

MINUTES
IUPUI FACULTY COUNCIL
SEPTEMBER 2, 1982
3:30 P.M., LAW SCHOOL, ROOM 116

Present: Vice President Glenn W. Irwin; Executive Dean Schaller; Deans: Beering, Bepko, Compton, East, Grossman, Kellum, McDonald, Otteson, Stonehill, Weber, Yovits; Assoc. Dean Nagy; Director Fischler. Professors: Aldo-Benson, Allmann, Beardshear, Besch, Boaz, Bowman, Brandt, Britton, Campbell, Carlley, Cecere, Cohen, Cournoyer, Cutshall, Deets, Doedens, Faris, Fife, Foegelle, Fredland, Goodwin, Hamburger, Harper, Hull, Hutton, Karlson, Keck, Leibman, Lindemann, Mannheimer, Minton, M. Mitchell, Mullen, Nelson, Palmer, Passo, Penna, Peva, Reed, Rothe, Salama, Sharp, Sidhu, Smith, Sondhi, Sparks, Toben, Tolle, Tubergen, VanAllen, Vermette, Wahlstrom, Wallihan, Wappner, Welker, Yokomoto, Yu, Yum, Zunt.

Alternates: Hugh Wolf for Howard D. Mehlinger; H. Oner Yurtseven for R. Bruce Renda; Phyllis Scherle for Clayton Baker.

Absent: Dean: Bonser; Director: Pierce. Professors: Appledorn, Aronoff, Beck, Biegel, Casebeer, Felten, Fleener, Graham, Hazer, Leapman, Lees, Lingeman, Maxwell, Miller, B. Mitchell, Mueller, Norton, Roeske, Roman, Weinberger, Wellman.

Visitors: Burdellis Carter, Student Services; Lillian Charleston, Student Services; Bill Chumley, Purchasing; Betsy Joyce, School of Nursing; Miriam Langsam, School of Liberal Arts; Neil Lantz, Administrative Affairs; Golam Mannan, Student Services; Joyce Martin, School of Nursing; Tom McCain, Sagamore Office; Charlotte Wright, IUPUI News Bureau.

Agenda Item 1
Acceptance of Agenda

VICE PRESIDENT IRWIN: Welcome to the 1982-83 academic year. It is good to see you back. The first order of our agenda is the 'Acceptance of the Agenda'. Is there a motion to accept the agenda? Second? Discussion? All in favor of the motion say "aye". Opposed? Motion carried.

Agenda Item 2
Memorial Resolution for John Jesseph (IUPUI Circular 100/82-83)

VICE PRESIDENT IRWIN: Next, we have a memorial resolution for John Jesseph. Catherine Palmer will read it. [Professor Palmer read the memorial resolution and a moment of silence followed.]

Agenda Item 3
Memorial Resolution for Lewis Wagner (IUPUI Circular 101/82-83)

VICE PRESIDENT IRWIN: We have another memorial resolution for Lewis Wagner. James Peva will read it. [Professor Peva read the memorial resolution and a moment of silence followed.]

Agenda Item 4
Approval of Minutes - May 6, 1982

VICE PRESIDENT IRWIN: The next order of business is the approval of the minutes of our last meeting - May 6, 1982. Is there a motion to approve? Discussion? All in favor of the motion say "aye". Opposed, same sign.

Agenda Item 5
Presiding Officer's Business

VICE PRESIDENT IRWIN: I have a few items that I would like to discuss this afternoon. We have preliminary enrollment data. This is data collected by the end of late registration. At this point, it would appear that our headcount will be down by perhaps 150 or 160 students. The credit hours taken by the students increased about .7 percent over last year. If this holds, that means that the budget has been made because the budget was prepared on the basis that there would be no increase in credit hours. As many of you will remember, this campus has averaged an increase in enrollment of around 4 to 5 percent per year except for 1978. In general, we feel that, when the economy goes down, the enrollment goes up, but today's figures might mean that the students are running out of money. We anticipate about the same amount of student aid

