

Minutes of the  
Second Regular Meeting of the Thirtieth Senate  
Indiana University-Purdue University Fort Wayne  
October 18, 2010  
12:00 P.M., Kettler G46

Agenda

1. Call to order
2. Approval of the minutes of September 13, 2010
3. Acceptance of the agenda – K. Pollock
4. Reports of the Speakers of the Faculties
  - a. Purdue University – R. Barrett
  - b. Indiana University – S. Davis
5. Report of the Presiding Officer – M. Nusbaumer
6. Committee reports requiring action
  - a. Nominations and Elections Committee (Senate Reference No. 10-4) – M. Kim
  - b. Executive Committee (Senate Document SD 10-4) – K. Pollock
7. New business
8. Committee reports “for information only”
9. The general good and welfare of the University  
Remarks from Joan Fulton, Chair of the PUWL Senate
10. Adjournment\*

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

Presiding Officer: M. Nusbaumer  
Parliamentarian: A. Downs  
Sergeant-at-Arms: G. Steffen  
Secretary: J. Petersen

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Attachment:

“Approval of replacement member of the Developmental Studies Subcommittee” (SD 10-4)

Senate Members Present:

B. Abbott, A. Argast, S. Ashur, R. Barrett, S. Batagiannis, S. Beckman, A. Benito,  
C. Bradley, W. Branson, J. Casazza, J. Dalby, S. Davis, Y. Deng, S. Dhawale, S. Ding,  
M. Dixon, P. Dragnev, C. Drummond, E. Foley, L. Hite, Z. Isik-Ercan, R. Jensen, M. Kim,  
S. LaVere, D. Liu, A. Livschiz, H. Luo, M. Masters, G. McClellan, A. Merz, D. Miller,  
G. Miller, D. Moore, G. Mourad, D. Mueller, P. Ng, C. Nicholson, J. Niser, K. Otani,  
K. Pollock, D. Redett, L. Roberts, Z. Todorovic, J. Toole, A. Ushenko, G. Wang (ENGR),  
M. Wartell, R. Weiner, M. Wolf, M. Yen

Senate Members Absent:

C. Crisler, J. Garrison, D. Huffman, W. McKinney, R. Murray, M. Qasim

Faculty Members Present: L. Finke, K. O'Connell

Visitors Present: J. Dahl, J. Fulton (PUWL Senate), R. Kostrubanic, P. McLaughlin

Acta

1. Call to order: M. Nusbaumer called the meeting to order at 12:01 p.m.
2. Approval of the minutes of September 13, 2010: The minutes were approved as distributed.
3. Acceptance of the agenda:

K. Pollock moved to approve the agenda as distributed.

The agenda was approved as distributed.

4. Reports of the Speakers of the Faculties:

- a. Purdue University:

R. Barrett: I would like to introduce Dr. Joan Fulton. She is chair of the University Senate at Purdue University. This is a terrific all-time first, and I believe she is now going to visit Calumet and North Central. We will get to hear from her later.

I am now on the Faculty Compensation and Benefits Committee of the Purdue University Senate. We are going to have an item go through their Senate that we, the regional campuses, will now have a voting seat on that committee. This is an important committee. We are getting to hear what is being talked about at West Lafayette that impacts us.

To clear something up from my report last month, I gave Patrick McLaughlin some kudos, and he does deserve the kudos that he gets, but the program that did such a terrific job with the students was put forth by Mark Franke and Judy Cramer.

I did give my annual report to the Board of Trustees. I had a fun time bragging on what we do up here as faculty and the faculty perspective of IPFW. On top of that we have our new initiatives and our North Central visit. I did have an opportunity to bring up the concept that not all of our students should be measured on the four- and six-year graduation rate, and that a large block of our students need a new measure. I used the one that Stan mentioned at the Commission of Higher Education and brought up the concept of persistence rates, similar to what the NCAA will do over time. We are going to talk to the other two regions about this, and maybe we will be able to report a new measure besides the standard graduation measure. A lot of our students do not fit that model.

