments. I ask that, if you hear anyone from those departments say they have questions, concerns, or requests for help, to please contact me or encourage them to contact me. Finally, let’s all be sure to include the departments that may be split from us in what we do. Even if they become part of a separate campus, we should do what we can to work together now and in the future.
- 8) Finally, good luck during finals and have an enjoyable break. I hope that finals week is just as festive and triumphant as your bicentennial parties were.

5. Report of the Presiding Officer – J. Malanson:

J. Malanson: I apologize for the overlap you are about to hear with Speaker Downs and my comments.

1. The University budget committee has already had two meetings. Another is scheduled for later this week, and then they will move into full year beginning next semester.

2. Athletics Working Group: The Executive Committee is still soliciting nominations for the athletics working group, assuming that it is endorsed by the Senate in today's meeting. The Executive Committee will determine the membership of the working group later this week. Are there any final people who would like to put their names in for potential participation in the athletics working group?

3. LSA: As you have all no doubt heard by now, on December 1, the IU Board of Trustees voted in favor of the split of IPFW that was recommended in January in the Legislative Services Agency report. The expectation is that the Purdue Board of Trustees will approve the agreement later this week. There are still many ancillary agreements that need to be negotiated and agreed to by IU and Purdue, and there are state budget allocations and Higher Learning Commission accreditation decisions that need to come through before the separation becomes official. There is no reason to doubt, at this point at least, that the split will not happen; that the IPFW we know will be fundamentally changed come July 1, 2018.

We have a right to be mad about this decision. It is a rebuke of everything we have individually and collectively worked to create here over the past 50+ years. Many of us have spent the last year advocating for why a comprehensive IPFW, a whole IPFW pulling from the best of IU and the best of Purdue is the best path forward for us, our students, and northeast Indiana. But our beliefs and desires were little considered and little cared for in the negotiations between IU and Purdue.

We have a right to be mad, but we also have a responsibility to make the absolute best of our new reality moving forward. We have a responsibility to our region, to our students, and to each other to make the transition as smooth as possible, and to ensure that our students progress toward graduation, that our colleagues progress toward promotion and tenure and toward the completion of exciting research and inspiring teaching. In this moment of anger and potential sadness about what is being lost, it is important for us to remember that this moment also represents an opportunity to create something new.

The basic premise of the original LSA report was that clear areas of responsibility for IU and Purdue would increase the likelihood of investment by the parent campuses in their respective operations in Fort Wayne. Early indications are that IU is already planning on how to invest in resources to grow here in the health sciences areas. It is less clear how, if at all, Purdue will invest, but that should not stop those of us who will comprise the new Purdue University Fort Wayne—or whatever our name will be—from charting our course forward. To the greatest extent possible the process of moving us forward from here has to be driven by the faculty.

The vice chancellor for academic affairs and enrollment management has already announced a realignment planning meeting that involves deans, department chairs, faculty leadership, several senate committees and others for January 5, 2017. This is a critically important first step, but it is essential that faculty play a leading role in the realignment process from that point forward. We face real challenges as a result of this

split. The new Purdue campus will be losing more than 1000 health sciences students to the new IU campus. And there is a great deal of uncertainty still surrounding questions of finances and student experience. These are some of the things that will be addressed in the ancillary agreements yet to be developed.

It is important for all of us to remember that there is a tremendous amount of uncertainty for the faculty and students moving over to the new IU as well. Their situation cannot be forgotten as those of us staying with Purdue figure out what is next. It will require the combined efforts of all of us working together as a faculty and working together as a campus community to make the new situation work. It is incumbent upon us to make this new situation work. To this end, the faculty speakers are calling an all-faculty assembly for Monday, January 23 at noon in LA 159, at which we will lead a faculty-wide conversation about LSA, about the future, and about how we lead IPFW forward from here. Look for more information on that at the beginning of next semester.

As emails went out this weekend and this morning, and as Speaker Downs mentioned, today at 3:30 IU President McRobbie, Purdue President Mitch Daniels, and Senator David Long will be holding a press conference to discuss the IPFW agreement. Some campus leaders have been invited to attend the press conference, and everyone received an e-mail this morning with information on how to watch a live stream of the press conference.

6. Committee reports requiring action:

a. Executive Committee (Senate Document SD 16-17) – K. Pollock:

K. Pollock moved to approve SD 16-17 (Athletics Working Group).

Motion to approve passed on a voice vote.

b. Faculty Affairs Committee (Senate Document SD 16-18) – D. Kaiser:

D. Kaiser moved to approve SD 16-18 (Revision of COAS P&T Document).

Motion to approve passed on a voice vote.

c. Executive Committee (Senate Document SD 16-19) – K. Pollock:

K. Pollock moved to approve SD 16-19 (Faculty Athletic Representative Document).
Seconded.

Motion to approve passed on a voice vote.

d. (Senate Document SD 16-20) – S. Carr:

S. Carr moved to approve SD 16-20 (Appreciation of Efforts to Support the Rights of IPFW Faculty). Seconded.

Motion to approve passed on a voice vote.

7. Question Time (Senate Reference No. 16-12) – R. Hile:

At the Nov. 14 Senate meeting, the resolution introduced by Steve Carr passed; at the Nov. 21 continuation, the resolution introduced by Brian Fife and myself passed. Both resolutions called for a return to the more gradual process of program improvement and review described in the September 19 recommendations by Vice Chancellor Carl Drummond.