this year as we had last year and that totalled 23 million dollars. Fifteen million dollars of that, or 65 percent, was loans of various sorts to students and 4 million dollars of that amount, or 15 percent, represented work study or employment at the university. Unfortunately, the guidelines from Washington on several of the major grants were delayed and, in one instance, for one grant there were 4,000 of our students eligible but only 800 of them had been notified of that eligibility at the time of registration. The difficulty in changing of guidelines may have affected our enrollment. Hopefully, when drop and add comes through, we will at least hold where we are if not increase somewhat.

Last Monday night the Trustees of Indiana University met here and approved the 1983-85 Operating Budget Request which has been sent to the Commission on Higher Education and the budget agency. (A portion of this request is attached. (Circular 102/82-83). I don't intend to go through it line by line, but I would like to tell you a little bit about how the budget is developed. First of all, the budget assumes an increase for personnel of 6 percent each of the two years of the biennium and also a 6 percent increase for supplies and expense each of the two years. This is the best guide that we have from our School of Business and other economists that the inflation will be around 6 percent. In addition to the 6 percent for inflation, there are items that will take care of our staff benefits which have gone up significantly since the last year and the utilities. These are classified as unavoidable. There is a significant item for additional student financial aid. Other items in the budget include new degrees. Many of these are in Nursing, but they are across the board. Not all new degrees are in this budget because some of them have not yet been passed by the Trustees. We hope and assume they will be approved between now and December. They will be added as an addendum to the budget. There is an item in the budget for academic equipment replacement. This is a new item from the standpoint of the commission and it is based on a commission formula. In addition, we are requesting restoration of some serious mistakes in the budget for this current year. For example, a million one plus mistake was made in estimating income from medical student fees. We are asking that that be corrected for this year and carried forward the following year. There are also substantial increases that we feel are due the university for capitation in all of the health professions that were not forthcoming for the current year.

The budget is based on the principle that there will be no increase in student fees. That may not hold, but the Trustees and the Administration felt that this was a matter for Trustee decision and not decisions of perhaps the level of the HEC or the budget committee. For the last several biennia, however, the budget committee and the commission have, in a sense, set our fees and based their budget upon our fees. For example, the year we are in, the University had less appropriation from the state than it did in the previous year. It was for this reason that rather substantial fee increases were necessary this year to put together a reasonable budget. In general, this budget represents an increase of less than 20 percent in new dollars for the two years of the biennium. I am sure, that I will have additional information to bring to you about the budget request which will be before the Indiana General Assembly in January 1983.

DEAN YOVITS: One question on the first page where it says 'Indiana University' -- on these degree programs - Computer Science, Computer Technology, is this all for Indianapolis or is it for the system?

VICE PRESIDENT IRWIN: This is for this system and your school will share a portion of it.

Just a few words about the facilities. Currently, we have no new facilities under construction other than the Ronald McDonald House. Our first priority in the 83-85 request is an item for a Clinical Research Center which has been in that request for several bienniums. We anticipate a movement of a major addition to the Riley Children's Hospital during the next few years. This will bring this key Children's Hospital certainly into the forefront in the nation as a facility for children. At this point in time, we don't know how our capital or our operating budget will be treated by the Indiana General Assembly. If you read the newspapers and listen to the TV, it is obviously a period of fiscal austerity at the state level and it is not likely that the economy will be sufficiently turned around by February, March or April of 1983 that the state will see a lot of new dollars. We will have to promote the case for higher education in Indiana this year. So far as what the students pay for their education at a public university such as ours, they now pay almost one-third of the costs. A few years ago that was only about 25 percent of the total costs. The state of Indiana has been slipping so far in its care of higher education that this case must be made.