- b. Indiana University:

S. Davis: I also would like to extend our welcome to Professor Fulton. We had a nice breakfast with her this morning and found out that Purdue has many of the same

problems that we do, maybe even more intensified than some of ours. It will be interesting to hear her remarks.

At the next meeting I plan to submit a resolution to the Senate to request the Faculty Affairs Committee to review the current Senate legislation in three areas which I feel are of prime importance to the faculty: promotion and tenure; reappointment, especially the third year; and Option 1 versus Option 2 which is the workload with/without the research release. While I personally believe that the criteria should be left at the departmental level, I believe the processes need to be reviewed and discussed from a position of assuring equity for all concerned.

On October 26, in front of Neff hall, you are invited to attend a memorial dedication of a beautiful granite/marble bench for Dyne Pfeffenberger. A reception will follow at the Rhinehart Music Center.

5. Report of the Presiding Officer – M. Nusbaumer:

M. Nusbaumer: I encourage all of you to complete the HERI survey as the information provided at the campus, not individual level, will be used to help the administration and faculty leaders identify some of the issues that faculty feel are going well and on the other hand, need to be improved.

6. Committee reports requiring action:

a. Nominations and Elections Committee (Senate Reference No. 10-4) – M. Kim:

The Nominations and Elections Committee conducted the election for the Strategic Planning and Review Committee.

b. Executive Committee (Senate Document SD 10-4) – K. Pollock:

K. Pollock moved to approve Senate Document SD 10-4 (Approval of replacement member of the Developmental Studies Subcommittee).

Motion to approve passed on a voice vote.

7. New business: There was no new business.

8. Committee reports “for information only”: There were no reports for information only.

9. The general good and welfare of the University:

J. Fulton: Thank you all for this opportunity to come to Fort Wayne. I have been to Fort Wayne two times before, but I have never stayed overnight at those times. I just came up to the Fort Wayne Farm Show and, in both situations, I was part of some of the programming that goes on in conjunction with the Farm Show. That may give you a little bit of background as to what I do when I am not working in the Senate.

I am in the College of Agriculture at the West Lafayette campus. I have a three-way appointment, so I have teaching responsibilities in both graduate and undergraduate

programs, and then I work with graduate students and do research. I also have an official extension appointment, so I like to think that I come to this position of chair of Senate understanding the full land-grant mission that Purdue University plays.

When I was here at the farm show, I was actually visiting with people about small business opportunities that related to agriculture. That is one of the other things I do. Having come to this position, and having a bit more of an understanding of what happens at our 92 county offices, I then learned (by visiting with Bob Barrett and others) that there are these things called “regional campuses.” I knew that there were regional campuses, but I also knew I did not know much about what was going on. Thank you, Bob, for this invitation to come so that I can learn more. I did visit Purdue North Central in April when the Board of Trustees met there, and so my general conclusion is, first of all, you are doing a fantastic job of providing that other arm of Purdue. You are serving a lot of students and serving them extremely well. The pride that exists amongst faculty and students at regional campuses is next to none, and I think you are the best-kept secret of the Purdue system. There are a lot of people at West Lafayette that do not even know about you. We need to get to work on remedying that.

Thanks very much. This has been a real treat, and I hope this is the beginning of a tradition that happens on a fairly regular basis. More importantly, because of Bob and others, you folks are having a greater impact on the committee structure at the West Lafayette campus level. Keep that up. I think we need to have more discussions like we had at breakfast this morning, where we just talked about important academic things in terms of Purdue context: how we are dealing with tenure and promotion, and what the consistencies of West Lafayette and the regional campuses are. More importantly, we should consider what that means for the promotion and development of the careers of really outstanding faculty members, and what that means for service to our students and the clientele with whom we work, and moving forward the bounds of research. If we cannot have some good discussions about that, we are not doing what we are supposed to be doing in the academy, so I think it is really great to have those kinds of discussions. Bob gave a fabulous report to the Board of Trustees on Friday, and bragged about what is happening here at IPFW. He did you proud. It really made IPFW look great.