Q. 1. Given that both the AAUP national office and the Indiana Conference of the AAUP have raised concerns regarding serious breaches in shared governance, does the administration intend to respect the will of the faculty Senate by implementing the actions described in the Carr and Fife/Hile resolutions? If not, then you will have announced program closures *after* the October Senate meeting and ignored the attempts of the faculty at the November Senate meetings to provide input and recommendations after the immediate closures of programs to new students on October 18 and in advance of the January 1 implementation date for laying off personnel. What defense can you offer for this blatant disregard for faculty input?

A. C. Drummond: On Tuesday, December 6, the final process for restructuring academic programs and departments in response to USAP recommendations 2.2 and 2.3 was released.

As first described in the September 19 document and reiterated on October 18, input and feedback were received through November 15 by the formal academic channels of department chairs and deans from the Fort Wayne Senate, and through the Action Plan 41 website. Throughout the USAP process there have been multiple and substantial opportunities for faculty input. In all cases that input has been given serious and sincere consideration. As a result of that input, the final decisions on the restructuring of academic programs and departments are significantly different from the initial recommendations of the USAP task force as released in May. Additionally, the methodology of review of programs and departments' viability was substantially enhanced as a result of this input. I fully respect the desires of faculty for further review and consideration of restructuring; however, the current timeline for implementation will be maintained.

Q. 2. At the October 17 Senate meeting you said that the October 18 plan for program cuts would reduce spending by approximately \$200,000 between January 1 and June 30, 2017, and that the cuts would eventually lead to spending reductions (which is distinct from "savings," because revenue will be lost as well) of ~\$1.1 million. Please share with the Senate the calculations that led you to these figures, including specific personnel whose salaries you projected as future spending cuts.

A. C. Drummond: (C. Drummond distributed a set of tables.) The document consists of three sets of tables. The first is estimated cost savings that was generated in early October in response to short-term, that is from January through June.

The second table includes estimated long-term savings; and, at the very bottom, is a summary by year as the savings are staged out over a number of different academic years.

So the nature of the savings comes in a variety of forms. There are savings in the form of ERIP faculty that we anticipated would not be replaced, there are savings in the form of transitions in chair appointments of affected departments, there are savings associated with clerical and technical staff that will not be necessary in the future, there are savings in the form of instructional reassignment of faculty over time, and the associated reduction in cost associated with limited-term lecturers. So, in aggregate, there was an estimate of about \$195,000 for the spring term and \$1.1 million over the course of several years as you see staged out in the bottom table. Again, these were estimates that were established in early October, and obviously a number of things have changed since then. They should not substantively change the magnitude of these estimated savings.

Senator: I will ask the question even if no one answers it. So, if you look at the supposed cost savings for International Language and Culture Studies, it comes to about \$32,000, all in the area of displaced LTL costs. I just need to point out that the proposal that ILCS submitted on November 15 proposed moving forward without the use of any LTLs. On what basis was the decision made to not adjust the original proposal to eliminate French if we are clearly meeting and exceeding the cost savings?

J. Malanson: This was the estimate of early October. The vice chancellor asked if we would like to see a more recent projection, and the answer by the person who asked the question was that she wanted to see the early October answer.

R. Hile: I said I would like to see both, but I most definitely wanted to see the information on which the decisions were made. What I find most surprising about this is that, when we had the meeting in October, Vice Chancellor Drummond said the estimated cost savings by July 1 were \$200,000, and over time it would get to \$1.1 million. Foolishly, apparently, I assumed that that meant \$1.1 million per year, not \$1.1 million over five years, which means the anticipated annual savings are no better than this change of \$200,000 that we are going to save by firing a bunch of secretaries and LTLs. Am I right?

J. Malanson: Vice Chancellor Drummond, I assume that this \$200,000 is going to be recurring year over year. This is not a per-year savings; this is when we achieve this level of savings.

C. Drummond: By 2020-2021, we will be at the \$1.1 million recurring savings from this.

R. Hile: I have seen people who are not going to be replaced when they retire. I am looking at the data very quickly and trying to formulate a response. Given that a lot of these people whose positions are going to be gone due to ERIP, are we still going to be saving money since these are people who were going to leave anyway within the next few years? They are not people by whom the cost is saved by cutting programs in French. I am not totally satisfied, but thank you for the time spent preparing this report.

Q. 3. If the university does not have enough money to respect the will of the faculty Senate by implementing the Carr and Fife/Hile resolutions, why have we not declared financial exigency?

A: D. Wesse: A financial exigency for IPFW would be the worst type of financial crisis—a demonstrably bona fide, imminent financial situation that threatened the survival of IPFW as a whole. We, as an institution, had not and have not reached this point.

Q: Please provide the Senate with details of all at-risk pay, performance-based pay, incentive pay, at-risk pay, and bonuses you have received during your time as Chancellor of IPFW, as well as the specific accomplishments that Purdue identified as meriting the extra pay. Please share with this body what you have been told about future bonuses and incentive pay and how these are linked to the program closures that were implemented on October 18, 2016.

A: V. Carwein: My compensation package and its components, unchanged, from the time of my initial offer are public record. They are in the public domain; and, in fact, specific details were reported in a recent editorial by the *Journal Gazette*. I refer you to that editorial and the appropriate public information links to access the information.

