Minutes of the Sixth Regular Meeting of the Thirty-Third Senate Indiana University-Purdue University Fort Wayne February 10, 2014 12:00 P.M., Kettler G46

Agenda (as amended)

- 1. Call to order
- 2. Approval of the minutes of January 13, 2014
- 3. Acceptance of the agenda B. Valliere
- 4. Reports of the Speakers of the Faculties
 - a. Purdue University P. Dragnev
 - b. Indiana University M. Nusbaumer
- 5. Report of the Presiding Officer A. Downs
- 6. Special business of the day Memorial Resolution (Senate Reference No. 13-27) G. Hickey
- 7. Committee reports requiring action
 - a. Faculty Affairs Committee (Senate Document SD 13-16) J. Badia
 - b. Honors Program Council (Senate Document SD 13-17) S. LaVere
 - c. Honors Program Council (Senate Document SD 13-18) S. LaVere
 - d. Educational Policy Committee (Senate Document SD 13-19) Y. Zubovic
 - e. Executive Committee (Senate Document SD 13-20) B. Valliere
- 8. Question Time
 - a. (Senate Reference No. 13-25) M. Nusbaumer
- 9. New Business
 - a. (Senate Document SD 13-21) P. Iadicola
- 10. Committee reports "for information only"
 - a. Educational Policy Committee (Senate Reference No. 13-26) Y. Zubovic
- 11. The general good and welfare of the University
- 12. Adjournment*

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

Presiding Officer: A. Downs Parliamentarian: J. Malanson Sergeant-at-Arms: G. Steffen

Secretary: S. Mettert

ATTACHMENTS ON BACK

Attachment:

- "Senate Document SD 91-20 (Amended & Approved, 4/13/1992) (Amended, 4/10/1995) (Amended & Approved, 4/15/2013)" (SD 13-16)
- "Extension of the Probationary Period for Justifiable Cause" (SD 91-20)
- "Amendment to the Bylaws of the Fort Wayne Senate: Honors Program Council" (SD 13-17)
- "Bylaws of the Senate, Section 5.3.3.5" (SD 81-10, Section 5.3.3.5)
- "Approval of replacement members of the Honors Program Council" (SD 13-18)
- "Academic Calendar for 2016-2017" (SD 13-19)
- "Amendment to the Bylaws of the Fort Wayne Senate: Continuing Lecturers as Senate Affiliates" (SD 13-20)
- "Resolution to Esablish IPFW Senate Right of Advisement in the development of the University Strategic Plan" (SD 13-21)
- "Accounting of where increase occurs" (Attachment A)

Session I (February 10)

Senate Members Present:

- T. Adkins, M. Alhassan, J. Anderson, S. Ashur, J. Badia, S. Batagiannis, E. Blakemore,
- S. Carr, V. Carwein, J. Casazza, B. Dattilo, S. Davis, H. Di, P. Dragnev, C. Drummond,
- C. Duncan, C. Erickson, A. Eroglu, T. Grove, C. Gurgur, G. Hickey, R. Hile, P. Iadicola,
- L. Johnson, M. Jordan, D. Kaiser, G. Karaatli, M. Lipman, D. Liu, A. Livschiz,
- G. McClellan, J. Niser, M. Nusbaumer, R. Rayburn, H. Samavati, S. Savage, A. Schwab,
- S. Stevenson, R. Sutter, H. Tescarollo, B. Valliere, L. Vartanian, M. Brown-Vega,
- N. Virtue, M. Wolf, M. Yen, Y. Zubovic

Senate Members Absent:

C. Chauhan, C. Crosby, C. Ganz, D. Momoh, M. Montesino, R. Pablo, H. Sun

Faculty Members Present:

- J. Burg, K. Christmon, K. Creager, J. Leatherman, A, Obergfell, C. Ortsey, S. Sarratore,
- C. Sternberger, L. Wark

Visitors Present:

J. Crothers, P. McLaughlin

Acta

- 1. Call to order: A. Downs called the meeting to order at 12:00 p.m.
- 2. Approval of the minutes of January 13, 2014: The minutes were approved as distributed.

3. Acceptance of the agenda:

<u>B. Valliere moved to amend</u> the agenda as follows: Change item number 6 to "Special business of the day –Memorial Resolution.

Motion to approve amendment to the agenda passed on a voice vote.

The agenda was approved as amended.

4. Reports of the Speakers of the Faculties:

a. Purdue University:

P. Dragnev: First I want to thank all the faculty and administrators that came to the assembly. It was a very constructive meeting, and I hope with the feedback we can incorporate it as we move forward. Secondly, there will be an Intercampus Faculty Council (IFC) meeting on Wednesday.

b. Indiana University:

- M. Nusbaumer: Despite the lack of any visions on campus, we are faced with two competing futures for IPFW.
- 1. Based upon the fundamental mission of IPFW to serve the broadly defined higher education needs of Northeast Indiana.
 - Focus on both occupational training and wider development of an educated citizenry through offering as wide of range of academic offerings as possible.
 - Reflected in efforts to establish us as a comprehensive, multi-system or metropolitan university is primarily supported by IPFW faculty.
- 2. Based upon service to the region solely in terms of regional corporate needs for trained employees
 - Focus only on occupational training for regional needs, with little concern for broader educational goals
 - Reflected more in an Ivy Tech orientation to higher education
 - Model primarily supported by local corporations, administrators both here are in WL and politicians in state government.
- 3. The ultimate model we adopt at this point will set IPFW's future, especially for the IU faculty and programs on this campus.
 - Indeed, given most IU programs and faculty are located in the areas of social science, humanities, fine arts and education, the second model has more grace implications for IU's presence on this campus.

4. At a minimum, meaningful faculty input into the development of a vision for this campus is essential for the future success of IPFW.

5. Report of the Presiding Officer – A. Downs:

A. Downs: We have speaking privileges today for Patrick McLaughlin and Ken Christmon. Also Chancellor Carwein needs to introduce someone. It is my pleasure to introduce our new Vice Chancellor

V. Carwein: It is my pleasure to introduce our new Vice Chancellor of Advancement, Wendy Kobler. Wendy comes to us from Alabama where she was Vice President of Marketing and Communications. She comes from a very strong back ground of fundraising and the advancement model. She hit the ground running and this is her second week with us. Welcome.

6. Special business of the day: Memorial Resolution (Senate Reference No. 13-27) – G. Hickey:

G. Hickey read the memorial resolution for Kenneth L. Keller. A moment of silence was observed.

7. Committee reports requiring action:

- a. Faculty Affairs Committee (Senate Document 13-16) J. Badia:
 - <u>J. Badia moved to approve</u> Senate Document SD 13-16 (Senate Document SD 91-20 (Amended & Approved, 4/13/1992) (Amended, 4/10/1995) (Amended & Approved, 4/15/2013).
 - <u>L. Vartanian moved to amend</u> under guidelines number 1 by deleting for justifiable conditions. Seconded.

Motion to approve amendment passed by a voice vote.

<u>J. Niser moved to amend</u> under guidelines number 5 to now read for the birth, adoption of a child, **death of a child, or death of a significant other**. Seconded.

Motion to approve amendment passed by a hand count.

<u>S. Davis moved to amend</u> the amendment to change significant other to spouse or partner. Seconded.

A. Schwab moved to amend the amendment to change the language to spouse or domestic partner. Seconded.

Motion to approve amendment passed by a voice vote.

Motion to approve SD 13-16, as amended, passed by a voice vote.

- b. Honors Program Council (Senate Document 13-17) S. LaVere:
 - <u>S. LaVere moved to approve</u> Senate Document SD 13-17 (Amendment to the Bylaws of the Fort Wayne Senate: Honors Program Council).

Motion to approve passed on a voice vote.

- c. Honors Program Council (Senate Document 13-18) S. LaVere:
 - <u>S. LaVere moved to approve</u> Senate Document SD 13-18 (Approval of replacement member of the Honors Program Council).

Motion to approve passed on a voice vote.

- d. Educational Policy Committee (Senate Document 13-19) Y. Zubovic:
 - <u>Y. Zubovic moved to approve</u> Senate Document SD 13-19 (Academic Calendar for 2016-2017).

Motion to approve passed on a voice vote.

- e. Executive Committee (Senate Document 13-20) B. Valliere:
 - B. Valliere moved to approve Senate Document SD 13-20 (Amendment to the Bylaws of the Fort Wayne Senate: Continuing Lecturers as Senate Affiliates).

Senate Document SD 13-20 was recommitted to the Executive Committee.

8. Question Time:

- a. (Senate Reference No. 13-25) M. Nusbaumer:
- Q: Despite the faculty leadership repeatedly requesting delineation and explanation for the unparalleled growth in administrative positions reflected in Senate Reference No. 11-29, we have not received any systematic response. Further, as academic programs appear in jeopardy as a result of current budget-cutting efforts, there has been no apparent effort by the administration to analyze the contributions of this administrative growth to the recruitment, retention and graduation of students. Could you please provide the Senate with an accounting of just where these increases occurred and their impact on recruitment, retention and graduation efforts?

