

Minutes of the  
Fourth Regular Meeting of the Thirtieth Senate  
Indiana University-Purdue University Fort Wayne  
December 13, 2010  
12:00 P.M., Kettler G46

Agenda

1. Call to order
2. Approval of the minutes of November 8, 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. Indiana University Committee on Institutional Affairs (Senate Reference No. 10-7) – S. Davis
  - b. Educational Policy Committee (Senate Document SD 10-7) – J. Toole
  - c. Educational Policy Committee (Senate Document SD 10-8) – J. Toole
  - d. University Resources Policy Committee (Senate Document SD 10-9) – A. Livschiz
  - e. University Resources Policy Committee (Senate Document SD 10-10) – A. Livschiz
7. Question Time (Senate Reference No. 10-5)
8. New business
9. Committee reports “for information only”
  - Curriculum Review Subcommittee (Senate Reference No. 10-8) – A. Livschiz
10. The general good and welfare of the University
11. Adjournment\*

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

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

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Attachments:

- “Academic Calendar for 2013-2014” (SD 10-7)
- “Amendment to the Bylaws of the Fort Wayne Senate: Voting status change for the Chief Academic Officer (or designee) of the Curriculum Review Subcommittee” (SD 10-8)
- “Update to the Ethical Guidelines for Computer Users at IPFW” (SD 10-9)
- “Proposed URPC resolution about the fulfillment of the IPFW Strategic Plan regarding faculty salaries” (SD 10-10)

Senate Members Present:

B. Abbott, R. Barrett, S. Batagiannis, A. Benito, C. Bradley, W. Branson, J. Casazza, S. Davis, Y. Deng, S. Ding, M. Dixon, C. Drummond, E. Foley, L. Hite, D. Huffman, Z. Isik-Ercan, R. Jensen, M. Kim, S. LaVere, D. Liu, A. Livschiz, H. Luo, M. Masters, G. McClellan, W. McKinney, A. Merz, D. Moore, G. Mourad, D. Mueller, J. Niser, K. Otani, K. Pollock, M. Qasim, L. Roberts, Z. Todorovic, J. Toole, A. Ushenko, M. Wartell, M. Wolf

Senate Members Absent:

A. Argast, S. Ashur, S. Beckman, C. Crisler, J. Dalby, S. Dhawale, P. Dragnev (sabbatical), J. Garrison, D. Miller, G. Miller, R. Murray, P. Ng, C. Nicholson, D. Redett, G. Wang, R. Weiner, M. Yen

Faculty Members Present: B. Buldt, L. Finke

Visitors Present: J. Dahl, M. Franke, D. Haynie (*Journal Gazette*), 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 November 8, 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: The Blue Ribbon Health Planning Committee established at Purdue West Lafayette, as we have noted before, has broken into three subgroups. The total group is now sending out a survey to all of us at the regional campuses and West Lafayette. They will have their final report up and ready by March 1, so it is really important for us to respond to the survey to make sure that our voices are heard as to what our needs are in the region versus what they want in West Lafayette. If you have not already gotten it, you will. It is supposed to be up by the end of the day. If anybody asks, please tell them to take the survey. It takes about 5-6 minutes.

b. Indiana University:

S. Davis: There was an article in yesterday's Fort Wayne *Journal Gazette* about Indiana University and how they are at odds with the state over who should pay for what. They even brought in maintenance and things like that. Finally, President McRobbie said that it

is a state university, and they have to pull their share of it. One of the trustees did point out that the problem is that the state says to not raise tuition, but then they say they are not going to help with the rising costs.

I want to wish everyone a Merry Christmas and a Happy New Year. Be safe and see you at our January meeting, which is right after we get back from break.

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

M. Nusbaumer: 1) A call for the Presiding Officer for next year will be coming out soon. I will not be available for that job, so I encourage all of you to sign up as soon as you see that in your mail.

2) One of the things I have noticed in numerous departments at this university, in terms of our web presentations, is that some of them do not list faculty members' vitae. I would argue that we are the premiere research institution in northeast Indiana, and I would strongly encourage all of the faculty in all departments to post their vitae on their department's web sites.

6. Committee reports requiring action:

a. Indiana University Committee on Institutional Affairs (SR No. 10-7) – S. Davis:

S. Davis and Z. Todorovic distributed ballots for the election of the Faculty Board of Review.

b. Educational Policy Committee (Senate Document SD 10-7) – J. Toole:

J. Toole moved to approve Senate Document SD 10-7 (Academic Calendar for 2013-2014).

Motion to approve passed on a voice vote.

c. Educational Policy Committee (Senate Document SD 10-8) – J. Toole:

J. Toole moved to approve Senate Document SD 10-8 (Amendment to the Bylaws of the Fort Wayne Senate: Voting status change for the Chief Academic Officer (or designee) of the Curriculum Review Subcommittee).