Now, let me state the following: 1) I am eager and desire to engage with all of you and all of your colleagues across campus in a productive, constructive discussion about the future of this campus, about the opportunities that exist, and how best to take advantage of them. Informal brainstorming to vet ideas and potential initiatives, focused discussion of specific interests—whatever mechanisms you wish to employ—the senior administration and I are ready and willing to engage.

2) What I will not do is continue to attend and participate in senate or other meetings where the focus of the discussion, the focus of items for action, or the focus of questions is a personal attack and continued disparagement of me and/or the senior administration. Case in point, to imply or suggest, as this question does, that I am being paid or rewarded by Purdue University or President Daniels to enact program closures is absolutely ludicrous and a conspiracy theory of mammoth proportions. While perhaps interesting to rumor about, it has no merit.

There is an incredible amount of time and energy and consuming hard work ahead of us as we begin this transition from IPFW to two independently managed and operated institutions. This work is going to require the very best that each and every one of us has to offer. Our time and our energy need to be focused on the future, how we make this transition with the least amount of disruption to students and their learning and, most importantly, how we utilize the expertise that each of us brings to building a future characterized by the strength of our programs, our financial health, unparalleled student success and areas of distinction. This is what we should be thinking about, what we should be talking about, and what we should be working on.

8. New business: There was no new business.

9. Committee reports “for information only”:

a. Curriculum Review Subcommittee (Senate Reference No. 16-13):

Senate Reference No. 16-13 (Proposal for Advanced Manufacturing Engineering Certificate program) was presented for information only.

b. Executive Committee (Senate Reference No. 16-5) – K. Pollock:

Senate Reference No. 16-5 (Report on Designated Items) was presented for information only.

10. The general good and welfare of the University:

M. Masters: Last month I attended the Purdue West Lafayette Senate meeting. Perhaps the main thing I noticed was that it seemed like President Daniels was disparaging towards faculty opinions on this campus, and also a little bit dismissive of the institution as a whole. It seemed he was definitely unhappy by the fact that the legislature had approved \$2 million for this campus previously.

On Friday I will be going to West Lafayette for the Board of Trustees meeting. If anyone wants to come, I would be happy to drive.

M. Wolf: I liked Senator Argast's discussion of family last time; and, to our colleagues who are left behind, we will never give up. We will get you back. We will make this whole again. We will never give up. This is a sad day. Thank you for all of your service. (applause)

11. The meeting adjourned at 12:32 p.m.



Jacqueline J. Petersen (for Sarah Mettert)
Secretary of the Faculty

MEMORANDUM

TO: Fort Wayne Senate

FROM: Kathy Pollock, Chair
Executive Committee

DATE: November 28, 2016

SUBJ: Athletics Working Group

WHEREAS, The level of institutional financial investment in Intercollegiate Athletics has been a subject of discussion and debate at IPFW for several years; and

WHEREAS, 65% of all Student Activity Fee revenue is currently allocated to Intercollegiate Athletics, and Action Plan 41 calls for 4.4% of all future General Fund revenues to be allocated to Intercollegiate Athletics; and

WHEREAS, The annual direct institutional subsidy for Intercollegiate Athletics is approximately \$7 million; and

WHEREAS, In recommendation 2.11 of its year two report, the University Strategic Alignment Process (USAP) Task Force recommended that IPFW “Determine the campus community’s acceptable level of investment in Athletics”; and

WHEREAS, An Athletics Working Group has been proposed by the Senate faculty leaders and the central administration that will be composed of four faculty senators, four students, and four staff members; and

WHEREAS, This Athletics Working Group, developed in partnership between Senate faculty leadership and the central administration, represents an important model of shared governance that respects the processes of the Senate as well as the valuable input of the constituencies most directly concerned with both Athletics and the utilization of the university budget; and

WHEREAS, The Athletics Working Group will be charged with making recommendations that will help to determine the future role of Intercollegiate Athletics at IPFW as well as the acceptable level of institutional investment in Intercollegiate Athletics; and

WHEREAS, If approved, the Athletics Working Group should be formed by the end of the Fall 2016 semester so that it can complete its work in the Spring 2017 semester; and

WHEREAS, The Senate Executive Committee has solicited nominations for faculty senator participation in the Athletics Working Group in the event that the Senate approves the formation of the Working Group;

BE IT RESOLVED, That the Senate approves the formation of the Athletics Working Group;
and

BE IT FURTHER RESOLVED, That the Senate Executive Committee will appoint the faculty senator members to the Athletics Working Group based on the nominations received; and

BE IT FURTHER RESOLVED, That the Senate will evaluate the final recommendations of the Athletics Working Group.

TO: Fort Wayne Senate
FR: Faculty Affairs Committee
Lesa Rae Vartanian, Chair
RE: Revision of COAS P & T document
Date: November 30, 2016

WHEREAS, the College of Arts and Sciences has revised and approved by college vote their promotion and tenure document (i.e., section 12 of the COAS Governance Document—COASCD 16-6, attached) so as to be in compliance with SD 14-35 and SD 14-36; and

WHEREAS, the Faculty Affairs Committee finds that revised document is in fact in compliance with SD 14-35 and SD 14-36;

BE IT RESOLVED, the Senate approve section 12 of the COAS Governance Document COASCD 16-6 as the College of Arts and Science's current promotion and tenure document.