Michael Nusbaumer

- S. Davis presented three slides (See Attachment A).
- M. Lipman: I think the important part of the question is where the incidents have occurred, and where is the impact of the current retention and graduation. I think the focus of the question was to ask how those are having impacted on remission.
- S. Davis: I do not know how you can take the Bursar office after the ice storm. They worked three days, and only got all the A's sent out.
- M. Lipman: What am I asking for you to say is that it is not easy to answer a question like that. That is what I am aiming at.
- J. Badia: I want to pick up on the second part of the question, the impact. Increasingly those costs in academic programs and departments are told they need to develop some metrics, by which we measure the impact we are having. I think that is a good exercise for everyone to do, because then we may have something to measure by.
- S. Davis: We do have a measurement in Physical Plant. We have \$50,000 more feet we are responsible for. We know how much we pay per foot.
- J. Casazza: The other part of the question seems to be systematic growth and unparalleled growth of administrative positions vs faculty lines. Looking back at the original charts from the first column to the last column of administrative it looked like administration positions doubled, and faculty lines went up 20. At the time of the first column I am sure there was a Controller and a Bursar so those positions were already in existence. I think the positions Mike is talking about is the growth of the administration positions.
- S. Davis: I will speak to the growth of the positions. Some of it has been switched from faculty service responsibility to the administration. We have two types of administration here, academic administration and support administration.
- N. Virtue: At the assembly the other day I was not able to stay for the metrics part. I think we need to discuss academic affairs vs the other units of the university. There seems to be this assumption that numbers say everything, but looking at other units numbers are very subject to interpretation. This strikes me as a valid point. Numbers needs interpretation and contextualizing. When you look at the metrics the majority of the metrics is very numbers focused. This is my concern we are being held to a different standard than the administration are willing to put yourselves in.
- S. Davis: I sat there the other day and listened and could tell that academics has a problem. Every time I heard someone come up with a different metrics I could almost tell what kind of program.

P. Dragnev: Had that excel spreadsheet you just showed us been available we would have gotten over this then, not now. We will investigate, because numbers do matter and we will interpret them.

M. Nusbaumer: First, I think it is very important that we continue this, because there is a piece of new business that the Senate needs to address.

Second, a minor point, but as we just had a discussion about continuing lecturers I am again troubled by the administration wrapping in continuing lecturers to instructional faculty. Understand the issue about the document that was about the lack of growth of tenure-track faculty. I am real tired of the a lack of accountability from administration on explaining the bloat that seems to be a greater bloat in administrators than in clerical staff, tenure-track faculty, continuing lecturers, or in any other single category on this campus. Administration says ok we need to go to the metrics, but before you go to the metrics you need to ask the question are you going to be held accountable. Purpose the metrics, we will accept those. What I am looking for is accountability. Academic programs are held to program reviews and accountability as units. I do not see that happening with the administration.

On November 24 when we made recommendations about budget cuts was to begin to hold administrative units accountable. Whether it is administration within academic arena or outside the area does not matter to me. To stand up there and tell me we need to find it and then address it is a failure of accountability on the part of the administration.

S. Davis: To assume there is rope is fine, but even if there is rope, where is it?

M. Nusbaumer: I am looking for accountability. You have added administrative positions. Where are they? What are they doing? Is that that difficult to find?

A. Schwab: Many times it has been said that the metrics are going from a bottom up story and the academic units are going to be producing the metrics. At the end of the day I do not think my department (Philosophy) is going to be able to write their own check. That department will be told what its resources are and that is coming from the dean who is telling the Philosophy Department what their resources are according to metrics that apply to the college. The dean is going to get his budget from upper administration, and they are going to have to use metrics to determine how to distribute the available resources across the various programs. The idea that the metrics is entirely bottom up does not work. What are the metrics that are being developed to hold the administration accountable?

J. Niser: I think it was last year that George said the biggest danger we are going to face is we are going to get to a them and us situation. I think that is exactly what is happening right now, and it is not about metrics in my view. It is about trust and confidence, and that trust is about to be broken. I think it is everyone's responsibility to keep that trust or we are going to go through really hard times, and we are going to go into that with a them and us situation.

The meeting recessed at 1:15 until noon, Monday February 17, 2014.

Session II (February 17)

Senate Members Present:

- T. Adkins, S. Ashur, J. Badia, S. Batagiannis, E. Blakemore, S. Carr, V. Carwein,
- J. Casazza, B. Dattilo, S. Davis, P. Dragnev, C. Drummond, C. Duncan, C. Erickson,
- A. Eroglu, T. Grove, C. Gurgur, G. Hickey, R. Hile, P. Iadicola, L. Johnson, M. Jordan,
- D. Kaiser, G. Karaatli, b. Kingsbury, M. Lipman, D. Liu, A. Livschiz, D. Momoh,
- M. Nusbaumer, R. Rayburn, H. Samavati, S. Savage, A. Schwab, S. Stevenson, R. Sutter,
- H. Sun, H. Tescarollo, B. Valliere, L. Vartanian, M. Brown-Vega, N. Virtue, M. Wolf,
- M. Yen, Y. Zubovic

Senate Members Absent:

M. Alhassan, C. Crosby, H. Di, C. Ganz, G. Karaatli, D. Liu, G. McClellan, M. Montesino, J. Niser, R. Pablo

Faculty Members Present:

J. Burg, K. Christmon, K. Creager, J. Leatherman, L. Wark

Visitors Present:

P. McLaughlin

Acta

- A. Downs reconvened the meeting at 12:01 p.m. on February 17, 2014
 - M. Nusbaumer: Just to show that I have tried to be fair. I did want to note that Stan has instructed his areas to develop criteria for the performance of their units, and I appreciate you doing that.
 - S. Davis: It will not be tied to retention but it will be tied to performance

9. New business:

- a. (Senate Document SD 13-21) P. Iadicola:
- <u>P. Iadicola moved to approve</u> SD 13-21 (Resolution to Establish IPFW Senate Right of Advisement in the development of the University Strategic Plan). Seconded.
- <u>S. Davis moved to amended</u> SD 13-21 under the second whereas to delete faculty and change to **shared** governance. Seconded.

Motion to approve amendment passed by a voice vote.

Schwab moved to amend by inserting a sentence after furthermore, this committee...for the review of drafts. A draft of the new strategic plan should be submitted to the committee with adequate time for review before being submitted to the Senate. Seconded.

Motion to approve amendment passed by a voice.

<u>G. Hickey moved to amend</u> under BE IT RESOLVED by inserting a sentence at the end of the paragraph to read, **The committee chair shall be selected from the seven senators representing the academic units**. Seconded.

Motion to approve amendment passed by a voice vote.

<u>D. Kaiser moved to amend</u> the first line under BE IT RESOLVED, that an ad hoc committee...be formed including senators **elected by the senate** with representation...of the strategic plan. Seconded.

Motion to approve amendment passed by a voice vote.

A. Livschiz moved to amend by adding onto the last sentence the administration will report...implementation of the plan, and this will start in the 2014-2015 academic year. Seconded.

Motion to approve amendment passed by a hand count.

Motion to approve SD 13-21, as amended, passed by a voice vote.

10. Committee reports "for information only":

a. Graduate Subcommittee (Senate Reference No. 13-26) – Y. Zubovic:

Senate Reference No. 13-26 (Degree Map and Free Course Guarantee Policy) was presented for information only.

11. The general good and welfare of the University:

K. Christmon: I would like to thank everyone in this room for all that you do, and helping our students to learn and graduate. There is a big event coming up on March 29. I have information so I do not take a lot of your time. We are just asking for your continue partnership and collaboration, and to say to you that we are trying to take 1000 students out into the community on March 29. Years past we have had less than five percent participation from administration and faculty. It is not a criticism we are just asking if you

can give four hours on March 29 to go out and join hands with our students to thank our community, because we think we will make big gains in a short amount of time by doing so.

M. Nusbaumer: A long term employee passed last week, Tom Mulligan. I look forward to the administration coming forward with a memorial resolution.

S. Davis: Tom Mulligan visitation will be Saturday February 22 from 10-2. We also lost Danita Davis who was with us until 1996. We also lost Geri Miller's husband in the Business School.

J. Casazza: Come see Gint at the Department of Theater. It opens Friday and plays the next two weekends.

S. Ashur: I want to extend my gratitude to Stan for handling the snow days. I think this shows the commitment of IPFW for the safety of our students and staff. I would like to see this considered next year.

Schwab: Last week I sent out an email to the chairs about my role as IRB. I am happy to come to department meetings as needed, or please reach out to me if you have any questions about your work with IRB.