We have some important dedications coming up and I assume you will read about this in several areas. This coming week, September 8, at 11:00 a.m. we will have the official dedication of the Education/Social Work Building. That will be held out in, what I call, Courtyard II, which is south of the main library unless it rains and then, I assume, it will be in the building otherwise. Then, on October 4 at 11:00 a.m. we will have the official dedication of the Physical Education Building, the Natatorium, and the new Track. [Indiana University School of Physical Education/Natatorium Building, the Indiana University Track & Field Stadium - Indianapolis, and the Indiana University Athletic Fields - Indianapolis] That will be held in the Track, unless it's raining in which case it will be held in the gymnasium of the Physical Education facility. I hope you can attend those two important ceremonies.

Now, I would like to call on Howard Schaller for a moment to discuss a couple of items. One is a payroll matter and I would like for him to cover the highlights of some new programs which will appear on this

campus this year.

EXECUTIVE DEAN SCHALLER: I had some faculty members express concern about the change in pay dates this year. Particularly, some concern about the late notification of the change in the May pay date. It was to be on May 3. Let me remind you, first of all, the reason for the change in the pay dates. If you will recall, faculty members had been paid in December, that is before January 1, I guess, for a long time in the Indiana University system. This was then changed last year to take advantage of the Tax Reform Act which permitted the University to change its payroll accounting procedures and pay that after the first of the year and then last year your W2 Forms really reported one less paycheck. Of course, that had a tax advantage last year. The agreement with the Internal Revenue Service, as a part of that, what they required was that henceforth all paychecks would be paid on the first day of the month, of if that happened to fall on a Saturday, Sunday, or a holiday, the first working day after. The reason for the change in the pay dates was simply to conform with the Internal Revenue Service regulations in order that the University could take advantage of that 'windfall' for the faculty.

We have received an objection from a faculty member, who was informed of the May 3 pay date on April 6 and who expressed concern about the lateness of notification. The facts are that on February 26, Don Gilliatt wrote to all units giving the pay dates for the year and in that communication notified the units that the May pay date would be on May 3. Now, why this communication failed to reach this person and some others in the unit, is something I am unable to explain. I would like for the record to show that the Payroll Office had informed everybody about this change in pay dates. For the record, I would also like to say that, for the remainder of the year, for twelve-pay faculty the pay dates will all be on the first of each month. When we get to 1983, it will be on January 3. For ten-pay faculty the same will be true except for new faculty who, as usual, will get their first check on September 15. Everything should be the same as it always was up until the end of the year the paycheck, due in January, will come on January 3. That is the reason why pay dates were changed and that is some information for you with respect to notification and timing.

The second matter that Vice President Irwin has asked me to discuss are new degree programs. We have two that are coming toward the top of the approval process. The BA in Art History, proposed by the Herron School, has cleared the Board of Trustees and is scheduled to go to the Higher Education Commission in September. It's a program that we are very pleased about because we think it enriches the offerings on this campus. Dean Weber and his staff had a great deal of information indicating a strong interest on this and I think it has a little bonus in that it is another program and effort which will further integrate the Herron School into the University since it does relate on other units. It also is a program that is going to relate the Herron School to some of the agencies, particularly the museum in the community. We are hopeful that it will be passed by the Commission and funded by the Legislature.

A second program is the new Masters degree in Geology to be offered by the School of Science. Geology, as you probably know, is in the School of Science, but is an IU mission. It is scheduled to go to the Trustees at their September 10th meeting. We hope that it will pass there and, of course, the next step will be to take it to the Higher Education Commission. Those are two degree proposals that are nearing the top.

There are two program developments in the School of Business that I would like to report to you since they represent significant changes, but they are not new degrees and, therefore, are not involved in the approval process. For many years the School of Business has had a Ph.D. in Business on the books and available and also a Ph.D. in Business and Economics. For a number of reasons the Business School never really activated the Ph.D. in Business and rather than that, emphasized the DBA degree. Recently, many of the schools having a DBA degree have dropped them and I think Dean Otteson would tell you that Harvard and Indiana University are the only major schools left with a DBA degree of any prominence. The DBA degree is not in any trouble but it was felt that we might as well conform to this trend. The Graduate Council has approved activating the Ph.D. in Business. There won't be any development of any kind soon other than the statistics will begin to change and you will begin to see a lot more Ph.Ds in Business and probably a corresponding drop in the number of DBAs.