November 29, 2016

TO: Lesa Rae Vartanian, Chair
Senate Faculty Affairs Committee

FR: Abraham P. Schwab, Presiding Officer
College of Arts and Sciences

RE: Governance documents for the College of Arts and Sciences (COAS)

In early Fall 2015, the COAS Faculty Affairs Committee (FAC) was charged by the COAS Executive Committee with recommending changes to the COAS Promotion and Tenure Documents to reflect changes to relevant Faculty Senate Documents (SD-14-35 and SD-14-36).

COAS FAC brought COASCD 15-11 to the October 26, 2015 meeting of the COAS Council, which recommended changes to section 12 of COAS Governance Documents (Promotion and Tenure and 3rd year review). After discussion, COASCD 15-11 passed the resolution by majority vote. COASCD 15-11 was then sent electronically to all COAS Voting Faculty to vote in favor or against. The resolution passed again by majority vote.

On September 22, 2016, these changes were sent the Faculty Senate Faculty Affairs Committee. Upon review, the Faculty Senate Faculty Affairs Committee sent the COAS Governance Document back to the COAS FAC with additional suggested changes. After additional changes were made by the COAS FAC, the amended COAS Governance Document (COASCD 16-6) was brought before the COAS Council on October 31, 2016. The COAS Council approved (with amendments) the additional changes to the COAS Governance Document. COASCD 16-6 was then sent out electronically to all Voting Faculty for approval. The resolution passed by majority vote.

This memo is to inform Faculty Senate Faculty Affairs Committee of these changes and to request that the Faculty Senate FAC move approval/formal recognition of COAS amended Governance Documents as identified in COASCD 16-6 as in alignment with SD 14-35 and SD 14-36 at an upcoming Senate meeting.

12.0 PROCEDURES FOR PROMOTION AND TENURE

Fort Wayne Senate Document SD 14-36 charges each school/division faculty (1) to approve department/program promotion and tenure committee composition and functions (Section 1.1.4) and (2) to establish, with approval by the Senate, school/division promotion and tenure committee composition and functions (Section 1.2.1). The College faculty adopts Senate Document SD 14-35 as College guiding principles regarding promotion and tenure. The following section of the College Governance Document is subordinate to Senate legislation, and revisions to this section require Senate approval.

12.1 Candidates and Their Cases

12.1.1 Each Faculty member must be considered for tenure not later than during the penultimate year of the probationary period.

12.1.2 Each candidate for promotion and/or tenure is responsible for the preparation and submission of the case according to applicable guidelines and schedules. Supporting documentation, such as copies of abstracts, papers, or books cited in the case itself, should be included in a file labeled "Supporting Documentation" but is not considered part of the case. The candidate shall determine the content of the case and of the Supporting Documentation file. No change in the case or the Supporting Documentation file may be made without the consent of the candidate.

12.2 Decision Levels

All cases for promotion and/or tenure shall pass sequentially through the following decision levels before being forwarded to the campus committee:

12.2.1 The department committee, whose composition and functions shall be established according to a procedure adopted by the Faculty of the department and approved by the Arts and Sciences Faculty, subject to Senate review. In establishing their committees, departments should be guided, where possible, by two principles: that all tenured or tenure-track members of the department should be consulted about each case for promotion and/or tenure; and that those persons possessing the same or higher rank or the status to which a

candidate aspires should have major responsibility in formulating the department's recommendations.

12.2.1.1 If, by established departmental criteria, fewer than three persons are eligible to serve on the department committee, the department shall submit to the Dean the names of Faculty members from other departments whom it deems suitable to serve on the department committee. From this list, the Dean shall appoint enough Faculty members to bring the committee membership to between three and five.

12.2.1.2 The letter appointing a Faculty member to more than one academic unit shall identify that department whose promotion and tenure process shall apply to the appointee.

12.2.2 The department chair. (Promotion and/or tenure cases of department chairs proceed directly from the department committee to the College committee.)

12.2.3 The College of Arts and Sciences Promotion and Tenure Committee, comprising six tenured Voting Faculty members—two each from the Sciences, the Social Sciences, and the Humanities (as defined in Section 1.6 above).

12.2.3.1 Terms shall be two years. Each year three committee members shall be elected, one from the Humanities, one from the Social Sciences, and one from the Sciences. Committee members whose terms have expired cannot serve on the promotion and tenure committee in the subsequent academic year.

12.2.3.2 The committee members shall be elected as follows: Each department with no continuing committee members shall nominate one tenured Faculty member. Nominees must have prior experience at the department level. If a department has fewer than three tenured Faculty members eligible to serve, the department may choose to submit no nominee. Department chairs or program directors whose departments have pending tenure or promotion cases and members of the campus promotion and tenure committee are ineligible to serve. The Voting Faculty of the College shall elect by preferential ballot the three committee members, one from the Humanities, one from the Sciences, and one from the Social Sciences. The ballot shall identify each candidate's department, rank, and tenure status. The dean may not serve as a committee member nor attend College committee meetings as an observer.

12.2.3.3 The committee shall choose a chair from among its voting members. The first meeting shall be called by the Dean.

12.2.3.4 Each candidate may select from among the tenured or tenure-track faculty a nonvoting representative who will be available to answer questions pertaining to the case. The representative will have the option of making an opening statement. The representative is bound by the same rules of confidentiality as committee members and shall withdraw before the committee's vote is taken. A candidate may not act as the representative before the committee, nor shall a committee member act as representative.

12.2.3.5 Each case is to be duplicated in full and distributed to all committee members by the committee chair. The Supporting Documentation file is to be maintained in confidence by the Arts and Sciences office and made available to committee members upon request.