12. The meeting adjourned at 1:15 p.m.

Sarah Mettert

Secretary of the Faculty

Saran metters

TO: Fort Wayne Senate Executive Committee

FROM: Janet Badia, Chair

Faculty Affairs Committee

DATE: January 17, 2014

SUBJ: Senate Document SD 91-20 (Amended & Approved, 4/13/1992) (Amended, 4/10/1995)

(Amended & Approved, 4/15/2013)

On April 15, 2013, SD 91-20 was amended by Senate. We believe the amendment, likely recorded incorrectly, does not reflect the intent of the proposed amendment. To remedy the problem, we would like to propose several changes that we feel are editorial in content, rather than substantive. Specifically, we propose below several renumbering and reordering changes to the Guidelines portion of document. If you find that these are not editorial changes, please feel free to advise another course of action for correcting the document.

GUIDELINES

- 1. Ordinarily, an individual may exclude no more than one year from the probationary period for justifiable conditions.
- 2. Normally, requests for exclusions must be made within one year from the time the conditions occurred which precipitated the request.
- 3. Exclusions will not be granted after the beginning of the penultimate year.
- 4. A one year automatic exclusion will be granted to either or both parents for the birth or adoption of a child. Faculty may choose to submit a tenure case under their original or the extended timetable. Decisions regarding whether or not requests for exclusions will be granted shall be based on:
 - a. verification that the conditions leading to the request occurred or continue to exist.
 - b. verification that the faculty member's performance prior to the conditions leading to the request warrants an exclusion.
 - c. confirmation that the conditions for which the request is being made fall within the parameters of those deemed in these guidelines to be justifiable.

- 5. A one-year automatic exclusion will be granted to either or both parents for the birth or adoption of a child, death of a child, or death of spouse or domestic partner. Faculty may choose to submit a tenure case under their original or the extended timetable.
- **6.** Faculty who have been awarded an exclusion shall have no requirements or expectations beyond those of any probationary faculty member.
- **7.** Work accomplished during the excluded period may be cited in the promotion/tenure case.

Senate Document SD 91-20 (Amended & Approved, 4/13/1992) (Amended, 4/10/1995) (Amended & Approved, 4/15/2013) (Amended & Approved, 2/10/2014)

TO: Fort Wayne Senate

FROM: Faculty Affairs Committee

DATE: March 30, 1992

SUBJ: Extension of the Probationary Period for Justifiable Cause

DISPOSITION: To the Presiding Officer for implementation

PURPOSE: The academic performance of a probationary faculty member can be adversely affected by extraordinary personal circumstances. Such circumstances might include the responsibility as primary care giver after the birth or adoption of a child, serious personal illness, the provision of care for a seriously ill family member, or any similar situation requiring compassion. Such conditions may warrant deviation from the tenure policy.

To ensure consistency and fairness in determining which conditions are sufficiently justifiable to warrant deviation from the tenure policy, the following guidelines and procedures are recommended:

GUIDELINES

- 1. Ordinarily, an individual may exclude no more than one year from the probationary period.
- 2. Normally, requests for exclusions must be made within one year from the time the conditions occurred which precipitated the request.
- 3. Exclusions will not be granted after the beginning of the penultimate year.
- 4. Decisions regarding whether or not requests for exclusions will be granted shall be based on:
 - a. verification that the conditions leading to the request occurred or continue to exist.
 - b. verification that the faculty member's performance prior to the conditions leading to the request warrants an exclusion.
 - c. confirmation that the conditions for which the request is being made fall within the parameters of those deemed in these guidelines to be justifiable.

Senate Document SD 91-20 (Amended & Approved, 4/13/1992) (Amended, 4/10/1995) (Amended & Approved, 4/15/2013) (Amended & Approved, 2/10/2014)

- 5. A one-year automatic exclusion will be granted to either or both parents for the birth or adoption of a child, death of a child, or death of spouse or domestic partner. Faculty may choose to submit a tenure case under their original or the extended timetable.
- 6. Faculty who have been awarded an exclusion shall have no requirements or expectations beyond those of any probationary faculty member.
- 7. Work accomplished during the excluded period may be cited in the promotion/tenure case.

PROCEDURES

- 1. Requests for exclusion shall be made in writing by the faculty member to the Department Chair. The Chair will determine, in consultation with the Departmental Promotion and Tenure Committee, whether the request is justifiable and forward a recommendation through the Dean to the Vice Chancellor for Academic Affairs. The Vice Chancellor for Academic Affairs, in consultation with the faculty's Department Chair and Dean, will have the authority to approve exclusions for justifiable conditions.
- 2. Requests for exclusions may be made at any time during each academic year up until March 15 of the academic year prior to the penultimate year. Decisions regarding requests will be made within 60 days of the receipt of the request.
- 3. Any faculty member who feels it necessary to appeal a decision made under the above guidelines and procedures may utilize the grievance procedures established for academic personnel.

MEMORANDUM

TO: Fort Wayne Senate Executive Committee

FROM: Suzanne LaVere, Chair

Honors Program Council

DATE: January 24, 2014

SUBJ: Amendment to the Bylaws of the Fort Wayne Senate: Honors Program Council

WHEREAS, The Bylaws of the Senate provide (5.3.3.5.) provide that "The Honors Program Council shall consist of: five Voting Faculty members elected by the Senate to staggered, two-year terms..." and "two members of the Honors Faculty, appointed to staggered, two-year terms;" and

WHEREAS, The experience of serving members of Council has shown that the period of familiarization with Council work takes at least one semester and often a large part of an academic year, particularly regarding the assignment of Council members as liaisons for Honors projects that students work on starting their junior and until the end of their senior year;

WHEREAS, Current members (term starting before Spring 2014) were elected to a two-year term, they should have the option of deciding if they want to add an extra year to their term, and will have to make this decision before Senate election ballots are put together;

BE IT RESOLVED, That the Senate amend 5.3.3.5 of the Bylaws as follows:

- 5.3.3.5 The Honors Program Council shall consist of:
- --five Voting Faculty members elected by the Senate to staggered, **three-year** terms, subject to the restriction that no more than one member may come from the same School
- --two members of the Honors Faculty, appointed to staggered, **three-year** two year terms, by the Chief Academic Officer of IPFW
- BE IT RESOLVED, That the Honors Program Council requests the Executive Committee to forward this appointment to the Senate for approval.

Approving <u>Disapproving</u> Absent

S. Anderson

T. Grove

R. Jensen

S. LaVere, Chair

A. Livschiz

C. Rutkowski

J. Toole

J. Anderson (ex-officio)

by other faculty bodies.

No member shall serve for more than two consecutive terms, and no more than two members shall come from the same major academic unit.

5.3.3.5 *The Honors Program Council* shall consist of:

- five Voting Faculty members elected by the Senate to staggered, threeyear terms, subject to the restriction that no more than one member may come from the same School
- two members of the Honors Faculty, appointed to staggered, three-year terms by the Chief Academic Officer of IPFW
- two student members appointed to one-year terms by the Students' Government, at least one of whom shall have successfully completed, or be enrolled in, at least one honors course. Student members shall participate and vote in all matters before the Council except questions of student admission, retention, and satisfaction of program requirements.
- the Chief Academic Officer of IPFW or a designee
- the Director of the Honors Program.

The Council shall carry out the functions described in SD 04-4 and shall exercise the Faculty's authority with regard to academic matters related to the Honors Program.

5.3.3.6 The International Education Advisory Subcommittee shall consist of the director of the program, one student at or beyond the second-year level in International Education selected annually by Student Government upon the recommendation of the chief officer of the International Students Association or successor organization, a staff member in the Center for Academic Support and Advancement selected annually by the director of the unit, and five Faculty members elected by the Senate to staggered three-year terms. The chair shall be elected by the Subcommittee from among the members elected by the Senate.

This Subcommittee shall be a liaison between the Faculty and the Director of International Education, advising the direct on policies relating to International Services and Education and recommending policies and goals for International Services and Education to the Senate.

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 members. The School of Arts and Sciences shall be represented by three members--one each from the sciences, social sciences, and humanities; other Schools shall each be represented by one member.
- 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.
- 5.3.3.7.2 *Charge*. The Subcommittee shall advise the Senate concerning exercise of the Faculty's right of review of the undergraduate curricula. Specifically, it shall:

MEMORANDUM

TO: Fort Wayne Senate Executive Committee

FROM: Suzanne LaVere, Chair

Honors Program Council

DATE: January 23, 2014

SUBJ: Approval of replacement member of the Honors Program Council

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 Honors Program Council due to a sabbatical; and

WHEREAS, The Honors Program Council has voted unanimously to appoint Dr. Joseph Khamalah, Doermer School of Business, as a replacement member for the remainder of the 2013-14 academic year;

BE IT RESOLVED, That the Honors Program Council requests the Executive Committee to forward this appointment to the Senate for approval.

Approving Absent

S. Anderson J. Anderson (ex-officio)

T. Grove

R. Jensen

S. LaVere, Chair

A. Livschiz

C. Rutkowski

Senate Document SD 13-19 (Approved, 2/10/2014)

TO: Fort Wayne Senate

FROM: Educational Policy Committee

Yvonne Zubovic, Chair

DATE: January 22, 2014

SUBJ: Academic Calendar for 2016-2017

DISPOSITION: To the presiding officer for implementation

RESOLVED, that the proposed academic calendar for 2016-2017 be adopted.

