

**Minutes of the
Second Regular Meeting of the Seventeenth Senate
Indiana University-Purdue University Fort Wayne
October 13, 1997
12:00 P.M., Kettler G46**

Agenda

1. Call to order
2. Approval of the minutes of September 8, 1997
3. Acceptance of the agenda - S. Hollander
4. Reports of the Speakers of the Faculties
 - a. Indiana University - M. Downs
 - b. Purdue University - J. Hersberger
5. Report of the Presiding Officer (Senate Reference No. 97-2) - W. Frederick
6. Committee reports requiring action
7. New business

Agenda Committee (Senate Document SD 97-5) - S Hollander

8. Committee reports "for information only"
9. The general good and welfare of the University
10. Adjournment

Presiding Officer: W. Frederick

Parliamentarian: J. Clausen

Sergeant-at-Arms: N. Younis

Secretary: B. Blauvelt

Senate Members Present:

C. Aikman, S. Argast, V. Badii, R. Barrett, R. Berger, F. Borelli, C. Champion, L. DeFonso, M. Downs, R. Emery, F. English, L. Fox, J. Grant, P. Hamburger, J. Haw, J. Hersberger, L. Hess, S. Hollander, M. Kimble, M. Lane, D. Legg, C. Leiserson, R. Manalis, M. Nusbaumer, D. Oberstar, D. Ross, H. Samavati, D. Schmidt, J. Silver, J. Tankel, M. H. Thuente, R. Tierney, A. Ushenko, D. Vasquez, J. Vollmer, M. Wartell, D. Weakley, J. Wilson, L. Wright-Bower

Senate Members Absent:

W. Branson, J. Brennan, N. Cothorn, V. Coufoudakis, V. Craig, S. Frey-Ridgway, C. Humphrey, B. Kingsbury, K. McDonald, K. O'Connell, D. Pfeffenberger, A. Pugh, (1 vacancy)

Representative from Medical Education: R. Sweazey

IPSGA Representative: K. Orthman

Faculty Members Present: L. Balthaser, G. Hickey, P. Lane, W. Ludwin, D. McCants

Visitors Present: J. Dahl, N. Newell

Attachments:

"Approval of replacement members of the Professional Development Subcommittee, the Rules Committee, and the Library Subcommittee" (SD 97-5)

[Senate homepage](#)

Acta

1. Call to order: W. Frederick called the meeting to order at 12:05 p.m.
2. Approval of the minutes of September 8, 1997: The minutes were approved as distributed.
3. Acceptance of the agenda:

S. Hollander moved to approve the agenda as distributed.

The agenda was approved.

4. Reports of the Speakers of the Faculties:

a. Indiana University: M. Downs had no report.

b. Purdue University:

J. Hersberger: I have two brief items:

1) Although we have not seen it, we have seen in writing that the management agreement has been reached by the presidents. The notes that I saw said that they were able to incorporate some faculty suggestions; but, of course, since we haven't seen it, we don't know what that means. I wish we would be able to see it.

2) Second, I would like to commend a couple of members of the Computer Science Department--Professors Silver and Sedlmeyer--for doing things for the university and students. They have, over a two-year period, received two National Science Foundation laboratory and equipment improvement grants. One of them equipped a room with Sun workstations so that their upper-division majors can do things that are more appropriate for upper-division computer science majors. The other one was for a PC lab in which the intro course for computer science majors, which is also taken by students from, let's say, engineering and mathematics, could be done in an environment that was more suitable.

5. Report of the Presiding Officer (Senate Reference No. 97-2) - W. Frederick:

W. Frederick: I refer you to SR No. 97-2, which contains the disposition of Senate documents passed by this body this year. Second, I would like

to include in the duties of Presiding Officer, the office of majority whip,

and I will take that title literally. It is time for those of you who have

been asked to call committees together for the first meeting and elect chairs to do so and to begin business so that we don't have the

legislative

logjam that normally occurs in April. So, consider yourselves whipped and lashed and burned.

6. Committee reports requiring action: There was nothing mentioned under this item.

7. New business:

S. Hollander moved to approve SD 97-5 (Approval of replacement members of the Professional Development Subcommittee, the Rules Committee, and the

Library Subcommittee). Second.

Motion to approve passed unanimously.

8. Committee reports "for information only": There was nothing mentioned under this item.

9. The general good and welfare of the University:

J. Wilson: I chair the Purdue University Faculty Grievance Board. This is not a committee report for information only. This concerns some items that the Board thought should be brought to the attention of the faculty. I have two items: both arose in the context of the hearing held last

spring

and subsequent discussion of the matter over the summer. The first relates

to Purdue colleagues on the Senate and Purdue faculty on this campus. Purdue

Executive Memorandum C-19, issued by President Beering in 1989, states that, following a hearing, and I quote, "if the President proposes to take action different from that recommended by the panel, he shall

first

review the case with the hearing panel." The Board has always interpreted that statement to mean that the President was required to meet with the panel. The Chancellor informed us this summer that, as the President

interprets

C-19, his written response indicating that he will not comply with the recommendation of the panel constitutes his review with the panel. The Board does not share this interpretation.

