

Minutes of the
First Regular Meeting of the Tenth Senate
Indiana University-Purdue University at Fort Wayne
September 10, 1990
Noon, Kettler G46

1. Call to order
2. Approval of the minutes of April 16 and 23, 1990
3. Acceptance of the agenda - J. Switzer
4. Reports of the Speakers of the Faculties
 Indiana University - M. Downs
5. Report of the Presiding Officer
6. Committee reports requiring action
 - a. Educational Policy Committee (Senate Document SD 90-1) - F. Kirchhoff
 - b. Agenda Committee (Senate Document SD 90-2) - J. Switzer
7. New business
8. Nominations and Elections Committee (Senate Reference No. 90-1) - A. Friedel
9. Committee reports "for information only"
10. The general good and welfare of the University
11. Adjournment

Senate Members Present:

M. Auburn, J. Blakemore, E. Blumenthal, F. Borelli, H. Broberg, B. Bulmahn, J. Carnaghi, P. Conn, D. Cox, V. Craig, M. Downs, S. Dhawale, J. Eichenauer, A. Finco, E. Foley, A. Friedel, J. Haw, N. Kelley, F. Kirchhoff, J. Klotz, J. Lutz, M. Mansfield, J. Meyers, R. Miers, R. Novak, D. Oberstar, J. Owen, S. Sarratore, J. Scherz, D. Schmidt, J. Silver, S. Skekloff, J. Smulkstys, J. Sunderman, J. Switzer, G. Szymanski, M. H. Thuente, W. Unsell, W. Walker, E. Waters

Senate Members Absent:

G. Bullion, A. Chatterjea, R. Hawley, A. Karim, D. Kruse, J. Lantz, J. Manzer, A. Shupe, K. Wakley

Presiding Officer: M. Downs/W. Frederick

Parliamentarian: S. Harroff

Sergeant-at-Arms: R. Barrett

Representative from Medical Education: D. Bell

Faculty Members Present: L. Balthaser, B. Bell, G. Bell, V. Coufoudakis, D. McCants, E. Messal, M. Souers

Visitors Present:

L. Brown, P. Brown, J. Creek, J. Dahl, M. Daley, J. Frisina, J. Grote, N. Newell, C. Pleak, S. Seely, S. Seyboldt, E. Snyder, V. von Frank, C. Walker

Attachments:

["Amendment to the Academic Regulations \(Senate Document SD 85-18\)--Clarification of procedures for dismissal and readmission"](#) (SD 90-1)

["Amendment to SD 88-24 \(School of Fine and Performing Arts: Election of Senators\)"](#) (SD 90-2)

["School of Fine and Performing Arts: Election of Senators"](#) (SD 88-24)

"Results of the Election of the Campus Appeals Board" (SR No. 90-1)

Acta

1. Call to order: M. Downs called the meeting to order at 12:03 p.m.
2. Approval of the minutes of April 16 and 23,1990: The minutes were approved as distributed.
3. Acceptance of the agenda :
J. Switzer moved acceptance of the agenda as distributed. Seconded.
Motion passed on a voice vote.
4. Reports of the Speakers of the Faculties:
 - a. Purdue University:

[There was no speaker of the Purdue University faculty at the time of this meeting.]
D. Schmidt gave the following report:

Beginning this August, the Purdue University Health Plan Task Force has been meeting to put together a 1990-91 health plan. Later this week there will be a Benefits Bulletin, sent to your home by Jim Ferguson of the Personnel Department, highlighting those items that will be included in our 1990-91 health-plan program. In addition, you will be sent a notice of a general meeting which will be held on Monday, 17 September. The time and place has yet to be determined: Just to whet your appetite a little bit to read that benefits package, I would like to point out a couple of major items that will be included: there will no longer be a mandatory second opinion required on surgery and there will be \$200.00 per person allowed for preventative medical office visits. Now if you have an office visit to maintain your health or have a general physical, that will be covered under the plan. Probably the most exciting portion of this is that we will now have vision coverage. You will be able to have eye exam_s and eye glasses covered under this program, both for you and for your dependents. .
 - b. Indiana University: M. Downs had no report.

5. Report of the Presiding Officer:

M. Downs: I am really sitting in today because Maynard Mansfield, who has been our Presiding Officer, has become a dean and is now a regular voting and speaking member of this assembly. The office of Presiding Officer is temporarily vacant and the order of succession indicates that I should preside until we have a replacement for Maynard. On my own behalf I would like to thank him for the years he spent as our speaker and for the fair, even-handed way in which he presided. I appreciated the measure of order he maintained in this assembly. [Applause]

I'd also like to thank Bob Barrett, who has stepped in today as sergeant-at-arms. I appreciate his help in making this meeting orderly. I would also like to introduce and thank Steve Harroff, who has been recruited by the Agenda Committee to serve as Parliamentarian. I hope while I'm here, Steve, I never have to ask you for advice, but I'm glad you're here. Each year during his tenure Maynard would ask that all the Senators--old and new--introduce themselves and identify the department or constituency they represent. I think that happened often enough that we can consider it a tradition. So, I'm going to ask that each of the regular members of the Senate introduce themselves and tell us who or what constituency they represent.