Approving: Disapproving: Abstaining: Absent: Non-voting:
Peter Dragnev Jeff Anderson Patrick McLaughlin

Abdullah Eroglu
Hamilton Tescarolla
Cigdem Gurgur
Ann Livschiz
Yvonne Zubovic

ACADEMIC CALENDAR FOR 2016-2017

Fall Semester, 2016

Monday 22 August Classes Begin

Friday 2 September Classes Suspended at 4:30 p.m. (Labor Day Recess)

Tuesday6 SeptemberClasses ResumeMon.-Tues.10-11 OctoberFall RecessWednesday12 OctoberClasses Resume

Tuesday 22 November Thanksgiving Recess Begins After Last Class

Monday 28 November Classes Resume

Mon.-Sun. 12-18 December Final Exam Week/Last Week of Classes

Winter Inter-session, 2016-2017

Monday 19 December Classes Begin

Fri. and Mon. 23 and 26 December Classes Suspended (Christmas Holiday)

Tuesday 27 December Classes Resume

Friday 30 December Classes Suspended (Presidents' Designated Holiday)
Monday 2 January Classes Suspended (New Year's Day Observed)

Tuesday 3 January Classes Resume Sunday 8 January Last Day of Classes

Spring Semester, 2017

Monday 9 January Classes Begin

Monday 16 January Martin Luther King Jr. Holiday

Mon. - Sun. 6-12 March Spring Recess
Monday 13 March Classes Resume

Friday 14 April Classes Suspended at 4:30 p.m.

Monday 17 April Classes Resume

Mon.-Sun 1-7 May Final Exam Week/ Last Week of Classes Wednesday 10 May Tentative Date of Commencement

Summer Semester, 2017

Monday	8 May	Summer Semester Begins

Monday 15 May Summer Session I: Classes Begin

Friday 26 May Memorial Day Recess Begins at 4:30 p.m.

Tuesday 30 May Classes Resume

Friday 23 June Summer Session I: Classes End at 4:30 p.m.

Monday 26 June Summer Session II: Classes Begin

Tuesday 4 July Classes Suspended (Independence Day Holiday Observed)

Wednesday 5 July Classes Resume

Friday 4 August Summer Session II: Classes End at 4:30 p.m.

Sunday 20 August Summer Semester Ends

(Recommitted back to Executive Committee)

MEMORANDUM

TO: Fort Wayne Senate

FROM: Brenda Valliere, Chair

Executive Committee

DATE: 27 January 2014

SUBJECT: Amendment to the Bylaws of the Fort Wayne Senate: Continuing Lecturers as

Senate Affiliates

DISPOSITION: Request the Senate vote on the attached amendment to the Senate Bylaws

WHEREAS, Continuing Lecturers have a different status and rights in each department, school, and college on the IPFW campus and are not counted among the Voting Faculty in the constitution of the Fort Wayne Senate (provisions I.C and I.D); and

WHEREAS, Office of Academic Affairs Memorandum No. 03-1 (hereafter referred to as OAA 03-1) states, "IPFW will observe a 10% CL FTE limit in the percentage of the total campus faculty FTE (defined as tenured, tenure-track, clinical, and CL appointments); and

WHEREAS, the following table demonstrates that Continuing Lecturers represent a more significant component of the faculty than was originally expected or intended;

	Full Time	Part Time	Total
Tenure Track	295	7	302
Clinical/Non TT	18	2	20
Continuing Lecturers	50	12	62
TOTALS	363	21	384
10% Rule	36.3	2.1	38.4

and

WHEREAS, OAA 03-1 specifies that Continuing Lecturers "have departmental service responsibilities appropriate to their teaching assignment and an expectation of continuing professional development"; and

WHEREAS, Continuing Lecturers are often urged during the reappointment processes to engage in school/college and university service exceeding what is called for in OAA 03-1; and

WHEREAS, Continuing Lecturers are reappointed through the same basic process as probationary tenure-track faculty and are eligible for merit increases through the same process as tenure-line faculty; and

WHEREAS, Continuing Lecturers use the same grievance processes as Purdue and Indiana University tenure-line faculty; and

WHEREAS, Continuing Lecturers are held to many of the same standards and expectations as tenure-line faculty; and

WHEREAS, the charge to the Senate Faculty Affairs Committee (Fort Wayne Senate Bylaw 5.3.2) was amended on 15 April 2013 to define Faculty as including "tenured and tenure track faculty, clinical faculty, continuing lecturers, limited term lecturers, and visiting instructors";

BE IT RESOLVED, that the Bylaws of the Fort Wayne Senate be amended as indicated below to allow Continuing Lecturers to annually elect one Senate Affiliate who will be permitted to participate, without vote, in Senate meetings:

2.5.3.3 Continuing Lecturers shall select annually one of their number to serve as Senate Affiliate.

TO: IPFW Senate

FROM: Peter Iadicola

DATE: February 17, 2014

RE: Resolution to Establish IPFW Senate Right of Advisement in the development of the

University Strategic Plan

WHEREAS, the university's strategic plan is central to the development of IPFW and the allocation of resources across various university departments and programs; and

WHEREAS, shared governance requires faculty participation in planning the future development and execution of the university academic mission; and

WHEREAS, faculty support of any strategic plan is essential for its successful implementation; and

WHEREAS, the IPFW Senate is the largest and most representative body representing faculty across the various academic units of the university.

BE IT RESOLVED, that an ad hoc committee of thirteen members be formed including senators elected by the Senate with representation from each college and the library (7 members), non-voting members representing the Chancellor and each of the Vice Chancellors (5 members), and one non-voting member representing the Community Advisory Board to advise the administration in the development of the strategic plan. The committee chair shall be selected from the seven senators representing the academic units.

Furthermore, this committee will be formed in the year prior to the date that the new strategic plan is to go into effect to provide time for the review of drafts. A draft of the new strategic plan should be submitted to the committee with adequate time for review before being submitted to the Senate.

The final draft of the strategic plan will be sent to the senate upon completion for review and comment before implementation of the plan.

The administration will report annually to the senate as to progress made in the implementation of the plan, and this will start in the 2014-2015 academic year.

UNIVERSITY LEAVES SUBCOMMITTEES

12/17/2013

The following are the subcommittees to address all aspects of our University leaves system-wide. The objective of each committee is to gather and analyze data and provide alternative solutions based on our guiding principles.

Each subcommittee will be assigned with the appropriate resources to facilitate the gathering of information, benchmarking and appropriate data.

COMMUNICATIONS, EDUCATION/TRAINING AND CHANGE MANAGEMENT

(Trent Klingerman, Chair; Steve Abel, Randy Freebourn, Patricia Hart, Beth McCuskey, David Williams)

- Engages faculty and staff from all corners of the University system by conducting qualitative research through focus groups
- Provides the University Leaves Design Subcommittee with the opinions, perceptions, ideas and overall
 expectations of employees regarding leaves
- Develops a master communication plan to educate and inform all faculty and staff of all University leaves

UNIVERSITY LEAVES DESIGN

(Jay Akridge, Chair; Morgan Burke, Stan Davis, Cheryl Files, Leah Jamieson, Beau Moore, Charlene Sullivan, Laurel Weldon, Teresa Wesner)

- Reviews all current leaves to include sick leave and disability, personal and business leaves
- Assesses alternative solutions and develops a straw man proposal to present to the committee for discussion, modification and agreement
- Ensures compliance with all applicable laws.

FINANCIAL ANALYSIS

(Jim Almond, Chair; Rene Lewin, Steve Turner)

 Conducts a financial viability assessment of all paid leaves, as recommended by the University Leaves Design Subcommittee, in conjunction with Pacific Resources

TECHNOLOGY AND ADMINISTRATION

(Gerry McCartney, Chair; Terry Ashlock, Eva Nodine)

• Designs an effective, user-friendly technological system to simplify the administration of all leaves

Principles for the end product

- Clarity: Simply expressed and understood.
- Competitive Offering: Attract and retain talented faculty and staff.
- Ease of Administration: Simplify policies and use technology to streamline processes.
- **Fiscal Prudency**: Be a judicious steward of University's overall resources.

Principles for guiding the review process

- Transparency: Openly identify and discuss issues.
- Fair and Equitable: Feedback obtained across all constituents (obtained from steering committee formation and participation).
- Communicative: Effectively inform both verbally and in writing
- Employee Engagement: Seek out employees' opinions and alternative solutions.
- Expertise: Engage experts in the field to assess market, benchmark and provide market based alternatives.