A second development in the School of Business is the addition of what is called the 'Executive MBA Degree'. Again, not a new degree since the Business School has been awarding MBA degrees for many years now. This is a new delivery system which will bring the MBA degree to a different group of executives. The typical applicant should be someone with ten years of significant business experience, probably nearing a Vice-Presidency; somebody whom the company is willing to invest a substantial amount of resources in. They will go through a general program in management training which will include the usual business topics that have things like the business environment and training people for top management responsibilities. The University of Chicago started the first one of these 40 years ago. A number of schools have adopted them. There has been considerable interest in this from this community, but the Business School elected not to start this until the MBA degree in the Indianapolis location was built up and in a little better shape. We figures it is now in a little better shape and we can start this program. I believe that the Business School will be announcing this in October and, hopefully, the first students will register in the program next September. It will have some residential work that will be carried on in Bloomington and it will then

have weekend work that will be carried on here in Indianapolis. The degree will serve primarily Central Indiana but we are reasonably sure that it will attract executives from other locations in the state.

VICE PRESIDENT IRWIN: Thank you, Howard. I would like to call on Carol Nathan to give you an update on the forthcoming North Central Accreditation visit.

DEAN NATHAN: Accreditation requires a self-study document. The following is the procedure that we followed to organize the Self-Study which has been going on for over a year. Many of you probably have been involved with that. The Self-Study document includes sections on:

The Institution
Students
Educational Programs
Libraries
Learning Resources
Research and Sponsored Programs
Special Programs
Financial Resources
Administrative Services

The Self-Study document is a result of input from faculty, staff, students and administrators and involves reviews throughout the institution. I have the third galley proof here in my notebook and, if anybody would like to see it, I will put it on the table for you to look at on your way out.

The following is a time table of the accreditation. The fifth item from the bottom states: 'Submit Self-Study Report to NCA September 1982' -- we are going to make that deadline and we will have the book to the NCA sometime in the middle of this month.

Name School Representatives for Self-Study Process	April 1981
Meet With School Representatives	May 1981
Preparation of Information, Guidelines and Materials	Summer 1981
Meet With Those Responsible for Reports	September 1981
Self-Study Process	Fall 1981
Meet With Institutional Data Sub-Committee	November 1981
All Reports Due From Units	January 1, 1982
Review, Revision and Editing	January-March 1982
Re-review By Units	February-March 1982
Draft Self-Study Report	April 1, 1982
Administrative Review	April 1982
Revisions if Necessary	May 1982
Final Self-Study Report Complete	June 1, 1982
Printing and Production of Self-Study Report	Summer 1982
Submit Self-Study Report to NCA	September 1982
Prepare Institutional Data Forms	August-September 1982
Submit Institutional Data Forms to NCA	October 1982
Pre-Visit By Team Chairman	October 1982
Site Visit	November 8-10, 1982

The following is the composition of the team.

Dr. Jerry B. Poe, Chairman
Professor of Finance & Chairperson
Arizona State University
College of Business Administration
Tempe, Arizona

Dr. Jean C. Aldag
Associate Dean
University of Illinois
Peoria School of Medicine
Peoria, Illinois

Dr. Robert S. Bader
Dean of College of Arts & Sciences
University of Missouri-St. Louis
St. Louis, Missouri

Dr. William E. Hogan II
Associate Executive Vice Chancellor & Professor
Electrical Engineering Department
University of Kansas
Lawrence, Kansas