Motion to approve passed on a voice vote.

d. University Resources Policy Committee (Senate Document SD 10-9) – A. Livschiz:

R. Barrett moved to approve Senate Document SD 10-9 (Update to the Ethical Guidelines for Computer Users at IPFW).

Motion to approve passed on a voice vote.

e. University Resources Policy Committee (Senate Document SD 10-10) – A. Livschiz:

R. Barrett moved to approve Senate Document SD 10-10 (Proposed URPC resolution about the fulfillment of the IPFW Strategic Plan regarding faculty salaries).

Motion to approve passed on a voice vote.

7. Question Time (Senate Reference No. 10-5):

Q: Could the administration and/or Executive Committee please comment on any potential changes to the Purdue voluntary early partial retirement program? In particular, are there discussions that the program may be reduced from five years to three years?

W. Branson: In the early stages of the Sustaining New Synergies initiative there were comments made about the possibility of changing the plan after the Retirement Incentive Program enrollment period was over. However, just prior to the last Senate meeting we received notification that the program was being reinstated with no changes.

Would the decision on program changes be mandated from Purdue West Lafayette, or does the IPFW administration and Fort Wayne Faculty Senate have any discretion on changes to the program?

W. Branson: It is unlikely that a change to this plan would be implemented without an opportunity for our input. Through the efforts of the IPFW faculty leaders we now have representation on committees where these types of changes would be discussed. In addition, our own HR staff participates in weekly phone calls with West Lafayette to discuss various benefit and policy issues

It is also unlikely that we would have the discretion to change the parameters of the program. We do not have that ability today. University benefits have historically been implemented system-wide to create consistency across campuses.

Is there a possibility for grandfathering some faculty who may be particularly close to receiving this benefit into the five year early partial retirement even if the program is changed?

W. Branson: I am confident that we would have the opportunity to recommend that grandfathering be considered if changes to the plan were being considered.

Michael Wolf  
Department of Political Science  
(COAS at-large representative)

8. New business: There was no new business.

9. Committee reports “for information only”:

Curriculum Review Subcommittee (Senate Reference No. 10-8) – A. Livschiz:

A. Livschiz presented Senate Reference No. 10-8 (Proposal for the Certificate in Bank Management) for information only.

10. The general good and welfare of the University:

S. Davis: I want to point out that the Executive Committee is going to discuss January's Senate agenda this Wednesday, December 15. If you have something that needs to get on the agenda for next January, make sure you get it to Jacqui within the next couple of days.

M. Wartell: 1) The Ivy Tech agreement that you read about is an agreement that we actually concluded about six or seven months ago and, to me, the most important part of it is the dual enrollment. That will allow students to enroll simultaneously at both institutions, and it will make their navigation of the financial aid bureaucracy incredibly easier. When you are enrolled at both institutions, it is very hard to get through the financial aid bureaucracy.

R. Barrett: If students do not meet the Core 40, will they be able to dual enroll?

M. Wartell: That is an interesting question.

M. Franke: It is really a dual admission more than a dual enrollment. A student who plans to eventually transfer to IPFW can announce that intention immediately upon applying to Ivy Tech, by a check box. That allows us to feed that student into a joint advising initiative we have with them, so that they are advised not only in terms of their Ivy Tech program but also their future IPFW program to make sure everything matches up. Those students would actually come in like transfer students when they complete the Ivy Tech courses.

I am not sure how Ivy Tech is going to deal with the Core 40 requirement next year. It is a requirement for graduation, or you have to get a waiver, and the question is how many waivers are going to be granted by the school districts.

J. Dahl: We are not yet settled on how we are going to deal with waivers that are granted, so we may not be 100 percent Core 40 or better.

G. Mourad: Related to advising, how are advisors at IPFW going to be advising the incoming students if the courses are full? Can they take the equivalent courses at Ivy Tech, and are we going to be telling them to do so?

M. Wartell: They can take the equivalent courses at Ivy Tech. They could always do that.

G. Mourad: When they come to SOAR in the summer and, for example, Biol 117 or Chem 115 is closed, are we now going to say that BIOL 117 is closed, take BIOL 105 across the street?