INSTITUTIONAL STAFF DATA COMPARISON 1995-2011 - STATISTICAL PROFILE

	54 O.W. 707	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
I.	FACULTY																	
	A. Regular Faculty Professor	53	50	51	52	56	56	56	59	63	67	64	70	69	75	82	82	80
	Associate Professor	134	154	161	151	151	138	132	125	119	117	117	118	116	117	124	127	133
	Assistant Professor	124	96	96	101	97	105	107	110	115	128	127	133	132	135	133	135	125
	Instructor	26	32	28	27	30	35	18	20	29	23	26	17	15	19	20	24	28
	Lecturer	1	0	0	0	0	3	20	26	30	30	40	45	46	47	48	58	64
	TOTAL	338	332	336	331	334	337	333	340	356	365	374	383	378	393	407	426	430
	B. Associate Faculty	311	327	299	294	307	300	301	311	351	384	394	415	397	378	405	401	450
	Graduate Aides									65	72	56	80	72	85	106	113	109
II.	ADMINISTRATIVE	161	166	169	168	204	204	211	241	251	272	268	281	281	313	325	327	344
III.	CLERICAL	171	169	169	166	165	168	171	176	182	187	200	197	204	199	203	200	202
IV.	SERVICE	124	120	121	129	133	140	139	144	177	165	198	201	217	199	230	235	230
	TOTAL	1105	1114	1094	1088	1143	1149	1155	1212	1382	1445	1490	1557	1549	1567	1676	1702	1765
				200	304	304	299	295	294	297	312	308	321	317	327	339	344	338
	Professorial Rank	311	300	308	304	304	233							•	 -	000	• • •	
	Professorial Rank Administrative	311 161	166	169	168	204	204	211	241	251	272	268	281	281	313	325	327	344
	Administrative	161	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447	251 7,600	272	268	281	281	313	325	327	344
	Administrative	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447	251 7,600	272	268	281	281	313	325	327	344
	Administrative FTE Enrollment	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447	251 7,600	272	268	281	281 8,122	313 8,399	325 9,240 218 188	327 9,711	344 9,634 223 196
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447	251 7,600	272	268	281	281 8,122 182 194 14	313 8,399 212 187 14	325 9,240 218 188 14	327 9,711 211 189 23	344 9,634 223 196 24
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA	272 7,762	268 7,822	281	281 8,122 182 194 14 44	313 8,399 212 187 14 45	325 9,240 218 188 14 48	327 9,711 211 189 23 58	344 9,634 223 196 24 63
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer Faculty+Instructors	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA	272	268 7,822	281	281 8,122 182 194 14	313 8,399 212 187 14	325 9,240 218 188 14 48 279	327 9,711 211 189 23	344 9,634 223 196 24 63 289
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer Faculty+Instructors FW-IU Professorial	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA	272 7,762	268 7,822	281	281 8,122 182 194 14 44 319	313 8,399 212 187 14 45 281	325 9,240 218 188 14 48 279 52	327 9,711 211 189 23 58 294	344 9,634 223 196 24 63 289 34
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer Faculty+Instructors FW-IU Professorial Fire/Police	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA	272 7,762	268 7,822	281	281 8,122 182 194 14 44 319	313 8,399 212 187 14 45 281 - 15	325 9,240 218 188 14 48 279 52 17	327 9,711 211 189 23 58 294	344 9,634 223 196 24 63 289 34 16
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer Faculty+Instructors FW-IU Professorial Fire/Police Mgmt/Prof	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321 N 2007-2	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA	272 7,762	268 7,822	281	281 8,122 182 194 14 44 319 - 15 54	313 8,399 212 187 14 45 281 - 15 54	325 9,240 218 188 14 48 279 52 17 58	327 9,711 211 189 23 58 294 - 15 59	344 9,634 223 196 24 63 289 34 16 63
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer Faculty+Instructors FW-IU Professorial Fire/Police Mgmt/Prof Non-exempt Prof	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA	272 7,762	268 7,822	281	281 8,122 182 194 14 44 319 - 15 54 4	313 8,399 212 187 14 45 281 - 15 54 3	325 9,240 218 188 14 48 279 52 17 58 3	327 9,711 211 189 23 58 294	344 9,634 223 196 24 63 289 34 16 63 3
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer Faculty+Instructors FW-IU Professorial Fire/Police Mgmt/Prof	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321 N 2007-2	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA	272 7,762	268 7,822	281	281 8,122 182 194 14 44 319 - 15 54	313 8,399 212 187 14 45 281 - 15 54	325 9,240 218 188 14 48 279 52 17 58	327 9,711 211 189 23 58 294 - 15 59 3	344 9,634 223 196 24 63 289 34 16 63
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer Faculty+Instructors FW-IU Professorial Fire/Police Mgmt/Prof Non-exempt Prof Operations/Technical	161 6,172	166 6,135	169 6,115	168 6,251	204 6,321 N 2007-2	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA	272 7,762	268 7,822	281	281 8,122 182 194 14 44 319 - 15 54 4 26	313 8,399 212 187 14 45 281 - 15 54 3 26	325 9,240 218 188 14 48 279 52 17 58 3 35	327 9,711 211 189 23 58 294 - 15 59 3 40	344 9,634 223 196 24 63 289 34 16 63 3 46
	Administrative FTE Enrollment Admin/Prof Clerical Clin, Res, or NonTT Continuing Lecturer Faculty+Instructors FW-IU Professorial Fire/Police Mgmt/Prof Non-exempt Prof Operations/Technical Service	161 6,172 EMPLO	166 6,135	169 6,115	168 6,251	204 6,321 N 2007-2	204 6,419	211 6,913	241 7,447 SALARY	251 7,600 DATA Job Code	272 7,762 es Used	268 7,822 Here	281 7,905	281 8,122 182 194 14 44 319 - 15 54 4 26 131	313 8,399 212 187 14 45 281 - 15 54 3 26 127	325 9,240 218 188 14 48 279 52 17 58 3 35 142	327 9,711 211 189 23 58 294 - 15 59 3 40 142	344 9,634 223 196 24 63 289 34 16 63 3 46 143

