

Minutes of the
Seventh Regular Meeting of the Seventeenth Senate
Indiana University-Purdue University Fort Wayne

March 16, 23, and 30, 1998

12:00 P.M., Kettler G46

Agenda

1. Call to order
2. Approval of the minutes of February 9, 1998
3. Acceptance of the agenda - S. Hollander
4. Reports of the Speakers of the Faculties
 - a. Purdue University - J. Hersberger
 - b. Indiana University - M. Downs
5. Report of the Presiding Officer - W. Frederick
6. Committee reports requiring action
 - a. Educational Policy Committee (Senate Document SD 97-11) - J. Silver
 - b. Faculty Affairs Committee (Senate Document SD 97-12) - M. Downs
 - c. Agenda Committee (Senate Document SD 97-13) - S. Hollander
 - d. Educational Policy Committee (Senate Document SD 97-14) - J. Silver
 - e. Student Affairs Committee (Senate Document SD 97-15) - P. Hamburger
 - f. Educational Policy Committee (Senate Document SD 97-16) - J. Silver
 - g. Indiana University Faculty Board of Review (Senate Document SD 97-17) - M. H. Thuente
 - h. University Resources Policy Committee (Senate Document SD 97-18) - D. Oberstar
 - i. University Resources Policy Committee (Senate Document SD 97-19) -M. Nusbaumer
 - j. University Resources Policy Committee (Senate Document SD 97-20) -R. Barrett
7. New business
8. Committee reports "for information only"
 - Agenda Committee (Senate Reference No. 97-14) - S. Hollander
9. The general good and welfare of the University
10. Adjournment*

Attachments:

["Academic Calendar for 2000-2001"](#) (SD 97-11)

["Amendments to Arts and Sciences Promotion and Tenure Procedures"](#) (amends SD 89-13) (SD 97-12)

["Procedures for Promotion and Tenure - School of Arts and Sciences"](#) (SD 89-13, as amended)

["Implementation of Senate Document SD 92-13, 'IPFW Policy Statement on Evaluation of Administrators'"](#)

(SD 97-13)

["Amendment of the Bylaws of the Fort Wayne Senate--Establishment of the Academic Advising](#)

[Subcommittee](#) (amends Senate Document SD 81-10)" (SD 97-14)
["Amendment of the IPFW Code of Student Rights, Responsibilities, and Conduct, Part III.B.4.d.12](#) (Amends SD 89-28)" (SD 97-15)
["Amendment of the Academic Regulations--English-as-a-Second-Language provisions](#) (supersedes Fort Wayne Senate Document SD 93-16)" (SD 97-16, as amended)
["Faculty Grievance Process"](#) (SD 97-17, as amended)
["Resolution on underfunding of IPFW"](#) (SD 97-18)
["Resolution on number of teaching faculty at IPFW"](#) (SD 97-19)
["Resolution concerning service fee issue"](#) (SD 97-20)
["Resolution on Indiana University Faculty Boards of Review"](#) (SD 97-27)
["Report of 1997-98 Indiana University Faculty Board of Review"](#) (SR No. 97-24)
["Administrative Response to the IU Faculty Board of Review Memorandum \(of February 26, 1998\) Concerning the IU Faculty Grievance Process"](#) (SR No. 97-25)

Presiding Officer: W. Frederick
Parliamentarian: J. Clausen
Sergeant-at-Arms: N. Younis
Secretary: B. Blauvelt

Session I

(March 16)

Senate Members Present:

S. Argast, V. Badii, R. Barrett, W. Branson, C. Champion, N. Cothorn, V. Craig, L. DeFonso, M. Downs, F. English, L. Fox, S. Frey-Ridgway, L. Graham, J. Grant, P. Hamburger, J. Haw, J. Hersberger, L. Hess, S. Hollander, M. Kimble, D. Legg, K. McDonald, M. Nusbaumer, D. Oberstar, D. Pfeffenberger, A. Pugh, D. Ross, J. Silver, J. Tankel, R. Tierney, A. Ushenko, D. Vasquez, J. Vollmer, M. Wartell, D. Weakley, J. Wilson, L. Wright-Bower

Senate Members Absent:

C. Aikman, R. Berger, F. Borelli, J. Brennan, V. Coufoudakis, R. Emery, C. Humphrey, A. Karim, B. Kingsbury, M. Lane, C. Leiserson, R. Manalis, A. Rassuli, D. Schmidt, M. H. Thuent

Faculty Members Present:

L. Balthaser, D. Bialik, G. Bullion, D. Chowdhury, T. Guthrie, G. Hickey, J. Jones, P. Lane, D. McCants, K. Murphey, M. O'Hear, A. Shupe, B. Steffy, D. Thuente, C. Truesdell

Visitors Present:

M. Aken, A. Alesia, D. Bezdon, J. Bowman, J. Brunts, J. Dahl, D. Middleton, A. Stein, B. Tyner

Acta

1. Call to order: J. Hersberger, with voice-challenged W. Frederick at his side, called the meeting to order at 12:07 p.m.