We are certainly facing some of the same issues that you mentioned; i.e., the HERI survey. We at the West Lafayette campus are about to embark on doing a survey as well.

Many of you may be wondering what has happened to the resolution that you sent to me which asked for equal representation on the Purdue Senate. The Purdue Senate works through its subcommittees, and when items come to me or to others, we send them to the appropriate subcommittee. That committee then sends it to the standing committee that really does the work. That resolution is now on the agenda of the Faculty Affairs Committee. If you have any questions about that, please let me know.

At this point, I would like to hear from you.

S. Davis: Where do you think the proportional representation resolution will go? It would change your structure around to a certain extent.

J. Fulton: First of all, I think that to try to make a prediction of something like this is not a great gamble because anything can happen. One of the things I find most intriguing about

doing faculty governance work is that we truly let the voice of faculty speak through the committee levels. Can I predict what is going to happen? Yes, with about a 10 percent prediction rate, probably. All that being said, let me tell you what I think might well happen: I think that it will be received in the committee with very little understanding and appreciation of what the regional campuses are doing.

When there is a real ignorance factor at play, it affects how requests get received. I think that is probably what is going to happen at the committee level. Sometimes, when it is seen as a change, we are against it, and it gets knocked down. Sometimes, it is a change but it may not affect us too much so it gets accepted. Purdue is pretty traditional, so I would say there is a higher percentage that it will get knocked down because it is a change. I am just being realistic. Probably it is not going to come back with the answer you are looking for. If you are in here for the long haul, I would suggest you find a way to keep this going as a way to educate part of the group.

M. Dixon: Is there any indication from the Faculty Affairs Committee down there of inviting someone to talk about what we are doing here at IPFW: how many students we have and how many degrees we are granting, to educate the committee a little bit before they make a decision?

J. Fulton: I am certainly more than happy to communicate that to David Williams, chair of the Faculty Affairs Committee. You might send him an e-mail offering that.

R. Weiner: You mentioned hoping that Purdue could do more to promote IPFW's faculty at West Lafayette. I am part of an Indiana University mission, and the support that Bloomington gives is remarkable. I have gotten from Purdue, in terms of research and development, very little. I do not know if it is because the program is an Indiana University mission or what the case may be, but there is a stark contrast.

J. Fulton: I am learning. I did not know that.

R. Weiner: It is more than night and day. There are so many opportunities here, and I do not know if it is slightly in part because I am part of an Indiana University mission and there may be more if I was part of a Purdue mission, or if it would not matter that much. I love the idea of Purdue promoting IPFW.

J. Fulton: You may have opened up a new area to visit. I did not come to visit with any answers. Thank you.

M. Wartell: **Benefits.** The Board of Trustees just passed a new medical benefits plan. It does not affect us very much except that there will be a six-percent increase in our own contributions to the plan. The plan itself does not change much. That could change in the future, so we need to keep that in mind.

M. Wolf: Do you mean our individual contributions?

M. Wartell: Yes.

M. Wartell: Also, in the same meeting, the Board of Trustees passed a compensation plan which calls for two types of increments. One is a 1.5-percent increment beginning with the

December paycheck that is meant to be an entirely merit-based increment. It is not exactly clear how that increment will be administered. We will, in terms of faculty, push that all the way down to the department level, keeping none of it centrally. We are going to administer it at the department-chair level with the deans being responsible for making sure it is done equitably.

There will also be a non-recurring bonus. I am calling them bonuses, but I doubt they will be called that officially in the policy memo. We will probably put about \$250,000 into that pool, and that will be distributed throughout the entire university.