		2007-0	18	_		2008	-09			2009-	10			2010-1	11			2011-1	12			2012-1	13			2013-1	4	
	Admin/Prd/Mgmt	Clerical/Service	Faculty/Instruction 8	Total	Admin/Prd/Mgmt	Clerical/Service	Faculty/Instruction 8	Total	Admin/Prd/Mgmt	Clerical/Service	Faculty/Instruction 8	Total	Admin/Prd/Mgmt	Clerical/Service	Faculty/Instruction 8	Total	Admin/Prd/Mgmt	Clerical/Service	Faculty/Instruction 8	Total	Admin/Prd/Mgmt	Clerical/Service	Faculty/Instruction 8	Total	Admin/Prof/Mgmt	Clerical/Service	Faculty/Instruction 8	Total
Chancellor Alumni Relations Chancellor Development Engagement Institutional Equity NCAA Compiliance	\$ 61,225 \$ 403,960 \$ 250,595 \$ 91,235 \$ 126,495	25,168 80,775 75,587		\$ 86,393 9 484,735 326,182 91,235 126,495	50,000 439,798 261,023 119,437	82,147 78,105		\$ 50,000 521,945 339,128 119,437	\$ 53,000 \$ 525,614 301,023 119,437	25,792 64,607 78,105		\$ 78,792 \$ 590,221 379,128 119,437	\$ 53,000 \$ 505,334 265,498 113,509	25,792 72,724 78,105		\$ 78,792 578,058 343,603 113,509	\$ 96,800 \$ 522,285 291,906 212,065	29,120 100,408 54,455		\$ 125,920 622,693 346,361 212,065	\$ 99,798 \$ 669,200 297,393 130,043	31,658 61,194 81,474		\$ 131,456 730,394 378,867 130,043	\$ 91,998 \$ 404,000 166,152 130,043 74,960	35,485 44,712 81,474	:	\$ 127,483 448,712 247,626 130,043 74,960
Univ Relations & Comms College Cable Mktg Pubs Crea Svcs Univ Relations & Comms	88,538 299,689 408,487 \$ 1,730,224 \$	35,006 26,312 242,848 \$	-	123,544 299,689 434,799 \$ 1,973,072	90,861 318,565 432,615 1,712,299	67,767 27,872 27,248 \$ 283,139	.	158,628 346,437 459,863 \$ 1,995,438	90,861 587,254 171,150 \$ 1,848,339 \$	67,767 28,246 264,517 \$		158,628 615,500 171,150 \$ 2,112,856 \$	90,861 622,590 170,150 \$ 1,820,942 \$	67,767 28,246 272,634 \$		158,628 650,836 170,150 \$ 2,093,576	95,684 710,626 188,622 \$ 2,117,988 \$	69,992 29,723 283,698 \$	-	165,676 740,349 188,622 \$ 2,401,686	97,123 726,614 254,170 \$ 2,274,341 \$	71,032 30,181 275,539 \$	-	168,155 756,795 254,170 \$ 2,549,880	97,123 687,388 244,716 \$ 1,896,380 \$	71,032 30,181 6 262,884 \$		168,155 717,569 244,716 \$ 2,159,264
Am & So Admin Biology Chemistry Comm Soi & Biorders Communication English & Linguistics Gesociences Intil Lana & Culture Studie Mathematics Philosophy Physics Pottodogy Women's Sudies TOTAL ARTS & SCIENCES	\$ 142,550 72,075 85,415 46,170 25,470 \$ 371,680 \$	134,722 100,194 79,831 21,326 27,206 77,906 53,644 23,078 19,282 62,015 22,818 60,196 23,078 35,346 35,641 19,516	229,135 390,300 1,243,626 611,785 167,547 577,675 1,494,220 351,220 511,133 533,975 1,361,604 581,075 362,920 349,110 915,430 766,132 41,000 10,468,087	\$ 408.189 597.097 1.429.235 691.616 188.873 651.051 1.572.126 385.064 385.064 534.211 578.727 1.423.619 603.893 423.116 372.188 950.776 801.773 60.516 \$ 11.672.070	74,098 88,221 46,920	\$ 37,617 1 48,063 83,486 84,137 22,162 45,432 65,780 56,410 23,951 46,410 48,693 24,565 62,025 23,951 32,261 38,324 22,230	3 352,215 401,330 1,260,875 631,440 174,211 616,072 1,856,851 1,856,851 1,400,455 601,136 463,078 411,790 1,112,170 730,390 511,116,341	\$ 143,471 \$ 492,547 523,491 1,432,582 715,577 196,373 708,424 1,722,631 401,787 494,022 595,280 1,389,158 625,701 525,103 435,741 1,144,431 768,714 22,230 \$ 12,337,263	74,038 88,221 46,920	85,634 36,806 \$3,899 83,486 84,137 22,162 45,432 56,930 23,951 46,410 48,693 24,565 62,025 23,951 32,781 38,324 22,230 832,968 \$	562,010 1,266,205 635,650 174,211 622,572 1,646,310 404,977 472,071 580,870 1,567,075 605,936 448,023 492,918 949,835 786,783 87,000	\$ 119,634 \$ \$ 515,665 \$ 659,947 1,437,912 719,787 196,373 714,924 1,717,862 461,907 466,022 627,280 1,615,768 630,501 510,048 516,669 982,616 825,107 109,230 \$ 12,857,452 \$	\$ 34,000 \$ 102,715 \$ 85,384 88,221 46,920	40,357 83,486 84,137 22,162 44,236 72,176 56,930 23,951 46,410 50,170 24,565 62,025 23,951 32,781 38,324 22,230	579,220 1,207,165 598,210 179,011 659,415 1,757,810 404,977 451,781 714,095 1,607,303 728,881 445,258 528,918 1,006,835 715,391 87,000	\$ 119,634 \$ 504,693 704,961 1,378,872 682,347 201,173 750,571 1,829,986 451,907 475,732 760,555 1,657,473 753,446 507,283 552,869 1,039,616 753,715 109,230 \$ 13,244,013	\$ 36,396 \$ \$ 181,730 \$ 91,976 93,606 47,506	89,586 27,019 \$41,678 85,270 87,173 25,210 39,868 74,380 59,551 24,544 51,708 26,042 24,544 35,342 39,843 23,088 846,324 \$	631,542 1,285,767 642,275 184,242 750,561 1,945,231 426,455 579,777 805,565 1,739,180 814,043 494,703 553,501 1,131,027 762,967 94,041	\$ 125,982 \$ 596,252 765,196 1,464,643 729,448 209,452 837,935 2,019,611 486,006 604,321 1,790,888 840,085 558,725 578,045 1,166,369 818,410 117,129 \$ 14,541,518	\$ 143,766 \$ 93,517 95,298	42,359 86,419 88,546 25,605 40,472 75,566 60,466 24,742 27,872 52,458 26,499 64,979 24,742 66,047 40,467 23,556	511,108 1,410,142 727,965 158,012 782,793 2,029,883 390,268 542,919 827,101 1,841,469 735,815 508,097 609,508 1,152,408 645,702 95,841	\$ 91,084 \$ 553,456 646,884 1,591,859 816,511 183,617 23,265 2,105,449 450,734 450,734 450,734 1,883,927 762,314 573,076 634,250 1,218,455 686,169 119,397 \$ 14,573,181	\$ 42.500 \$ \$ 111.418 \$ 93.517 95.298	91,084 27,414 42,375 86,419 90,917 25,605 40,472 75,566 60,466 24,742 27,742 27,742 66,047 40,467 23,556 891,680 \$	482,730 1,380,065 727,965 186,592 796,660 1,908,094 438,849 578,061 812,998 1,917,039 743,611 510,173 460,851 1,152,408 598,879 105,841	\$ 133,584 \$ 556,401 618,622 1,561,782 818,882 212,197 837,132 1,983,560 499,315 602,803 840,870 1,963,467 7770,110 575,152 485,593 1,253,455 639,346 129,397 \$ 14,487,798
General Studies	\$ 738,442 \$ 86,040 \$ 824,482 \$	27,061		\$ 1,046,995 113,101 \$ 1,160,096	88,939	\$ 282,475 : 21,944 \$ 304,419 :		\$ 1,232,821 110,883 \$ 1,343,704	88,939	289,105 \$ 24,544 313,649 \$		\$ 1,239,451 113,483 \$ 1,352,934	\$ 939,472 \$ 88,939 \$ 1,028,411 \$	24,544		113,483	\$ 1,064,945 \$ 97,506 \$ 1,162,451 \$	25,272		122,778	\$ 1,170,298 \$ 134,451 \$ 1,304,749 \$	25,646		160,097	\$ 1,134,391 \$ 134,451 \$ 1,268,842 \$	22,152		\$ 1,411,561 156,603 \$ 1,568,164
Doermer School of Business Accounting & Finance Doermer School of Bus DSB Admin Economics Management & Marketing TOTAL DOERMER SCHOOL OF RIISINESS	44,860	25,276 \$ 92,123 24,128 27,123 168,650 \$	832,240 306,200 458,040 1,165,810 2,762,290	\$ 857,516 443,183 482,168 1,192,933 \$ 2,975,800	112,482	\$ 26,391 : 94,889 25,376 27,768 \$ 174,424 :	270,000 478,242 1,195,535 2,828,546	\$ 911,160 477,371 503,618 1,223,303 \$ 3,115,452	\$ 112,482 \$ 112,482 \$	93,641 25,376 27,768	270,000 556,815 1,130,594 2,841,818	\$ 910,800 476,123 582,191 1,158,362 \$ 3,127,476	\$ 135,362 \$ 135,362 \$	26,391 \$ 94,681 25,376 27,768 174,216 \$	1,074,939 270,000 556,815 1,356,494 3,258,248	\$ 1,101,330 500,043 582,191 1,384,262 \$ 3,567,826	151,774 \$ \$ 151,774 \$	27,439 \$ 97,771 26,374 28,870 180,454 \$	1,309,843 526,906 494,765 1,073,760 3,405,274	\$ 1,337,282 776,451 521,139 1,102,630 \$ 3,737,502	\$ 154,109 \$ 154,109 \$	27,839 \$ 87,423 26,728 29,307 171,297 \$	1,120,545 561,628 465,471 929,811 3,077,455	\$ 1,148,384 803,160 492,199 959,118 \$ 3,402,861	\$ 125,854 \$ 125,854 \$ 125,854	97,191	960,508 : 414,964	\$ 988,347 638,009 615,398 1,230,977 \$ 3,472,731