2. Approval of the minutes of February 9, 1998: The minutes were approved as distributed.

3. Acceptance of the agenda:

S. Hollander moved to approve the agenda as distributed.

The agenda was approved.

4. Reports of the Speakers of the Faculties:

a. Purdue University:

J. Hersberger: We have the new grievance policy for Purdue University. It is my understanding that there is substantial disagreement and unhappiness with that policy. If I'm wrong, so be it. I just would like to remind you that, if there is substantial unhappiness and disagreement, we have to do something. I would cast that out to Senators and faculty members for their input. I'll be meeting with the Purdue University Committee on Institutional Affairs to discuss a course of action.

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

5. Report of the Presiding Officer - W. Frederick: W. Frederick had no report.

6. Committee reports requiring action:

a. Educational Policy Committee (SD 97-11) - J. Silver:

J. Silver moved to approve SD 97-11 (Academic Calendar for 2000-2001).

Motion to approve passed unanimously.

b. Faculty Affairs Committee (SD 97-12) - M. Downs:

M. Downs moved to approve SD 97-12 (Amendments to Arts and Sciences Promotion and Tenure Procedures [amends SD 89-13]).

Motion to approve passed unanimously.

c. Agenda Committee (SD 97-13) - S. Hollander:

S. Hollander moved to approve SD 97-13 (Implementation of Senate Document SD 92-13, "IPFW Policy Statement on Evaluation of Administrators").

Motion to approve passed unanimously.

d. Educational Policy Committee (SD 97-14) - J. Silver:

J. Silver moved to approve SD 97-14 (Amendment of the Bylaws of the Fort Wayne Senate--Establishment of the Academic Advising Subcommittee [amends Senate Document SD 81-10]).

Motion to approve passed unanimously.

e. Student Affairs Committee (SD 97-15) - P. Hamburger:

P. Hamburger moved to approve SD 97-15 (Amendment of the IPFW Code of Student Rights, Responsibilities, and Conduct, Part III.B.4.d.12 [Amends SD 89-28]).

Motion to approve passed unanimously.

f. Educational Policy Committee (SD 97-16) - J. Silver:

J. Silver moved to approve SD 97-16 (Amendment of the Academic Regulations--English-as-a-Second-Language provisions [supersedes Fort Wayne Senate Document SD 93-16]).

S. Hollander moved to amend SD 97-16 by replacing paragraph two with the following: ESL students shall be admitted with the condition that they achieve appropriate competency levels in English composition. Second.

Motion to amend passed unanimously.

Motion to approve SD 97-16, as amended, passed unanimously.

g. Indiana University Faculty Board of Review (SD 97-17) - M. H. Thuente:

M. Nusbaumer moved to approve SD 97-17 (Faculty Grievance Process).

S. Hollander moved to postpone indefinitely. Second.

The meeting recessed at 1:15 until noon, Monday, March 23.

Session II

(March 23)

Senate Members Present:

S. Argast, V. Badii, R. Barrett, F. Borelli, W. Branson, J. Brennan, C. Champion, N. Cothorn, V. Coufoudakis, V. Craig, L. DeFonso, M. Downs, S. Frey-Ridgway, L. Graham, J. Grant, P. Hamburger, J. Haw, J. Hersberger, L. Hess, S. Hollander, A. Karim, M. Kimble, B. Kingsbury, M. Lane, D. Legg, C. Leiserson, K. McDonald, M. Nusbaumer, D. Oberstar, D. Pfeffenberger, A. Pugh, A. Rassuli, D. Ross, D. Schmidt, J. Tankel, M. H. Thuente, R. Tierney, A. Ushenko, J. Vollmer, M. Wartell, D. Weakley, J. Wilson, L. Wright-Bower

Senate Members Absent:

C. Aikman, R. Berger, R. Emery, F. English, L. Fox, C. Humphrey, R. Manalis, J. Silver, D. Vasquez

Representative from Medical Education: R. Sweazey

Faculty Members Present:

L. Balthaser, D. Bialik, G. Bullion, D. Chowdhury, T. Guthrie, G. Hickey, J. Jones, P. Lane, D. McCants, K. Murphey, A. Shupe, D. Simel, D. Thuente

Visitors Present:

M. Aken, A. Alesia, D. Bezdon, J. Bowman, J. Briggs, J. Brunts, A. Colbert, J. Dahl, N. Newell, J. Remak, A. Stein, B. Tyner

Acta

The meeting reconvened at 12:02 on March 23.

g. Indiana University Faculty Board of Review (SD 97-17) - M. H. Thuente:

A motion to postpone indefinitely was on the floor from the previous session.