12.2.3.6 A tie vote of the committee shall be considered neither an endorsement nor a rejection of the candidate's application for promotion and/or tenure.

12.2.4 The Dean of the College of Arts and Sciences. (The Dean's promotion and/or tenure case proceeds directly from the College committee to the campus committee.)

12.3 Operation of Committees

12.3.1 The administrator or committee chair at each level shall inform the candidate in writing of the recommendation and vote on the nomination, with a statement of the reasons therefor, by the time the case is sent forward. The administrator or committee chair shall also send to the previous level(s) a copy of the recommendation and statement of reasons. When the vote is not unanimous, a written statement stipulating the majority opinion and minority opinion must be included. The candidate may submit a written response to the statement to the committee chair within 7 calendar days of the date of the recommendation; this response must proceed with the case. At the same time the case is sent forward to the next level, the committee chair shall also send a copy of the recommendation and statement of reasons, and the candidate's response, if any, to the department chair and the department promotion and tenure committee chair. The committee chair shall distribute copies to committee members.

12.3.2 All committee deliberations shall be confidential. The committee's recommendation and vote shall be communicated only by the chair. Within the committee, individual votes shall be openly declared. Outside the committee, only the total vote shall be disclosed. No abstentions or proxies are allowed. Committee members must be present during deliberations in order to vote. When a committee member must step down due to an extreme personal emergency, the Nominations and Elections Committee shall find a replacement.

12.3.3 All cases except tenure cases in the penultimate year may be withdrawn by the candidate at any stage.

12.3.4 The substantive evaluation of a candidate's qualifications shall occur primarily at the department level. *The College committee shall review how well the process has adhered to documented procedures and review the recommendation of the lower levels.* This review shall include a consideration of the basis of the decisions from the lower levels. If the committee judges that a decision from a lower level is contrary to the evidence, the committee may include consideration of the evidence in the case as it compares to department criteria.

12.3.5 When a candidate has been nominated for both promotion and tenure, separate committee votes shall be taken for each change of status, and separate rationales provided when the votes are not identical. Separate recommendations on each change of status shall similarly be supplied by the department chair and Dean.

12.3.6 Committee members shall recuse themselves from considering cases of candidates with whom they share significant credit for research or creative endeavor or other work which is a major part of the candidate's case or if they have other conflicts of interest. The committee will decide if committee members who collaborate with the candidate need to recuse themselves. Any committee member who recuses her/himself shall leave the room during the discussion of that case.

12.3.7 *The Committee writes a* letter of recommendation from the College committee based on the committee's review of the process to this point, and must clearly state and explain the recommendation of the committee including an explanation of agreement or disagreement with the decisions of lower levels.

12.4 Individual Participation

12.4.1 No candidate shall serve on any promotion and tenure committee, nor shall any candidate make a recommendation on his or her own case.

12.4.2 The department level excepted, no individual shall serve in a voting or recommending role at more than one decision level. In order that this be accomplished, the campus committee shall be filled before the College committee.

12.5 Selection of Arts and Sciences Nominees for the Campus Committee

For the campus committee, the Voting Faculty shall elect by preferential ballot six nominees, at least three of whom shall be full professors. The ballot shall identify each candidate's academic rank.

13.0 AMENDMENTS

Amendment of this document shall require the following:

13.1 Publication of the proposed amendment to all members of the Faculty

13.2 Passage of the proposed amendment by a majority vote at a meeting of the Arts and Sciences Faculty or the Arts and Sciences Council

13.3 Ratification of the proposed amendment via secret ballot by a two-thirds majority of those members of the Voting Faculty who cast ballots

13.4 Transmission of the written amendment to all members of the Faculty

MEMORANDUM

TO: Fort Wayne Senate

FROM: Athletics Advisory Subcommittee

DATE: December 9, 2016

SUBJ: Faculty Athletic Representative Document

WHEREAS, The Faculty Athletic Representative (FAR) is tasked with representing the faculty to the Athletic Department and ensuring that student athletes have the same quality academic experience as other students; and

WHEREAS, Senate Document SD 01-15 was drafted in 2002 and the duties and responsibilities of the FAR, as recommended by the NCAA, have changed significantly in recent years; and

WHEREAS, The Athletics Advisory Subcommittee, with the assistance of the Athletics Department has drafted a revised FAR position description; and

WHEREAS, The current, longtime FAR, Elliott Blumenthal, is stepping down at the end of the Fall 2016 semester, and a new FAR will be appointed; and

WHEREAS, It is critical that the new FAR have a clear and up-to-date description of their duties;

BE IT RESOLVED, That the Athletics Advisory Subcommittee asks the Senate to adopt the new FAR position description to replace that section of Senate Document SD 01-15.

Indiana University-Purdue University Fort Wayne Faculty Athletics Representative Position Description

Appointment:

The Faculty Athletic Representative (FAR) will be appointed by and report to the Chancellor. The appointment will be made in consultation with the Athletics Advisory Subcommittee (AAS). Emphasis will be placed on the importance that the position be appointed to a tenured faculty member.

The terms of the appointment should be negotiated between the Chancellor and the prospective FAR. These negotiations should take into account the time constraints of the position, the burden of the position on the prospective FAR's department, and the research agenda of the prospective FAR, as well as the resource and time commitment desired to fulfill the duties of the FAR. It is recommended that the terms include sufficient teaching releases to complete the assigned duties. Since the duties of the FAR are year round it is also recommended that some form of summer pay or stipend be included.