Edcation & Public Policy Educ & Public Policy Adn : Educational Studies Professional Studies Public Policy TOTAL EDUCATION & PUBLIC POLICY	168,385	168,709 \$ 38,979 207,688 \$	831,380 540,805 485,260	\$ 707,799 831,380 540,805 692,624 \$ 2,772,608	190,290	\$ 173,868 : 39,936 \$ 213,804 :	859,142 611,824 656,850	\$ 729,853 859,142 611,824 887,076 \$ 3,087,895	196,530	175,885 \$ 39,936 215,821 \$	946,775 613,458 593,874	\$ 731,870 946,775 613,458 830,340 \$ 3,122,443	\$ 185,436 \$ 201,730 \$ 387,166 \$	175,885 \$ 10,972 39,936 226,793 \$	334,708 953,575 618,258 620,374 2,526,915	\$ 696,029 964,547 618,258 862,040 \$ 3,140,874	\$ 238,779 \$ 215,183 \$ 453,962 \$	11,128 41,891	1,024,079 660,186 577,041	\$ 781,823 1,035,207 660,186 834,115 \$ 3,311,331	218,388	174,132 \$ 42,557 216,689 \$	1,008,824 523,423 657,330	\$ 647,210 1,008,824 523,423 918,275 \$ 3,097,732	92,041 40,000 303,389 \$ 435,430 \$	55,702 \$ 72,197 23,962 42,557 194,418 \$	1,015,193 557,076 520,567	\$ 326,910 1,179,431 621,038 866,513 \$ 2,993,892
Engineering Tech & Comp Sc CEIT Computer Science Engineering ETCS Admin MCET Org Leadershp & Supv TOTAL ENGINEERING TECH & COMPUTER SCI	216,938 40.075	30,160 \$ 25,979 36,993 198,567 21,528 36,712 349,939 \$	877,556 1,399,920 319,860 1,027,695 574,039	\$ 571,592 903,535 1,436,913 735,365 1,049,223 650,826 \$ 5,347,454	353,788 41,577 395,365	\$ 30,909 : 21,944	792,568 1,769,073 327,236 993,145 596,946	\$ 800,695 814,512 1,807,533 856,426 1,016,275 676,681 \$ 5,972,122	353,788 35,336 41,577 \$ 430,701 \$	24,024 11,794 176,346 23,130 37,856	891,424 860,813 1,636,316 331,236 887,190 656,446 5,263,425	\$ 922,333 884,837 1,648,110 861,370 910,320 735,879 \$ 5,962,849	\$ 100,000 249,788 41,577 \$ 391,365 \$	24,024 23,504 162,220 23,130 37,856	865,613 1,844,316 325,996 786,190 650,913	\$ 910,267 889,637 1,967,820 738,004 809,320 730,346 \$ 6,045,394	\$ 105,568 207,640 61,910 45,057 \$ 420,175 \$	55,723 68,276 79,955 24,066 39,177	1,135,514 2,027,122 493,178 927,083 673,266	\$ 691,144 1,191,237 2,200,966 780,773 1,013,059 757,500 \$ 6,634,679	\$ 44,658 107,068 280,755 62,840 45,732 \$ 541,053 \$	60,986 \$ 23,650 69,243 81,152 24,440 39,759 299,230 \$	1,288,085 2,217,320 501,544 879,301 682,273	\$ 703,785 1,356,393 2,393,631 863,451 966,581 767,764 \$ 7,051,605	44,658 107,068 280,755 62,840 \$ 495,321 \$	23,109 69,243 81,152 24,440 39,759	648,799 : 1,144,559 2,276,330 501,544 885,301 679,913 6,136,446 :	\$ 709,785 1,212,326 2,452,641 863,451 972,581 719,672 \$ 6,930,456
Health & Human Svcs Consumer & Family Sci Dental Education Health & Human Services Human Services Nursing TOTAL HEALTH & HUMAN SERVCES	469,320 63,135	25,314 \$ 51,438 117,582 21,528 77,937 293,799 \$	548,885 382,470 191,730 1,187,352	600,323 969,372 213,258 1,328,424	582,122 64,866 \$ 646,988	\$ 25,626 27,144 118,596 22,131 82,492 \$ 275,989	661,274 241,960 204,480 1,433,797	\$ 344,866 688,418 942,678 226,611 1,581,155 \$ 3,783,728	\$ 542,641 64,866 \$ 607,507 \$	25,626 \$ 51,064 141,690 22,984 82,492 323,856 \$	661,274 241,960 196,880 1,511,097	\$ 344,866 712,338 926,291 219,864 1,658,455 \$ 3,861,814	\$ 429,851 64,866 \$ 494,717 \$	51,064 135,460 82,492	731,219 561,288 207,880 1,707,908	\$ 401,869 782,283 1,126,599 207,880 1,855,266 \$ 4,373,897	636,512 114,099 \$ 750,611 \$	24,336 \$ 52,645 136,292 22,298 78,645 314,216 \$	769,127 346,821 218,097 1,579,458	\$ 435,365 821,772 1,119,625 240,395 1,772,202 \$ 4,389,359	\$ 541,468 115,944 \$ 657,412 \$	50,731 150,713 22,672 58,843	773,993 551,228 271,707 1,584,409	\$ 493,539 824,724 1,243,409 294,379 1,759,196 \$ 4,615,247	32,448 315,001 115,944 \$ 463,393 \$	24,710 \$ 25,272 158,018 22,776 58,843 289,619 \$	624,409 527,801 272,207 1,785,643	682,129 1,000,820 294,983 1,960,430
LIBRARY	\$ 96,855 \$	349,392 \$	648,160	\$ 812,092	103,775	\$ 375,108	619,290	\$ 1,098,173	\$ 138,781 \$	342,619 \$	649,405	\$ 1,130,805	\$ 138,781 \$	342,619 \$	653,405	\$ 1,134,805	\$ 147,745 \$	355,108 \$	690,588	\$ 1,193,441	\$ 149,956 \$	360,417 \$	695,512	\$ 1,205,885	\$ 93,838 \$	333,273 \$	646,114	\$ 1,073,225
Visual & Performing Arts Fine Arts Music Theater Visual Arts	35,460	\$ 48,755 24,211 48,776	171,465 789,238 318,367 511,385	\$ 171,465 837,993 378,038 560,161	39,000	\$ 24,918 5 50,024 24,752 25.542	338,150 861,372 353,372	\$ 363,068 911,396 417,124 395,259	39,000	24,918 \$ 50,024 24,752 25.542	292,971 902,431 358,172 373,322	\$ 317,889 952,455 421,924 398.864	39,000	24,918 \$ 47,819 24,752 25.542	394,971 926,931 362,025 420,108	\$ 419,889 974,750 425,777 445.650	41,823	26,187 \$ 47,924 25,854 26,395	420,626 1,024,202 392,539 559,332	\$ 446,813 1,072,126 460,216 585,727	\$ 42,823	26,582 \$ 48,735 26,250 26,790	475,013 1,080,933 362,404 457,385	\$ 501,595 1,129,668 431,477 484,175	\$ 42,823	26,582 \$ 48,735 26,250 26,790	420,050 1,085,858 292,814 445,225	\$ 446,632 1,134,593 361,887 472,015
Visual Comm & Design VPA Admin TOTAL VISUAL & PERFORMING ARTS	49,794 \$ 85,254 \$	42,962 164,704 \$	145,590 1,936,045	238,346 \$ 2,186,003	58,867 97,867	30,181	400,788	489,836 \$ 2,576,683	58,867 \$ 97,867 \$	30,181	400.788	489,836 \$ 2,580,968	73,390 \$ 112,390 \$	30,181	400,788	504,359 \$ 2,770,425	43,925 \$ 85,748 \$	33,509	436 796	514,230 \$ 3,079,112	90,766 \$ 133,589 \$	73,611	368 408	484,175 532,785 \$ 3,079,700	90,766 \$ 133,589 \$	73,611 201,968 \$	240.000	472,015 404,377 \$ 2,819,504
	\$ 1,661,592 \$	559,769		\$ 2,221,361	1,961,835	\$ 565,636		\$ 2,527,471	\$ 2,052,107 \$	626,299		\$ 2,678,406	\$ 2,179,686 \$	597,329		\$ 2,777,015	\$ 2,542,316 \$	563,617		\$ 3,105,933	\$ 2,423,905 \$	604,615		\$ 3,028,520	\$ 2,535,206 \$	596,003	:	\$ 3,131,209
OACS Ceremonies Inst Research & Analysis Research, Engagement &	43,500 41,545 216,688 229,875	28,912 29,037		72,412 41,545 216,688 258,912	46,625 43,214 223,900 280,945	30,160 29,619		76,785 43,214 223,900 310,564	46,625 43,214 223,900 272,635	30,160 29,619		76,785 43,214 223,900 302,254	46,625 43,214 223,900 272,635	30,160 29,619		76,785 43,214 223,900 302,254	50,061 46,509 240,971 296,767	22,880 30,680		72,941 46,509 240,971 327,447	50,761 47,204 238,665 312,557	31,158		50,761 47,204 238,665 343,715	78,633 47,204 230,362 312,557	23,109		78,633 47,204 230,362 335,666
Sponsored Programs International Student Telephone Operations VC Academic Affairs TOTAL VICE CHANCELLOR ACADEMIC AFFAIRS	1,021,526 \$ 5,811,560 \$	20,821 69,247 117,219 3,488,424 \$:	25,261.651	20,821 69,247 1,138,745 \$ 34,279,320	280,945 35,000 1,077,542 \$ 7,053,288	29,619 39,301 66,113 \$ 3,462,580	146,410	310,564 74,301 1,290,065 \$ 38,171,883	86,714 88,997 1,069,913 \$ 7,024,428 \$	21,944 39,301 81,869 3,490,757 \$	28,230.188	108,658 128,298 1,151,782 \$ 38,710,037	99,004 88,997 1,049,228 \$ 7,048,720 \$	21,944 39,301 56,722	29,979.726	120,948 128,298 1,105,950 \$ 40,448,281	139,983 92,619 1,070,863 \$ 8,119,369 \$	23,400 40,841 87,173 3,484,238 \$	31,992.001	163,383 133,460 1,158,036 \$ 43,595,608	141,983 99,501 1,096,381 \$ 8,104,664 \$	23,691 41,454 82,596 3,532,103 \$	32,221.639	165,674 140,955 1,178,977 \$ 43,858,407	103,018 99,501 1,200,213 \$ 8,000,694 \$	23,691 41,454 130,936 3,478,499 \$ 3	31,668.364	126,709 140,955 1,331,149 \$ 43,147,557
Financial and Administrative Affa Comptroller			, , , , ,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,,,,,,		.,		, , , , , ,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		, 3,257			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	.,,	,	, , , , , ,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	.,, .,,				. , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,