Another task of the temporary Presiding Officer is to give you an update on certain documents that have been passed by this body. Last spring we passed a document which replaced an older Senate Document: SD 82-8 Concerning Faculty Absences. The document was designated Senate Document SD 89-26. The Presiding Officer and Secretary of the Faculty sent this document to all department chairs, deans and directors. It stipulates the principles and practices governing faculty absences on this campus.. We also passed a resolution on the sale of complimentary textbooks, SD 89-27. This document was sent to all faculty. The Indiana University-Purdue University at Fort Wayne Code of Student Rights, Responsibilities and Conduct (SD 89-28) was sent to both Indiana and Purdue Universities. In Indiana University it was sent to Jim Pattersen who is a co-chair of the University Faculty Council Agenda Committee. The Presiding Officer should report to you that in the first edition of the student newspaper the new code was, printed in its entirety. It has been accepted by Indiana University and will apply to all Indiana University students on this campus this year. As the result of a hold up at Purdue University-West Lafayette, the older Purdue University Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals was also printed in this edition and will apply to the Purdue students on this campus. We now have twice as many codes as we used to have, which may or may not be progress.

I thought at this time I would take a small portion of the Presiding Officer's report and ask Vice Chancellor Borelli if he could give us an update on the progress concerning West Lafayette's treatment of the new student code of conduct and ethics.

F. Borelli: The code was reviewed by legal counsel for the Board of Trustees at Purdue and he made some suggestions that he felt we should implement in order to bring the code in line with his view of the law. I will take those suggestions back to the Student

Affairs Committee and, restate several of the suggestions which are in question and bring it back to this body this fall, I hope.

M. Downs: We also passed last spring a general policy statement regarding associate faculty stipends, SD 89-30; it was formerly Senate Reference No. 89-19. This document was sent to Chancellor Lantz with copies sent to Vice Chancellors Auburn and Carnaghi. It made reference to the feelings of this body concerning associate faculty stipends and outlined a set of principles which we felt should be applied.

Are there any questions regarding any of these items?

Shortly before this meeting I received a report from Art Friedel who is the chairman of the Senate Nominations and Elections Committee. He informed me that only one candidate had stepped forward for the position of Presiding Officer of this body. This means, I hope, that we won't need to hold an election. With that in mind, and if there is no complaint or opposition from this body, it would be appropriate if we introduced and welcomed this year's Presiding Officer of the Senate and allow him to take up his heavy responsibilities. That person, that candidate, the only candidate, is Bill Frederick from Computer Science. So, unless somebody stops me; I'm going to let Bill take over.

6. Committee reports requiring action:

a. Educational Policy Committee M 90-1) - F. Kirchhoff:

F. Kirchhoff moved to approve SD 90-1 (Amendment to the Academic Regulations [Senate Document SD 85-]:8)--Clarification of procedures for dismissal and readmission). Seconded.

Motion to approve passed on a voice vote.

b. Agenda Committee (SD 90-2) - J. Switzer:

J. Switzer moved to approve SD 90-2 (Amendment to SD 88-24 [School of Fine and Performing- Arts: Election of Senators]). Seconded.

Motion to approve passed on a voice vote.

7. New business:

A. Friedel conducted the election of the Campus Appeals Board. (see Senate Reference No. 90-1)

8. Committee reports "for information only":

There was nothing mentioned under this item.

9. The general good and welfare of the University:

M. Downs: There are two items which I want to call this body's attention to because they do affect the good and welfare of the university. One of them has gotten to be a tradition. And it's even more remarkable that it's become a tradition because it is in reference to something that has been underlined heavily as temporary. It is the temporary parking lot which usurps several hundred feet of choice shore line along the river. The faculty, on a number of occasions, has indicated its dissatisfaction with that lot, and I have spoken with John Carnaghi about it many times. I think that we are all aware that, although we may have thought it was a horrible idea when it was put in, this year, with the construction of the parking garage and other dislocations, it is, but only temporarily, a good idea. I'd like to see us make some progress in the future on this question and will advocate that we replace the space that we need there with a parking garage somewhere else. Parking garages offer this campus its best opportunity to develop an aesthetically-pleasing, environmentally-responsible approach to the parking problem. I would like to reiterate that I think that the temporary lot was not a good idea, but that it is necessary this year and will probably continue to be necessary until we can replace it with a parking garage. I am sure that others share this view and I think, perhaps, even without committing him to anything, John does too.