Second, this item is relative probably to everyone here and all faculty on campus. It was revealed in a hearing last spring that promotion and tenure dossiers are sent to West Lafayette for Purdue faculty and to

Bloomington

for I.U. faculty well before final decisions are reached on this campus--

in

fact, before the campus-wide committee meets to consider the cases. This has occurred for years. Apparently some faculty have been aware of this practice, but many, including me, were unaware of it before last spring

and many might still be unaware of it. The Board believes that all should be aware of this practice, especially since it appears to violate the routing of materials specified in our campus promotion and tenure procedural document in SD 88-13.

L. DeFonso: I have a comment on the first thing that Jeff (Wilson) read. President Beering's current interpretation of reviewing with the panel differs from his past practice when he, in fact, met bodily with the hearing panel.

J. Hersberger: At the last Senate meeting, when the Ad Hoc Management Agreement Committee took forward to the Senate suggestions for things we would like to see in the Management Agreement, one of the items dealt with this campus developing uniform policies and procedures involving faculty grievance. I believe this is possibly the most crucial faculty issue that we can consider. I think that the policies and procedures on this campus are in chaos and I would like to see this body take this issue up as quickly as possible. I think it is imperative that we have one set of policies and procedures as quickly as possible.

M. Downs: We don't have to wait for the Management Agreement in order to do that. I agree with Jim that we ought to do it immediately. I think it is very important that the faculty here insist that any grievance procedure be approved by the faculty and, if changes are made in a single grievance procedure by the Board of Trustees of Indiana University or Purdue University, that the faculty has the right to review those changes and to decide whether or not it wants a revised policy to apply to faculty on this campus. What we want is a policy that the faculty agree to and the Boards of Trustees agree to. That is the only way that we can expect that the administration here will follow the policy. Not only have we had difficulty with President Beering's interpretation of the Purdue policy, we have also had difficulty with Indiana University's interpretation of Indiana University policy. It would be good if the leadership on this campus would stand fast on behalf of the faculty in regard to the grievance policies of both universities. That hasn't been done; it should have been done. Not just because of collegiality, but because the administration's responsibility on this campus is to maintain the validity of those procedures. The recent confusions and violations strike at the very heart of the professional relationship between the faculty and the university. If the procedures are ignored it looks bad, it makes us feel bad, and it reduces our trust not just in the grievance procedures, but in the administration as well.

M. H. Thunte: I would like to respond to Senator Hersberger's comment about the grievance procedures being in chaos. For the record, we have grievance procedures under the Bylaws of this Senate. They have been in operation for a number of years. They are only in chaos at present and I think it is because of the way the administration is choosing to interpret them and deal with them. I don't think the procedures are in chaos.

M. Wartell: Nothing this far away is carved in stone, but it looks as if General Colin Powell will be on campus for a fundraising opportunity for the athletic program on April 9, 1998.

A. Ushenko: For those of us who agree that the grievance procedures should be reviewed and, if possible, brought into order, or if not in disorder, reinforced and supported, what is the procedure? Is there someone to get it started?

W. Frederick: I suspect the Faculty Affairs Committee would take care of this and they are so apprised.

S. Hollander: One of the items that delayed attention to a unified faculty grievance procedure on this campus is Purdue West Lafayette's decision announced early last summer to revise Executive Memorandum C-19, which covers Purdue employees on all the Purdue campuses. Does the chair or anyone else here know what is going on with that proposed revision and what the timetable may be?

W. Frederick: I was part of the meeting with Senators Hersberger; probably Senator Wilson was also present. I can't recall who else was there. I apologize for that. . . . We did meet with a representative from the West Lafayette campus and we did get a draft grievance procedure for Purdue faculty on this campus and, as a judgment, I would say it was rather baroque. We were concerned with the entire process and, I think, expressed several serious concerns about the reporting lines alluded to in the document. It lead us to think that perhaps, because of the difficulties that we have had in the recent past about dealing with grievances on this campus, that we really need to have a unified grievance procedure. This may be a job that is so big that, for example, the Faculty Affairs Committee can't deal with it and, perhaps, an ad hoc committee of some sort should sit down and draft a grievance procedure with advice from some of the people who have served on grievance panels from either side. Maybe it's time. I really think that needs to go to the Faculty Affairs Committee and see how best to bring it before this body.

F. English: I asked Carolyn Jones what the progress was on the revised grievance procedure. She told me it had been revised and sent to the President's office, but there had been no action taken as yet. She didn't know when

there would be action.

W. Frederick: I left that meeting with the impression that we were not going to get another chance to have input into that process or that document.

Is that correct?

F. English: That would be my understanding.

W. Frederick: I think from the opinions expressed here that is a serious concern for us. We should be part of it. In fact, if the grievance procedure

is to have any effect at all in bringing some kind of justice to a difficult situation, we have to all buy into it.

J. Hersberger: We did report on this last year, but in addition to the presiding officer, Professors Sternberger and Fairchild were part of that discussion, also. Different members of the IPFW faculty did express two things routinely. One of them was, as Professor Downs has stated, that the faculty on this campus should be part of the ratification process. I am confident that one policy is better than two.

10. Adjournment: The meeting adjourned at 12:20 p.m.

Respectfully submitted,

Barbara L. Blauvelt

Secretary of the Faculty