(http://farawebsite.org/wp-content/uploads/2015/07/President-BrochureFARA_15.pdf)

Position Summary:

Pursuant to National Collegiate Athletic Association (NCAA) Bylaws 4.02.2 and 6.1.3, "the FAR is a member of an institution's faculty or an administrator who holds faculty rank and shall not hold an administrative or coaching position in the athletics department. The FAR is designated by the institution's president or chancellor to represent the institution and its faculty in the institution's relationship with the NCAA and its conferences."

Based on guidance from the *Faculty Athletics Representatives Association* (<http://FARAwebsite.org>), the primary functions of the FAR are:

- To be an independent participant in the process of monitoring compliance with NCAA, conference, and institutional rules by the athletic program;
- To provide a faculty viewpoint in the administration of the intercollegiate athletics programs;
- To act as a resource for student-athletes, coaches, and athletic department staff; and
- To advise the chancellor on matters related to these functions.

The FAR should carry out these duties particularly mindful of the need to protect the academic integrity of the athletics program and the welfare of the student-athletes. The FAR is the most visible sign of faculty involvement in the intercollegiate athletics program.

Scope of Responsibility and Description of Duties:

1. Must be knowledgeable of NCAA, conference and institutional bylaws, policies and procedures. The FAR is one of 5 individuals to have signature authority as required by the NCAA.
2. Involved in the general oversight and monitoring of NCAA and conference compliance efforts, including reviewing daily student-athlete full-time status reports and periodic spot checks of records and systems to insure that all institutional compliance systems are engaged and functioning.
3. Monitor the institutional mechanisms for evaluating whether student-athletes have met all of the academic eligibility requirements for practice, financial aid and competition established by the NCAA, conference and institution through attending bi-weekly Student-Athlete Services team meetings.

4. Assist in reviewing any major institutional inquiry into alleged or suspected rules violations and in the preparation of any major infraction reports submitted to the conference and the NCAA.
5. Receive and review copies of all reports of secondary violations of NCAA rules, and if available or required, provide signature authority.
6. Review requests for waivers and appeals of NCAA or conference legislation, rules or processes as required by the NCAA or conference, and if available, provide signature authority.
7. Actively participate in discussion and review of proposed NCAA legislation with the athletic administration and the Chancellor, when necessary, regarding the institution's voting position.
8. Oversee the annual administration of the coaches certification exam.
9. Assist in the monitoring of student-athlete academic progress through review of squad lists, the Academic Progress Report, eligibility check lists, and the Graduation Success Rate, as well as an understanding of the Institutional Performance Program tools provided by the NCAA.
10. Represent the university at the NCAA Convention, FARA Convention, NCAA Regional Rules Seminar, league meetings, and additional opportunities as they arise. Travel related to the duties of the FAR should be funded by the office of the Chancellor.
11. Be informed of any concussion or injury(ies) to a student-athlete impacting academics, particularly those that would prevent a student-athlete from attending class or otherwise affect academic performance.
12. Actively participate in the student-athlete exit interview process and review student-athlete responses to the annual program evaluations.
13. Serve on hiring committees for head coaches and athletic administrators as deemed appropriate.
14. Chair, and voting member, of the Athletics Advisory Subcommittee (AAS) including creation of agendas, drafting of meeting minutes and report regularly to the Faculty Senate on the academic performance of student-athletes and other athletically related matters.
15. Serve as a liaison between faculty, administration and student-athletes and assist in the mediation of any conflicts between these groups. As part of these duties the FAR should be made aware of academic dishonesty situations involving student athletes.
16. Provide education to campus constituencies regarding NCAA rules and institutional responsibilities, particularly with regard to Academic Integrity.
17. Serve on the university Compliance Committee.
18. Meet regularly with the Chancellor on matters related to the intercollegiate athletics program and provide an annual report of FAR activities to the Chancellor, Athletic Director, and Sub-Committee on Athletics. This report will also be forwarded to the Faculty Senate by AAS.
19. Promote a balance among the academic, athletic and social lives of student-athletes, affording them opportunities to enjoy the full range of collegiate experiences available to students generally.
20. Accept any additional responsibilities or perform any other duties that relate to the intercollegiate athletics program as assigned by the Chancellor.

Additional resources may be found at <http://farawebsite.org/>

Senate Document SD 01-15
(Approved, 4/8/2002)
(Amended & Approved, 12/12/2016)

TO: Fort Wayne Senate

FROM: Deborah Ross, Chair
Student Affairs Committee

SUBJECT: Duties and Responsibilities of the Compliance Coordinator (supersedes
SD 92-17)
Duties and Responsibilities of the Faculty Athletic Representative
(supersedes SD 84-3)
Compliance Coordinator reporting relationship

DATE: March 18, 2002

DISPOSITION: To the Presiding Officer for implementation

WHEREAS, a full-time compliance officer has been hired to handle university, conference, and NCAA regulations; and

WHEREAS, the hiring of a full-time compliance coordinator requires a rethinking of the structure and reporting relationship of this position.

RESOLVED, That the Senate pass the following recommendations regarding the compliance position housed in the Athletic Department:

1. The compliance officer will fulfill all the compliance duties formerly assigned to the compliance coordinator and be given the title "Compliance Coordinator."
2. The Faculty Athletic Representative, in addition to the duties already assigned to that position, will be responsible for monitoring the activities of the Compliance Coordinator.
3. The Faculty Athletic Representative will be given at least a 25% course release, preferably 37.5% (three courses), per year.
4. The reporting lines will follow the attached chart.
5. The Subcommittee on Athletics will meet monthly with the Compliance Coordinator in a session where no Athletic Department personnel are present.