A second item is much more serious and has a greater impact on the good and welfare of the campus. As you know, on the Indiana University side the Faculty Board of Review handles grievances cases. Right now we have four differently constituted Faculty Boards of Review dealing with grievances that now number over two dozen. I have been a member of the Faculty Board of Review in the past when a heavy year would require that we look at one or two grievances. We could approach these in a leisurely and judicious manner and sometimes spend months in consideration. But the proliferation of cases, and what I consider to be the untoward delays that have taken place in cases pending from years past, yields four differently constituted Faculty Boards of Review; some left over from last year and involve people who have lives to get on with. Steve Hollander was the chair of one of these. He is now on sabbatical. His duties have moved now to Jerry Houseman who is not a member of this year's Faculty Board of Review, but is left on the Faculty Board of Review from the last year. I have received a large number of cases from four faculty concerning grievances. Another set of grievances from a faculty member require that Peter Iadicola chair the Faculty Board of Review, and that a replacement member be found. So we have four chairs, four different Faculty Boards of Review, and more than two dozen grievances that have been filed. Any case that comes before the Faculty Board of Review represents a breakdown in the kind of collegial process by which we settle many problems. When a problem comes to a Faculty Board of Review it takes a long time to deal with it, and it's going to take an incredibly long time to deal with this many grievances. I raise the point here because I think we are going to have to change the grievance system in order to see to it that the institution and individual faculty are well served, or we are going to have to ask faculty with grievances and the administration to work harder than they have to this point to settle those grievances. The Faculty Board of Review is supposed to be standby equipment, not a regular committee with regularly scheduled meetings. I think that justice delayed will not be good for the faculty member nor for the institution. If this procedure

bogs down and we are unable to complete our business this year, we might see a proliferation of Faculty Board of Review Chairs and Faculty Boards of Review. We are not in many ways overtaxed, but there is a limit on energy, attention and concentration. As a chair I assume a portion of the responsibility for these problems.

W. Frederick: Are you addressing these remarks, perhaps, to the Rules Committee?

M. Downs: I am addressing my remarks to people who are parties to the cases, administrators and faculty. I don't assess any blame for the delays, but note that they exist and that the number of cases and issues has increased to the point where I am beginning to despair that they can be handled with dispatch. If this happens, I certainly will come back with a proposal for the Rules Committee. -A new committee would meet all the time and move mountains of paper and deal with dozens of issues. What happens is that the people who can settle the grievances in the most efficient way--administrators and faculty--will lose control of that process. That's not good for anybody, but at least the work will get done.

A. Finco: On Aug. 22 I was at a TIAA-CREF Retirement Task Force meeting in West Lafayette. At this second meeting of the Task Force the transferability and cashability of our retirement program accumulations were discussed. Vice President and Treasurer Ford made a presentation at this meeting. He happens to also be a trustee of TIAA. Mr. Ford mentioned several new products that are available, a money market fund, a bond fund, and a social consciousness fund. He also noted that TIAA-CREF is discussing several other options including a real estate fund, an actively managed fund--which would be a growth fund (evidently CREF is only about 20% actually managed, almost -all of the rest is indexed to the S&P), an international fund, and the ability to transfer from TIAA to CREF (in ten annual steps). As you may know, at present you can transfer funds from CREF to TIAA but not from TIAA to CREF. Transferring funds from TIAA is a problem because TIAA divestiture has to be at par, which is not fair to those who remain in the fund. Also coming along is a long-term care product, not health insurance but a nursing home insurance program. It is a product designed to ensure long-term care.

Mr. Ford's philosophy on retirement programs, in case you don't know, is quite paternalistic. . . . He views the retirement program as one that guarantees income for life and feels that people often confuse retirement programs with savings programs. He notes that a Supplemental Retirement Annuity (SRA) is a savings program--something that an individual does above and beyond the retirement program.

In addition to the new product considerations, the Task Force is considering the questions of cashability and transferability. I personally am of the philosophy that a person should have as much freedom as possible to manage their money. However, there was at least a yellow light that went on for me when VP Ford discussed cashability. It seems that if cashability is permitted, your retirement money may be attached if you should get in debt, say as the result of expenses incurred due to serious health problems. I asked the committee to try to get legal counsel to see if we can understand what is possible or what the problem is. I . might add the Task Force plans to make every effort to keep the 6,000 Purdue TJAA

members informed of their deliberations and, I hope, go beyond informing to educating members about the different options that are available and the consequences of those actions, so that they can have input through their representatives to the task Force, in particular, as regards the cashability question which I mentioned could possibly lead to attachment. Evidently there is a strong "spend-thrift trust" legal concept that protects those funds now; If they are cashable, it may not and most likely will not, protect those funds for an individual in the future.

10. The meeting adjourned at 12:35 p.m.

Respectfully submitted,

Barbara L. Blauvelt
Secretary of the Faculty