E. Foley: Is that for faculty and staff?

M. Wartell: Yes, both faculty and staff. As usual, we will probably have to control the percentages by each classification of groups because we want to treat people equitably, since we are all contributing to the university. We are going to have to accomplish this in two weeks because that is the only way to get it into the system for the December paychecks. The bi-weekly pay will be in the first paycheck in December. The monthly pay will be in the December 31 paycheck.

R. Weiner: Are both the merit and the bonus to be submitted by December 1?

M. Wartell: No, by November 1. This is going to be a very short turnaround.

B. Abbott: Are we not doing this sort of out of place?

M. Wartell: The governor has put a lot of pressure on state institutions because state employees did not get raises either last year or this year. There are seven separate higher-education institutions in the state. Some institutions implemented increments in October, some in November, etc. The Purdue system's implementation will be in December.

B. Abbott: Does this have any impact on the next cycle?

M. Wartell: No, the next cycle should come in July. There was discussion with the faculty leaders about making sure that the 1 1/2 years that we have not had raises was completely taken into account. That is what will be expected in that 1.5-percent merit. Then we will reach back into the full year as we look at the next cycle.

S. Davis: I think it is important to note that it is very tentative as to the dates that are included for both the merit and bonus because some people feel that they are still owed from the previous bonus nominations. We just need a tentative date.

M. Wartell: As far as I am concerned, as long as we are consistent ...

A. Ushenko: For our health benefits, six percent more will be taken out of the individual's salary?

M. Wartell: No, it will be a six-percent increase in your medical payment.

A. Ushenko: I wanted to say that we have health benefits to die for. Even if we are going to have an increase in payments, we still have amazing coverage.

M. Wartell: We do have a pretty good health plan. We do not have dental yet, but we are still working on that one.

P. Dragnev: Who will provide the uniformity of the raises?

M. Wartell: The vice chancellor will provide that for faculty. It is a little different for staff and service.

Z. Todorovic: With regard to the increment for next July, will that be looking only over the last year or will that include previous years?

M. Wartell: I assume it will be over the last year. We want this to be seen as fair.

J. Dahl: It is old news by now, but the Fidelity information sessions have started. The conversion will happen at the end of December. I hope all of the employees are doing what they believe needs to be done to get ready. This does not apply to Indiana University-paid employees. For the Purdue-paid employees who have TIAA-CREF, that will close and Fidelity will open after that December paycheck.

M. Wartell: It does not affect employees who are 18/20.


A. Ushenko: So we (as IU-paid faculty) still have TIAA-CREF?

M. Wartell: Yes.

R. Weiner: With regard to the extra money coming in December, do we know if there will be raises next year?

M. Wartell: The intention is to have raises in July. You cannot tell what is going to happen to the economy. One other thing of importance to note: I received a flyer in the mail on Saturday from Fidelity. I don't think it had anything to do with us, but they are offering frequent-flyer mileage on Delta. I wonder if that means we all will get frequent-flyer mileage on Delta. It sounded like, if you transfer a decent amount of money over to Fidelity, you get 50,000 Delta miles. I think we all ought to be pushing for that. I am actually having our Human Resources Department check into that.

11. The meeting adjourned at 12:31 p.m.

  
Jacqueline J. Petersen  
Secretary of the Faculty

MEMORANDUM

TO: Fort Wayne Senate

FROM: K. Pollock, Chair  
Executive Committee

DATE: 4 October 2010

SUBJ: Approval of replacement member of the Developmental Studies Subcommittee

DISPOSITION: To the Presiding Officer for implementation

WHEREAS, The Bylaws of the Senate provide (5.1.2.) that "... Senate Committees ... shall have the power to fill Committee vacancies for the remainder of an academic year, subject to Senate approval at its next regular meeting"; and

WHEREAS, There is a vacancy on the Developmental Studies Subcommittee; and

WHEREAS, The Developmental Studies Subcommittee has appointed Jun Ma as the replacement member for the remainder of the 2010-2011 academic year;

BE IT RESOLVED, That the Senate approve this appointment.