M. Wartell: It is not at all clear to me that some of our advisors have not been saying that.

M. Franke: I think students figure that out to some extent. The intent of the agreement is not necessarily for the regular IPFW students to split their lone Ivy Tech courses. Some will do it when they have to. Some will figure out the tuition is cheaper, and they will vote with their pocketbooks. The real purpose of the agreement is to get more of the Ivy Tech students to think in terms of four-year degrees and to think about that immediately, be advised appropriately, and plan their academic career. Then, at the right time, whether it is after

completion of a two-year associates degree at Ivy Tech or if it is earlier because of the four-year goal, they have to be transferred here at the right time.

G. Mourad: It is exactly like you said. We were not telling them, when the courses were closed, to go to Ivy Tech. They were taking it when they needed it. It appears to me that it will continue to be as such, and that is more toward the Ivy Tech students to express that they want to transfer to IPFW, and therefore their coursework will reflect that at Ivy Tech.

M. Wartell: There is nothing wrong with giving them the choice.

M. Franke: The financial aid aspect will be easier because, prior to this master agreement, we had to do each of those one at a time and agree that, if this is a student at Ivy Tech, to share the financial aid now, we would have a blanket agreement and we can work it out much easier.

M. Wartell: You may or may not realize it, but we have about 1400 students at IPFW that have Ivy Tech credit. About half of those started out at Ivy Tech, and the other half started out at IPFW and have taken courses now and again at Ivy Tech. Ten percent of our students do have Ivy Tech credit, and it seems to have worked out for them.

S. Davis: Is this going to impact our current articulation agreements in any way or pressure us into entering into more articulation agreements to try to get this merged together? Do we have a listing of the articulation agreements that exist?

M. Franke: There is a list of articulation agreements. They would be on the Crossroads site, which is actually an Ivy Tech site but linked from ours. There are 26 of them, and they are in a state of flux because we are always reviewing them and changing the requirements. As far as if this will provide pressure for more agreements, no, not this agreement per se. There always has been pressure coming more from them than from us to align programs and also from the state commission. I think what this will do is it will make it easier for us to work with students who have no intention of actually completing an associates degree. Perhaps this will be because there is no articulation, or after a year they might think they are ready to transfer now. It gives them an academic career path at Ivy Tech as well as here jointly. I think it will really work out well for them.

M. Wartell: 2) Walt Branson, Max Yen, and I just completed a trip to Taiwan. We made agreements with several universities there, and we may see Taiwanese students in reasonable numbers here sometime within the next year. These will especially be students who want to take language and culture courses. That is an intensive summer course, and then there will be the traditional student exchanges.

It will be a whole lot easier for our students to have that opportunity; that is, the opportunity to go to Taiwan because the language issues are not as intense as they are with the People's Republic. There are a lot of courses taught in English in many of the Taiwanese universities. That will be an opportunity for our students and also for our faculty and our educational needs. There is an incredible need for teachers in English over there, and they pay well. There should be internship opportunities and immediate employment opportunities if we have graduates who want to participate in that.

Also, it is an opportunity for things like transfer of intellectual property, commercialization of patents that they hold that our Northeast Indiana Innovation Center will be able to prosecute for them. There are a number of possible opportunities in Taiwan of which we will try to take advantage.

3) The spring enrollment is up 3.5 percent ahead of where we were last year. That probably will not hold, but we should be ahead, and any time we are ahead we are doing all right.

With respect to the accreditation visit: that went extremely well. I want to thank everybody who was involved, even those of you who were marginally involved. The accreditors came away from that visit incredibly impressed with IPFW and what we are accomplishing here. We owe a lot to Carl Drummond and Steve Sarratore who were really responsible for the report. You may not realize it, but the accreditors came here to verify what we said in our accreditation report. The accreditation report was done incredibly well. A lot of people contributed, but Carl and Steve brought it together. I think we have every right to be proud of what the institution is, and that particular visit. It went incredibly well. We should see the first draft of the formal report this week.

4) The Indiana Commission on Higher Education just published their recommendations for next year's budget. Those go to the legislature next. We fared pretty well. Our recommended budget increase is about three percent. That is about as high as anybody got. Some institutions lost money, and that is a result of changes in graduation rates, course completion rates, etc. We did well, and I think that whatever happens with next year's legislative decisions, we will fare as well as any institution in the state. Exactly how that will come out I cannot yet predict. It looks good right now.