Motion to postpone indefinitely failed on a show of hands.

M. Nusbaumer moved to amend SD 97-17 by deleting the report which was attached to the document. Second.

S. Hollander moved to amend the amendment by deleting the last "whereas" which refers to the report.

Motion to amend the amendment passed unanimously.

Motion to amend passed unanimously.

A. Ushenko moved to strike in the last paragraph the words "and cooperate in good faith with future."

Motion died for lack of a second.

Motion to approve SD 97-17, as amended, passed on a voice vote.

h. University Resources Policy Committee (Senate Document SD 97-18) - D. Oberstar:

D. Oberstar moved to approve SD 97-18 (Resolution on underfunding of IPFW).

Motion to approve passed unanimously.

i. University Resources Policy Committee (Senate Document SD 97-19) - M. Nusbaumer:

M. Nusbaumer moved to approve SD 97-19 (Resolution on number of teaching faculty at IPFW).

Motion to approve passed unanimously.

j. University Resources Policy Committee (Senate Document SD 97-20) - R. Barrett:

R. Barrett moved to approve SD 97-20 (Resolution concerning service fee issue).

Motion to approve passed unanimously.

7. New business:

M. Downs moved to approve the following resolution:

Resolved, That the Senate is confident that grievances currently being considered by the IPFW Indiana University Faculty Boards of Review will be decided fairly and according to due process. Second.

The meeting recessed at 1:15 p.m. until noon, Monday, March 30.

Session III

(March 30)

Senate Members Present:

C. Aikman, S. Argast, V. Badii, R. Barrett, C. Champion, N. Cothorn, V. Coufoudakis, L. DeFonso, M. Downs, R. Emery, F. English, S. Frey-Ridgway, J. Grant, P. Hamburger, J. Haw, L. Hess, S. Hollander, M. Kimble, C. Leiserson, K. McDonald, M. Nusbaumer, D. Ross, J. Silver, J. Tankel, R. Tierney, D. Vasquez, D. Weakley, J. Wilson, L. Wright-Bower

Senate Members Absent:

R. Berger, F. Borelli, W. Branson, J. Brennan, V. Craig, L. Fox, L. Graham, J. Hersberger, C. Humphrey, A. Karim, B. Kingsbury, M. Lane, D. Legg, R. Manalis, D. Oberstar, D. Pfeffenberger, A. Pugh, A. Rassuli, D. Schmidt, M. H. Thuente, A. Ushenko, J. Vollmer, M. Wartell,

Representative from Medical Education: R. Sweazey

Faculty Members Present: L. Balthaser, J. Jones, K. Murphey, D. Thuente

Visitors Present: J. Briggs, J. Brunts, J. Dahl

Acta

The meeting reconvened at 12:03 on March 30.

7. New business: The following motion was on the floor from the previous session.

Resolved, That the Senate is confident that grievances currently being considered by the IPFW Indiana University

Faculty Boards of Review will be decided fairly and according to due process. Second. (SD 97-2

Motion passed unanimously.

8. Committee reports "for information only": Agenda Committee (SR No. 97-14) - S. Hollander:

S. Hollander presented SR No. 97-14 (Items under Consideration in Senate Committees and Subcommittees)
for information only.

9. The general good and welfare of the University:

F. English: Various statistics and conclusions about numbers of employees and salaries were presented at the March 23 session of the Senate. Also, in that session, Professor Bullion reminded the Senate that these statistics and conclusions had not been discussed by the Budgetary Affairs Subcommittee (BAS) and that they were not a product of the BAS.

The Senate committee structure provides opportunities for appropriate analysis of data leading to this kind of discussion. If the BAS wishes to consider concerns about positions and salaries, the administration would be pleased to participate in the discussion.

I am requesting that the administrative response to the IU Faculty Board of Review's comments be attached to the Senate minutes.

W. Frederick: Is there any objection to the administrative response being attached to the minutes? This does not imply any endorsement by this body. It is for information only. Hearing none, so ordered (See SR No. 97-25).