Compliance Coordinator
(Supersedes Senate Document 92-17)

Duties and Responsibilities

- A. The Compliance Coordinator shall assist in interpreting and enforcing university, conference, and NCAA regulations.
- B. The Compliance Coordinator shall be accountable to the Athletic Director, Faculty Athletic Representative and the Chancellor for coordinating all aspects of IPFW's institutional compliance with NCAA and conference regulations, including:
 - 1. Certifying initial and continuing eligibility of all student athletes, including transfer students;
 - 2. Developing and implementing comprehensive and continuing NCAA and conference rules education programs and procedures;
 - 3. Implementing and monitoring appropriate certification programs;
 - 4. Conducting, with the Athletic Director and Faculty Athletic Representative, the preliminary investigation of any rules violations or infractions.
 - 5. Monitoring award of financial aid to athletes; and
 - 6. Participating in new student athlete orientation activities at the beginning of the academic year and appraising student athletes of NCAA guidelines and of any rules changes.
- C. The Compliance Coordinator shall be a nonvoting, advisory member of the Subcommittee on Athletics (SCOA) and an advisor on the Eligibility Subcommittee.
- D. The Compliance Coordinator shall attend appropriate meetings of the NCAA and the conference.
- E. The Compliance Coordinator shall promote understanding of sports and their value in relationship to the educational and ethical commitments of the university.
- F. The Compliance Coordinator shall report to the Faculty Athletic Representative and the Athletic Director the status of institutional compliance activities as appropriate, but at least annually.
- G. The Compliance Coordinator shall make an annual written report to the Faculty Athletic Representative on his/her activities throughout the year.

**Indiana University-Purdue University Fort Wayne Faculty Athletics Representative
Position Description
(FAR)
(Supersedes Senate Document 84.3)**

Appointment:

The Faculty Athletic Representative (FAR) will be appointed by and report to the Chancellor. The appointment will be made in consultation with the Athletics Advisory Subcommittee (AAS). Emphasis will be placed on the importance that the position be appointed to a tenured faculty member.

The terms of the appointment should be negotiated between the Chancellor and the prospective FAR. These negotiations should take into account the time constraints of the position, the burden of the position on the prospective FAR's department, and the research agenda of the prospective FAR, as well as the resource and time commitment desired to fulfill the duties of the FAR. It is recommended that the terms include sufficient teaching releases to complete the assigned duties. Since the duties of the FAR are year round it is also recommended that some form of summer pay or stipend be included. (http://farawebsite.org/wp-content/uploads/2015/07/President-BrochureFARA_15.pdf)

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- To be an independent participant in the process of monitoring compliance with NCAA, conference, and institutional rules by the athletic program;
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- To advise the chancellor on matters related to these functions.

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3. Monitor the institutional mechanisms for evaluating whether student-athletes have met all of the academic eligibility requirements for practice, financial aid and competition established by the NCAA, conference and institution through attending bi-weekly Student-Athlete Services team meetings.
4. Assist in reviewing any major institutional inquiry into alleged or suspected rules violations and in the preparation of any major infraction reports submitted to the conference and the NCAA.
5. Receive and review copies of all reports of secondary violations of NCAA rules, and if available or required, provide signature authority.
6. Review requests for waivers and appeals of NCAA or conference legislation, rules or processes as required by the NCAA or conference, and if available, provide signature authority.
7. Actively participate in discussion and review of proposed NCAA legislation with the athletic administration and the Chancellor, when necessary, regarding the institution's voting position.
8. Oversee the annual administration of the coaches' certification exam.
9. Assist in the monitoring of student-athlete academic progress through review of squad lists, the Academic Progress Report, eligibility check lists, and the Graduation Success Rate, as well as an understanding of the Institutional Performance Program tools provided by the NCAA.
10. Represent the university at the NCAA Convention, FARA Convention, NCAA Regional Rules Seminar, league meetings, and additional opportunities as they arise. Travel related to the duties of the FAR should be funded by the office of the Chancellor.
11. Be informed of any concussion or injury(ies) to a student-athlete impacting academics, particularly those that would prevent a student-athlete from attending class or otherwise affect academic performance.
12. Actively participate in the student-athlete exit interview process and review student-athlete responses to the annual program evaluations.
13. Serve on hiring committees for head coaches and athletic administrators as deemed appropriate.
14. Chair, and voting member, of the Athletics Advisory Subcommittee (AAS) including creation of agendas, drafting of meeting minutes and report regularly to the Faculty Senate on the academic performance of student-athletes and other athletically related matters.

15. Serve as a liaison between faculty, administration and student-athletes and assist in the mediation of any conflicts between these groups. As part of these duties the FAR should be made aware of academic dishonesty situations involving student athletes.
16. Provide education to campus constituencies regarding NCAA rules and institutional responsibilities, particularly with regard to Academic Integrity.
17. Serve on the university Compliance Committee.
18. Meet regularly with the Chancellor on matters related to the intercollegiate athletics program and provide an annual report of FAR activities to the Chancellor, Athletic Director, and Sub-Committee on Athletics. This report will also be forwarded to the Faculty Senate by AAS.
19. Promote a balance among the academic, athletic and social lives of student-athletes, affording them opportunities to enjoy the full range of collegiate experiences available to students generally.
20. Accept any additional responsibilities or perform any other duties that relate to the intercollegiate athletics program as assigned by the Chancellor.