Z. Todorovic: With regard to Taiwan, do you know if they have an incubator over there?

M. Wartell: In fact, we visited two of them, and they have just about the same setup that we do. At one, one of the entrepreneurs in the incubator made food stuffs, and he insisted that Walt and I come back with 2 kg of rice/piece. Exactly why we carried something that heavy back in our luggage kind of escaped me, but we did.

There are very interesting entrepreneurial possibilities but, especially from your point of view, one of the most interesting things that we talked about was that they are very proud of the international competitions in which they participate, whether they are in business or engineering, or design. We talked about the possibility of putting together an international team of, for example, IPFW and National Formosa University. That could be really unique and exciting. Imagine, since it happens now, folks designing systems over the internet together (and we do this with Indian engineers all the time in our automotive industry) and having students here working on a collaborative design with students in Taiwan, and then coming together to participate in the international competition. It would be unique in the world in this case, not just unique in the country. If we can pull that off, it could be very exciting.

Have a great and safe holiday, and come back refreshed because you are going to have more students.

S. Davis: I think, over the years, we've given applauds and kudos to the different sports teams, and I think the men and women's basketball teams, the way they started the season and the way they played the top talent teams deserves note by the Senate.

M. Wartell: One more comment to Presiding Officer Nusbaumer: Ever since we started making hand-made gavels for the Presiding Officer, no gavel has ever gotten the workout that you have managed to give it, so congratulations, Mike ;-)

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



Jacqueline J. Petersen  
Secretary of the Faculty



TO: Fort Wayne Senate

FROM: Educational Policy Committee  
James Toole, Chair

DATE: 22 November 2010

SUBJ: Academic Calendar for 2013-2014

DISPOSITION: To the presiding officer for implementation

RESOLVED, that the proposed academic calendar for 2013-2014 be adopted.

## ACADEMIC CALENDAR FOR 2013-2014

### Fall Semester, 2013

Monday	26 August	Classes Begin
Friday	30 August	Classes Suspended at 4:30 p.m. (Labor Day Recess)
Tuesday	3 September	Classes Resume
Mon.-Tues.	14 – 15 October	Fall Recess
Wednesday	16 October	Classes Resume
Tuesday	26 November	Thanksgiving Recess Begins After Last Class
Monday	2 December	Classes Resume
Mon.-Sun.	9-15 December	Final Exam Week/Last Week of Classes

### Winter Inter-session, 2013-2014

Monday	16 December	Classes Begin
Wed.-Thurs	25-26 December	Classes Suspended (Christmas Holiday)
Friday	27 December	Classes Suspended (Presidents' Designated Holiday)
Monday	30 December	Classes Resume
Wednesday	1 January	Classes Suspended (New Year's Day Holiday)
Thursday	2 January	Classes Resume
Sunday	12 January	Last Day of Classes

### Spring Semester, 2014

Monday	13 January	Classes Begin
Monday	20 January	Martin Luther King Jr. Holiday
Mon.-Sun.	10-16 March	Spring Recess
Monday	17 March	Classes Resume
Friday	18 April	Classes Suspended at 4:30 p.m.
Monday	21 April	Classes Resume
Mon.-Sun	5-11 May	Final Exam Week/ Last Week of Classes
Wednesday	14 May	Tentative Date of Commencement

### Summer Semester, 2014

Monday	12 May	Summer Semester Begins
Monday	19 May	Summer Session I: Classes Begin
Friday	23 May	Memorial Day Recess Begins at 4:30 p.m.
Tuesday	27 May	Classes Resume
Friday	27 June	Summer Session I: Classes End at 4:30 p.m.
Monday	30 June	Summer Session II: Classes Begin
Friday	4 July	Independence Day Holiday
Sat.-Sun.	5-6 July	Classes Suspended
Monday	7 July	Classes Resume
Friday	8 August	Summer Session II: Classes End at 4:30 p.m.
Sunday	24 August	Summer Semester Ends

TO: Fort Wayne Senate

FROM: Educational Policy Committee  
James Toole, Chair

DATE: 22 November 2010

SUBJ: Amendment to the Bylaws of the Fort Wayne Senate: Voting status change for the Chief Academic Officer (or designee) of the Curriculum Review Subcommittee

DISPOSITION: To the presiding officer for implementation

WHEREAS, the Constitution of the Faculty of Indiana University-Purdue University Fort Wayne states in section VI. Powers:

- A. The Voting Faculty shall possess and exercise, collectively, all powers and responsibilities common to the separate faculties of Indiana University-Purdue University Fort Wayne at the time this Constitution enters into force. These include the powers: . . .
4. **To review and approve**
    - a. the titles of the academic degrees conferred at IPFW
    - b. the general requirements for the curricula leading toward academic degrees or certificates
    - c. the nomination of all candidates for degrees and certificates.
  5. **To present its views concerning any matter pertaining to the conduct and welfare of IPFW to the Presidents and Boards of Trustees of Indiana University and Purdue University.**
- B. Subject to the right of review by the Faculty through its governing body and the limitations which have been established to protect the interests of Indiana University or Purdue University, the power to review and approve academic degrees, to develop curriculum, instructional and examination procedures and undergraduate degree requirements, and to nominate candidates for these degrees is delegated to the school and division faculties, and the power to develop course content and new courses is delegated to the academic departments.;

BE IT RESOLVED, that Section 5.3.3.7.1.3 of the Bylaws be amended as follows:

5.3.3.7 ***Curriculum Review Subcommittee***

5.3.3.7.1 ***Membership***

5.3.3.7.1.1 Elected members, elected to three-year terms by the Voting Faculty at large from among nominees elected by each School having Voting Faculty ...

5.3.3.7.1.2 Two **nonvoting** student members serving one-year terms, selected annually by **IPSGA**

5.3.3.7.1.3 The Chief Academic Officer, or a designee, of IPFW **also nonvoting**.

Senate Document SD 10-9  
(Amends SD 91-5)

Senate Document SD 91-5  
(Amended & Approved, 12/9/1991)  
(Amended, 4/12/1999)  
(Amended, 12/10/2001)  
(Amended, 12/13/2010)

To: Fort Wayne Senate  
From: URPC  
Date: November 22, 2010  
Re: Update to the Ethical Guidelines for Computer Users at IPFW

Disposition: To the Presiding Officer for Implementation

WHEREAS, a gap has been found in reviewing IPFW's compliance with recently-issued federal regulations about policies supporting copyright and sanctions for violation of copyright; and

WHEREAS, an update to the existing Ethical Guidelines for Computer Users at IPFW was needed to encompass IT resources beyond computers and to extend the policy to include faculty and staff;

BE IT RESOLVED, that Ethical Guidelines for Computer Users at IPFW, be amended as follows:

*Note: the changes made by the federal compliance group are in bold and crossed out; the changes made by the URPC are in bold italics and crossed out & underlined.*

### **Ethical Guidelines for IPFW Information Technology (IT) Users**

The IPFW Code of Student Rights, Responsibilities, and Conduct (hereafter, the Code) sets forth general policies and procedures governing the use of university facilities by students. Various university policies establish similar requirements for faculty and staff. The purpose of these guidelines is to interpret these policies and procedures for students, faculty, and staff using the university's IT facilities.

University IT resources are designed to be used in connection with legitimate, university-related purposes. The use of university IT resources to disseminate obscene, pornographic, or libelous materials, to threaten or harass others, or otherwise to engage in activities forbidden by the Code or university policy is subject to disciplinary action.

### **Intellectual Property Rights and Responsibilities**

Central to an understanding of the rights and responsibilities of IT users is the notion of intellectual property. In brief, this concept holds that materials stored in electronic form are the property of one or more rightful owners. Like any other property, electronically stored information, whether data or programs, can be stolen, altered or destroyed, misappropriated, or

plagiarized. Such inappropriate activities violate the Code and university policy and are subject to disciplinary action.

### **Access Rights and Responsibilities**

The use of lab, office, e-mail, web and other IT resources, including wired and wireless networks, should be focused on facilitating university-related purposes; other uses—for example, using IT resources to conduct a commercial enterprise or private business—constitute theft from the university subject to disciplinary action. Similarly, the introduction of information which interferes with the access or information of others—for example, the introduction of programs of a type commonly called "viruses" or of nonacademic, network-game simulations—is subject to disciplinary action. E-mail should not be used for junk mailings.

Certain university-controlled IT resources are openly available to all students on a first-come, first-served basis; access to other resources is limited—often only by means of posted notices—to those in certain disciplines or specified courses; access to still other resources is carefully controlled by such means as user IDs and passwords. Students, faculty, and staff are responsible for adhering to the spirit and the letter of these access controls. Violations of access rights can be interpreted under the Code and university policies as theft of university services whether or not those services have been separately billed.

Students, faculty, and staff are also responsible for ensuring the confidentiality of access rights under their control. For example, release of a password, whether intentional or inadvertent, invites misuse by others and may be subject to disciplinary action.