M. Downs: Some action was taken last time in regard to that report. Could the chair refresh our memories as to what its status is right now?

W. Frederick: There was no disposition on the document, so by default it will be to the Presiding Officer for implementation. I have scheduled a meeting with the Chancellor tomorrow and we will include this document in our discussion. I guess we have the administrative response under general good and welfare. I will see if there is any further response from the administration regarding this document. It's not clear cut. If you would like to suggest a mechanism--

M. Downs: It seems to me that the reason that the administration would like its response attached is because it is the administration's understanding that the original report would be part of the minutes.

W. Frederick: Yes.

M. Downs: If that is the case I certainly have no objection. I do think it is important, though, for continuity and coherence, that both documents be attached.

W. Frederick: Are you referring to the report that we deleted from the document.

M. Downs: Yes.

W. Frederick: Then I will also order that that report be attached under general good and welfare (See SR No. 97-24). . . .

M. Downs: As I understand it, we are going to include both the report of the Indiana University Faculty Board of Review and the administrative response.

W. Frederick: Yes. Is there any objection? As I said, I am not clear as to what process we'll take as far as implementation of the document. It seems to be more a statement of philosophy and purpose than any substance that I can implement as Presiding Officer. I will do what I can.

M. Nusbaumer: What is the status of the motion passed at the Faculty Convocation regarding the establishment of an Ombudscommittee?

W. Frederick: The speakers and I have met with the Chancellor and I believe, at this time, we now have four names in common. I'm not sure all have been contacted. We have been keeping confidential our deliberations because of the sensitivity. We will bring those names to the Senate to vote on or to be endorsed by this body. Once again, the implementation of that resolution was not clear. It did say that the Senate and, indirectly, the leadership should work with the Chancellor. That was the process by which we proceeded.

M. Nusbaumer: When you say the leadership will bring names--names and then some sense of definition of this committee? I'm unclear here because I was assuming there would be some kind of formal committee recognition.

M. Downs: The names will be brought to the Senate for its approval. The definition as to what the committee will do, or what its procedures should be and what business it takes up, are left, currently, to the committee to determine for itself. If members of the Senate want to direct some other agency to develop rules and procedures and jurisdiction and so forth, it may, but now, given what was passed at the Convocation, the first step was to establish the committee.

W. Frederick: There was no enabling clause and no charge given to the committee. We found a common core of names--four names--and we are notifying the professors

involved and asking if they are willing to serve. By the time their names come to the Senate, they will have communicated their willingness to serve on the committee. Essentially, I guess, the best we can do is let them decide how to proceed. It seems that the first problem will be for them to decide how to proceed.

J. Wilson: I believe Professor D. Thuente would like to be given speaking privileges.

W. Frederick: Any objection?

R. Barrett: I object.

W. Frederick: If there is an objection from the body we will have to suspend the rules.

J. Wilson: I move that Professor Thuente be allowed to speak. Second.

Motion passed on a show of hands.

D. Thuente: I would like to respond to Vice Chancellor English. Preliminary versions of this have been presented very briefly to the BAS. The data that was presented has been responded to by the administration at the last Senate meeting as well. In fact, I have asked for supporting data from the administration this past week for their statistics. They have not been forthcoming at this point in time. Not only that, but back on February 10 I asked for data from the administration on the total salary and percentages as allocated to faculty, administration, and service. I have rephrased this question five times now and submitted it to the officer of public records. It has been refused and it has been refused in the following way: records that are inter-agency or inter-agency advisory are deliberative materials that are expressions of opinion, or are of a speculative nature and are communicated for the purpose of decision making, and are exempt from public disclosure. This is referring to Executive Memorandum C-2, page 3, item 6, number 6 and it states that the operative thing here is that in order to deny this information it has to be expressions of opinion or of a speculative nature. What we are hearing from the Vice Chancellor for Financial Affairs is that the total salary data on which the administration is basing their percentage increases for all of the categories across campus are expressions of opinion or of a speculative nature. I have submitted this with slightly different wording five different times. I have been given essentially the same answer every time. The Senate should be aware that I have made every effort to collaborate my data against anything that the administration has made available, and they have not been very forthcoming.

Also, in regard to something that I presented last time, I have gotten more information about the total number of administrators for 1997-98. It excludes faculty administrators--people who are listed on the faculty record--that are not voting faculty. They are not

visiting faculty; they are, in fact, administrators. The five that I put on the transparency last time were J. Clausen, P. Lane, D. Bialik, J. Violette, and K. Balthaser. Two additional names which I have since discovered from a memo I received from Jack Dahl are M. O'Hear and L. Balthaser. In addition, another IPFW community person, who is officially listed as an administrator, has been taken off the administrator list and included as faculty. So we end up with a total of eight administrators that are being charged to the faculty budget and are being charged to faculty raises. And this, in part, explains much of the discrepancy that was questioned last time in terms of why the data I presented is not exactly consistent with what the administration has presented. In fact, if one moves the administrators to the appropriate administrative category, the inconsistencies are largely eliminated.