Additional resources may be found at <http://faraweb.org/>

MEMORANDUM

TO: FORT WAYNE SENATE
FROM: STEVEN A. CARR
SUBJECT: APPRECIATION OF EFFORTS TO SUPPORT THE RIGHTS OF IPFW FACULTY
DATE: DECEMBER 12, 2016
CC: EXECUTIVE COMMITTEE

WHEREAS, the Executive Committee of the Indiana Conference of the American Association of University Professors has issued two separate statements supporting the rights of IPFW faculty; and

WHEREAS, the National Office of the American Association of University Professors has written a detailed letter of warning to Chancellor Vicky Carwein supporting the rights of IPFW faculty; and

WHEREAS, the Purdue Northwest chapter of the American Association of University Professors has passed a resolution supporting the rights of IPFW faculty; and

WHEREAS, the Indiana University Bloomington Faculty Council has passed a resolution supporting the rights of IPFW faculty; and

WHEREAS, the Faculty of Indiana University Northwest has passed a resolution expressing concern over the rights of IPFW faculty; and

WHEREAS, the Purdue Faculty Senate has passed a resolution supporting the rights of IPFW faculty; and

WHEREAS, Purdue Senate Chair David Sanders visited IPFW over the course of two days to learn more about the current crisis and to become better informed about faculty concerns; and

WHEREAS, Indiana University Board of Trustees Members Philip Eskew and Patrick Shoulders spoke forcefully in support of IPFW faculty rights, ultimately voting against the Legislative Services Agency recommendation that would split IPFW into two separate campuses, at their last meeting; and

WHEREAS, IPFW students and alumni, including the group Not In Our Future, have spoken forcefully in support of IPFW faculty rights; and

WHEREAS, IPFW administration has showed a recent willingness to reinstate academic programs initially targeted for elimination that it had not shown previously;

BE IT RESOLVED, that on behalf of all IPFW faculty, the Senate express its thanks and appreciation to all those who have advocated for the rights of the faculty, and who have defended the highest principles of university shared governance and academic due process.

Question #2 Estimate of cost saving developed in early October 2016

Short-term (Jan through June 2017)			
Dept	Position	Amount	Note
Phil	Chair	\$ 12,331	Mid-year 12 to 9 month conversion
	Clerical	\$ 15,377	Took ERIP
WOST	Clerical	\$ 9,144	
Geos	Clerical	\$ 14,143	Took ERIP
	Technician	\$ 17,787	Took ERIP
Bio	ERIP Professor	\$ 21,485	1/2 of current partial salary
Chem	ERIP Associate Professoer	\$ 15,013	1/2 of current partial salary
Math	ERIP Professor	\$ 29,990	1/2 of current partial salary
Psy	ERIP Professor	\$ 23,857	1/2 of current partial salary
Pub Pol	ERIP Associate Professor	\$ 36,686	1/2 of current partial salary
Total		\$ 195,813	

Long-term			
Dept	Position	Amount	Note
Phil	Chair	\$ 24,662	Full-year conversion from 12 to 9
	Chair	\$ 8,000	Displaced LTL costs
	Assistant Professor	\$ 8,000	Displaced LTL costs
	Professor	\$ 8,000	Displaced LTL costs
	Two CLs	\$ 93,468	
WOST	Clerical	\$ 30,753	
	Director	\$ 22,051	Full-year conversion from 12 to 9
	Director	\$ 8,000	Displaced LTL costs
Geos	Clerical	\$ 18,288	
	Interim Chair	\$ 6,000	Displaced LTL costs
	Professor	\$ 75,298	5/17 retirement
	Professor	\$ 77,520	5/19 retirement
	Associate Professor	\$ 6,000	Displaced LTL costs
	CL	\$ 52,879	
Soc	Clerical	\$ 28,286	
	Technician	\$ 35,573	
ILCS	Chair	\$ 116,898	5/17 retirement
	Clerical	\$ 29,662	Anth/Soc merger
	French Professor	\$ 8,000	Displaced LTL costs
	French Professor	\$ 8,000	Displaced LTL costs
Bio	German Associate Professor	\$ 8,000	Displaced LTL costs
	German Associate Professor	\$ 8,000	Displaced LTL costs
Chem	Professor	\$ 42,970	ERIP
Math	Associate Professor	\$ 30,026	ERIP
Psy	Professor	\$ 59,980	ERIP
Anth	Professor	\$ 47,714	ERIP
Pub Pol	Associate Professor	\$ 59,873	Potential resignation
Fine Arts	Associate Professor	\$ 73,372	ERIP
	Chair	\$ 17,718	Full-year conversion from 12 to 9
	Chair	\$ 8,000	Displaced LTL costs
MCET/CEIT	Clerical	\$ 28,000	Fine Arts/VCD merger
	Clerical	\$ 26,053	Merger
Various	Additional LTL Savings	\$ 44,000	Improved instructional efficiency
Total		\$ 1,119,044	

Year	Savings
16/17	\$ 195,812
17/18	\$ 545,647
18/19	\$ 274,807
19/20	\$ 32,403
20/21	\$ 26,375
Additional LTLs	\$ 44,000
Total	\$ 1,119,044