### **General Rights and Responsibilities**

Despite access controls imposed, system failures may occasionally make it possible for system users inappropriately to read, use, copy, alter, or delete information stored electronically on a university computer system. System users are responsible for not exploiting such system failures and for reporting them to proper university personnel so that corrective steps can be taken.

The University strives to maintain a quiet environment in its computer labs in order that lab users can use their time productively and with minimal distractions. Proper use of computer resources follows the same standards of common sense and courtesy that govern the use of other public facilities. Improper use violates those standards by infringing upon others' ability to fulfill their responsibilities.

All inappropriate uses of IT resources should be reported to proper authorities for possible disciplinary action.

To: Fort Wayne Senate  
From: URPC  
Date: November 22, 2010  
Re: Proposed URPC resolution about the fulfillment of the IPFW Strategic Plan regarding faculty salaries

Disposition: To the Presiding Officer for Implementation

WHEREAS, The Bylaws of the Senate provide (5.3.5.1.2) that “The Budgetary Affairs Subcommittee shall advise the administration and, through the University Resources Policy Committee, the Senate on budgetary policy matters pertaining to the needs of the campus. The Subcommittee should pay particular care to the ways the budget and the budgetary process can affect this institution’s ability to carry out its mission and provide excellence in higher education for northeastern Indiana”; and

WHEREAS, Comparative data are useful when ascertaining the status quo at IPFW in relation to the other public baccalaureate institutions of higher education in Indiana; and

WHEREAS, The members of the Budgetary Affairs Subcommittee are sharing this information with all faculty in the IPFW community (see below), where IPFW ranks 5<sup>th</sup> in salaries for Assistant Professors (out of 14 Indiana Public Baccalaureate Institutions), 6<sup>th</sup> in salaries for Associate Professors (out of 14 Indiana Public Baccalaureate Institutions), and 12<sup>th</sup> in salaries for Full Professors (out of 14 Indiana Public Baccalaureate Institutions); and

WHEREAS, The IPFW Strategic Plan 2008-2014 includes, as part of its Strategic Directions and Action Priorities, a plan to “provide salaries that are nationally competitive for master’s-level universities”;

BE IT RESOLVED, That the members of URPC are sending the following recommendation for the approval of the IPFW Senate: IPFW should take the necessary steps to both meet the faculty salary goals of the IPFW Strategic Plan and to raise IPFW faculty salaries to make them competitive with other Indiana Public Baccalaureate Institutions.

**Average Salaries by Rank, 2009-2010**  
**Indiana Public Baccalaureate Institutions**

***Professor***

1. Indiana University-Bloomington 120,700
2. Purdue University-West Lafayette 115,800
3. Indiana University-Purdue University Indianapolis 99,300
4. Purdue University-Calumet 85,000
5. Purdue University-North Central 82,800
6. Ball State University 82,100
7. Indiana University-Southeast 80,700
8. Indiana University-Kokomo 80,200
9. Indiana State University 79,400
10. University of Southern Indiana 79,300
11. Indiana University-Northwest 79,100
12. **Indiana University-Purdue University Fort Wayne 78,300**
13. Indiana University-South Bend 76,400
14. Indiana University-East 72,700

***Associate Professor***

1. Indiana University-Bloomington 82,000
2. Purdue University-West Lafayette 80,200
3. Indiana University-Purdue University Indianapolis 75,400
4. Purdue University-Calumet 66,200
5. Indiana University-Northwest 65,700
6. **Indiana University-Purdue University Fort Wayne 64,300**
7. Ball State University 64,000
8. University of Southern Indiana 63,500
9. Indiana University-Southeast 62,600
10. Indiana State University 62,100
11. Purdue University-North Central 60,600
12. Indiana University-South Bend 58,100
13. Indiana University-East 57,300
14. Indiana University-Kokomo 55,900

***Assistant Professor***

1. Purdue University-West Lafayette 72,700
2. Indiana University-Bloomington 72,400
3. Indiana University-Purdue University Indianapolis 61,400
4. Purdue University-Calumet 59,900
5. **Indiana University-Purdue University Fort Wayne 58,500**
6. Indiana University-Southeast 58,300
7. Indiana State University 55,600
8. University of Southern Indiana 54,600
9. Indiana University-East 53,800
10. Indiana University-Northwest 53,700
11. Indiana University-South Bend 53,600
12. Indiana University-Kokomo 52,500
13. Purdue University-North Central 52,000
13. Ball State University 52,000

Source: American University of University Professors. March-April, 2010. *No Refuge: The Annual Report on the Economic Status of the Profession, 2009-10.*