R. Barrett: I have been informed that a faculty colleague targeted me in an inquiry under the Indiana access to public records law. He asked for information about my "supplement payments beyond official annual salary" from July 1, 1994 until the present. He has a legal right to request and receive this information, but collegiality is another issue. It is not illegal to enter a colleague's unlocked office and read everything in sight, but we do not expect such behavior of faculty members. It is not illegal to rifle through the campus mail that sits in a colleague's departmental mailbox, but I hope none of us does that. Much has been said during the last few weeks about alleged intimidation of faculty by administrators. I find attempts by faculty members to intimidate faculty members far more troublesome and far too common. I do not know the motives of the faculty member who requested the information about me, but such requests, while legal, cannot fail further to chill the campus climate. I sincerely hope we can return to the days of the recent past where all IPFW colleagues treat one another with respect.

C. Champion: You said you didn't know why this inquiry was initiated. I wondered who initiated the inquiry?

R. Barrett: Once the request was made, that request became a public document. I went down and requested it. I have that form with me. It shows that there were three IPFW employees targeted for this inquiry. I have no idea of the motives, but the colleague that did it was David J. Thuente.

J. Grant: Isn't the salary information public information? Aren't we a public institution and isn't that considered to be public information?

W. Frederick: This isn't a legal rendering, but any document audited by the State Board of Accounts is considered a public document....

R. Barrett: Probably an explanation about the documents that show up in the library would be a real benefit for everybody. We in BAS know this and last week you were presented with SD 97-19. We missed giving some praise to Tom Guthrie that is really needed. When one goes to the library what you get is not a list of faculty and their annual salaries. You do not get that. What you get is a snapshot. Purdue takes a pay period and what goes in the library is their name, code at the moment, and their gross pay on that pay

period. The problem is, if you were doing a Continuing Education course, or had grant money coming in, or Weekend College money coming in, that shows in that pay period gross pay. Now if you multiply that by 10 or 11 or 12, you get an inflated factor. Tom Guthrie spent an entire year going over 1996-97. We sent it to the University Resources Policy Committee (URPC). We took the 1992-93 data that was available to us. We did not massage that at all. It came back from URPC with a number of glaring errors. For example, the 1992-93 data did not list Joanne Lantz anywhere and she, of course, was Chancellor. Her salary or FTE were missing. We took it back to BAS. Norm Newell worked with Tom Guthrie. We redid the whole thing. We sent it back to URPC and it came here. BAS was looking at that new position in admissions and financial aid. We were really concerned that maybe that was brand new money. One of our members has pulled 1997-98 data and said it looks like it will have to be new money. Another member went over to the library and pulled the same data and noticed that Karl Zimmerman was not on that pay period. He had retired and was off pay; Marian still was on pay for whatever reason. We investigated and that new position is going to be paid from Karl Zimmerman's money. When you get that data from the library, as we have found out, you have to be very cautious how you deal with it because it can be full of misviews and errors.

D. Thuente: Are deliberations within committees subject to at least collegial restrictions in terms of providing and discussing information outside of those committees other than what is included in the minutes?

W. Frederick: I am not sure of your question.

D. Thuente: What I am hearing are discussions that are being incorrectly reported from the BAS that are not correct. I think it is inappropriate that my colleague on the BAS is reporting discussions incorrectly.

W. Frederick: Deliberations of committees do not proceed according to *Robert's Rules* as we do in here. That is so that there can be open discussion and examination of nearly all ideas. In the discussion that we are having presently we are dangerously close to reducing the argument ad hominem to personalities. I hear too many names being mentioned and I am uncomfortable with that. These minutes are verbatim and I want to maintain collegiality. I am not going to rule on whether it is appropriate collegially or not. I think we need to move away from this discussion.

D. Thuente: The data that was presented before it went to the URPC had been submitted to the Vice Chancellor's office back in February and perused by and, in fact, had been approved by the Vice Chancellor's office. Mistakes that were caught in the URPC had previously passed the Vice Chancellor for Academic Affairs office.

10. Adjournment: The meeting adjourned at 12:25 p.m.

Respectfully submitted,

Barbara L. Blauvelt
Secretary of the Faculty