Accounting Services Bursar & Student Fin Comptroller	\$ 125,300 \$ 57,900 539,400	143,104 210,304 255,486	\$ 268,404 268,204 794,886	\$ 164,656 106,500 583,085	\$ 147,743 189,353 317,163		\$ 312,399 295,853 900,248	\$ 164,656 \$ 106,500 743,674	150,114 215,568 361,748	\$ 314,770 322,068 1,105,422	\$ 164,656 179,508 737,574	\$ 152,756 126,378 375,996	\$ 317,4 305,8 1,113,5	16 189,98	9 147,140		336,626 337,129 119,796	\$ 173,285 \$ 192,778 740,716	162,843 125,424 376,449	\$ 336, 318, 1,117,	192,778	\$ 135,928 124,758 339,653	\$ 311,293 317,536 1,168,029
Physical Plant Building Services Campus Safety Grounds	\$ 46,200 \$ 49,450	1,073,008	\$ 1,119,208 414,199	\$ 48,048 51,181	\$ 1,114,068		\$ 1,162,116 374,392	\$ 48,048 \$ 59,431 51,181	1,120,807 22,776 345,509	\$ 1,168,855 82,207 396,690	\$ 48,048 59,431 51,181	\$ 1,119,414 47,736 437,237	\$ 1,167,4 107,1 488.4	7 63,73	2 49,941		213,397 113,673 532,287	\$ 52,088 \$ 64,732 56.592	1,185,107 50,669 508.643	\$ 1,237, 115, 565.	01 64,732	\$ 975,006 53,789 436,301	\$ 975,006 118,521 492.893
Operations & Maintenanc Physical Plant Admin Project Management	62,800 276,700	622,794 199,638	685,594 476,338	64,841 227,478	638,229 86,590		703,070 314,068	64,841 261,478	662,627	727,468 261,478	64,841 113,800 147,678	687,171 26,458	752,0 140,2 147,6	122,30	0 27,352		831,081 149,652 161,152	70,572 124,100 164,352	828,382 27,872	898, 151, 164,	72 124,100 52 175,352	818,419 27,872	898,991 151,972 175,352
REM Special Events University Police	45,900 34,000 57,700	107,765 752,697	45,900 141,765 810,397	82,412 120,331 59,431	310,399 770,475		82,412 430,730 829,906	82,412 120,331 53,000	313,519 862,653	82,412 433,850 915,653	82,412 157,771 53,000	267,801 796,976	82,4 425,5 849,9	2 166,16	9 296,214	4	89,442 462,383 927,663	90,642 169,414 106,796	329,991 964,233	90, 499, 1,071,	05 169,414	300,289 752,011	90,642 469,703 858,807
Purchasing & Gen Svcs Printing Services Purchasing Shipping & Receiving	\$ 36,225 \$ 177,440 40,248	110,074 48,901 135,220	\$ 146,299 226,341 175,468	\$ 39,252 181,184 41.655	\$ 113,902 54,184 139,068		\$ 153,154 235,368 180,723	\$ 39,252 \$ 186,184 41.655	113,902 47,507 139,068	153,154 233,691 180,723	\$ 39,252 186,184 41,655	\$ 113,902 47,507 139,068	\$ 153,11 233,61 180.73	11 201,53	4 53,310		160,582 254,844 187,479	\$ 43,692 \$ 165,359 45.082	120,765 54,100 145.164	\$ 164, 219, 190.	196,559	\$ 120,765 26,000 120,724	\$ 164,457 222,559 165.806
Human Resources Student Athletics	\$ 323,700 \$ \$ 1,192,422 \$ \$ 191,858	105,706 44,346	\$ 429,406 \$ 1,236,768 \$ 191,858	\$ 309,411 \$ 1,218,849	\$ 81,578 \$ 26,083		\$ 390,989 \$ 1,244,932 \$ 258,902	\$ 357,811 \$ \$ 1,285,849 \$ \$ 258,902	107,682 26,083	465,493	\$ 392,811 \$ 1,283,905	\$ 107,682 \$ 26,083	\$ 500,41 \$ 1,309,91 \$ 203,00	13 \$ 423,54 18 \$ 1,387,86	2 \$ 112,050 7 \$ 27,082	\$ 1,4	535,592 414,949 221,013		112,777	\$ 545, \$ 1,415, \$ 225,	74 \$ 425,947 07 \$ 1,352,101	\$ 81,681 \$ 27,498	\$ 507,628 \$ 1,379,599 \$ 311,622
TOTAL FINANCIAL & ADMINSTRATIVE AFFAIRS	\$ 3,257,243 \$	4,173,792 \$	- \$ 7,431,035		\$ 4,312,046 \$		\$ 7,869,262	\$ 3,925,205 \$	i 4,489,563 \$ -	\$ 8,414,768	\$ 4,006,707	\$ 4,472,165 \$	- \$ 8,478,8	2 \$ 4,303,19	9 \$ 4,745,541 \$	- \$ 9,0	048,740	\$ 4,306,126 \$	5,019,917 \$	- \$ 9,326,	43 \$ 4,439,722	\$ 4,340,694 \$	- \$ 8,780,416
Student Affairs and Enrollment	Management \$ 335.445 \$	72.301	\$ 407.746	\$ 388.425	\$ 51.376		\$ 439.801	\$ 374.785 \$	51.376	\$ 426.161	\$ 278.420	\$ 51.376	\$ 329.79	l6 \$ 276.25	1 \$ 53,705	s :	329.956	S 280.411 S	54.371	\$ 334.	82 \$ 255.343	\$ 54.995	\$ 310,338
Financial Aid Acad Couns & Career Svcs Acad Success Ctr	250,269 453,459 382,597	72,072 137,893 68.682	322,341 591,352 451,279	257,079 531,186	49,421 115,252		306,500 646.438	219,604 686.186	72,301 93.142	291,905 779.328	301,754 721.186	72,301 115.086	374,0: 836.2				370,341 882.310	307,612 694,719	26,811 97.802	334, 792.		49,691 73,674	359,030 630,476
Admissions Career Services Enrollment Management	305,866 101,500	206,160	512,026 101,500	308,684 160,908 282,078	212,698 48,100		521,382 209,008 282,078	350,214 160,908 300,089	223,606 48,100	573,820 209,008 300,089	359,069 154,466 300,089	210,857 48,100	569,93 202,56 300,06	6 387,13 6 217,31	5 214,953 1 38,324	6	602,088 255,635 324,062	393,034 206,783 275,371	204,173 38,792	597, 245, 275,	97 364,472 975 211,103	193,166 38,792	557,638 249,895
MAP Center Registrar Student Activities Student Information Systems	213,133 34,850	151,631	364,764 34,850	65,176 229,188	155,948		65,176 385,136	77,176 229,188 42,500	179,140	77,176 408,328 42,500	77,176 228,503 45,504	179,660	77,11 408,10 45,50	3 290,58	5 184,538		63,375 475,123 47,204	88,791 294,809 48,092	23,504 145,100	112, 439, 48,	09 323,929	23,504 121,721	185,091 445,650 50,096 202,871
Student Life Testing Services ODMA	42,000 331,406	56,597 91,811	98,597 423,217	85,650 73,996 617,000	45,822 66,976 114,109		131,472 140,972 731,109	111,645 73,996 579,011	23,462 44,824 92,165	135,107 118,820 671,176	90,000 73,996 611,061	23,462 55,796 92,165	113,4 129,7 703,2	79,58 712,94	5 56,274 0 142,522		128,219 135,859 855,462	172,738 83,603 664,087	58,106 47,237	172, 141, 711,	38 124,166 09 53,424 124 628,111	24,128 34,102 47,237	148,294 87,526 675,348
VCSA & EM TOTAL STUDENT AFFAIRS & ENROLLMENT MANAGEMENT	283,567 \$ 2,734,092 \$	857,147 \$	283,567 - \$ 3,591,239	145,512 \$ 3,144,882	\$ 859,702 \$		145,512 \$ 4,004,584	114,000 \$ 3,319,302 \$	828,116 \$ -	114,000 \$ 4,147,418	114,000 \$ 3,355,224	\$ 848,803 \$	- \$ 4,204,00				122,500 592,134	124,653 \$ 3,634,703 \$	695,896 \$	- \$ 4,330,		\$ 661,010 \$	139,611 - \$ 4,041,864
GRAND TOTAL	\$ 13,533,119 \$	8,762,211 \$ 25,261	1,651 \$ 47,274,666	\$ 11,910,469	\$ 8.917.467 \$ 2	27.656.015	\$ 52.041.167	\$ 16.117.274	9.072.953 \$ 28.230.1	88 \$ 53.385.079	\$ 16.231.593	\$ 9.013.437 \$ 29.97	9.726 \$ 55.224.7	6 \$ 18.250.16	1 \$ 9.396.006 \$ 31.992	2.001 \$ 59.6	638.167	\$ 18.319.834 \$	9.523.455 \$ 32.221	639 \$ 60.064.	28 \$ 17.717.650	\$ 8.743.087 \$ 3	1.668.364 \$ 58.129.101