Dr. John T. Gullahorn
Professor
Michigan State University
East Lansing, Michigan

Dr. Otto E. Bauer
Vice Chancellor for Academic Affairs
University of Nebraska-Omaha
Omaha, Nebraska

Dr. Albert J. Kuhn
Professor of English Department
Ohio State University

Dr. Margaret N. Bogan
Faculty/Program Development
University of Phoenix
Phoenix, Arizona

Dr. Salvatore G. Rotella
President, Loop and City-Wide Colleges
Chicago, Illinois

Dr. Fred Taylor
Chancellor
University of Arkansas at Montesecco

The following is a summary of what happens when the team comes. A few points which I will highlight are-- when the team arrives, they will meet with the Chief Executive Officer and designated staff at which time a final schedule will be put together. The schedule for the team will be devised before that but there are some changes that may have to be made at the last minute. The kinds of people that will be seen by the team members at their will and at our suggestion are listed below. Just about anyone who works here or is a student here may be seen. An exit interview happens on the third day and at that time an unofficial report is given before it is submitted to the North Central Association.

CONDUCT OF THE VISIT

- Team Receives The Institution Self-Study and Data
- Tentative Schedule Established Before the Visit
- Team Arrives the Evening Before the Visit
- Team Meets with Chief Executive Officer and Designated Staff
- Team Members May Meet With Any of the Following:

- Administrative Officers
- Faculty/Librarians
- Students
- Dean of Students
- Department Heads
- Director of Learning Resources
- Other Staff

- Exit Interview: Usually the afternoon of the third day

- Meeting with the Chief Executive Officer and designated staff for review of the team's findings on institution strengths and areas of concern.

The following is what happens after the visit. Again, to highlight--a draft report will be sent back to us about four weeks after the visit. That will be our first official notice of the actions in writing. We are expected to send factual corrections, etc., to that and then it goes back to the various review committees. Eventually, our Chief Executive Officer is notified of the decision. There is time for any reconsideration desired to be requested.

FOLLOW-UP VISIT

- Draft Report of Team Is Submitted to NCA
- Draft Report Sent to Institution for Corrections of Errors of Fact (Approximately 4 weeks after visit)
- Final Report Prepared by Team Chairman
- Report Reviewed by NCA Review Committee (The Chief Executive Officer May Meet With the Review Committee)
- Review Committee Recommends Action
- Recommendation Reviewed By Executive Board of the Commission
- Forwarded to the Commission for Final Action
- Chief Executive Officer is Notified Of Decision
- Request for Reconsideration May be Made Within 30 Days

Possible actions which the North Central Accreditation group takes are:

1. Grant accreditation status
2. Grant accreditation status with conditions
3. Deny accreditation
4. Defer action for specific reasons stated

PROF. FREDLAND: Who is being accredited?

DEAN NATHAN: IUPUI campus. It is a campus-specific accreditation. Various schools have their own accreditations. Those accreditation documents will be briefly reviewed by the North Central team, but this is a campus accreditation.

PROF. FREDLAND: Is the Exit Interview closed?

VICE PRESIDENT IRWIN: I don't know. It's often open with some accrediting bodies but I think it's up to the committee. We can find out about that. Thank you, Carol.

Agenda Item 6
Executive Committee Report

VICE PRESIDENT IRWIN: Next we have the Executive Committee Report.

PROF. SHARP: Thank you, Glenn. I can see the Executive Committee has already over-scheduled the agenda today. I will try to be brief.

For those new Faculty Council members, I want to point out that I have a Secretary and the young lady on your left is Bernice Chumley and she is the Secretary's secretary. I want you to be aware of her and, if you get into problems or have any questions on the Faculty Council, she is the one who has the answers. Her telephone number is 2215. If, by chance, she cannot answer your question, I am around and you can reach me on the same number. I will be happy to try to respond to any questions you might have regarding the Faculty Council.

We have distributed a handout concerning the IUPUI Faculty Council to the Council [copies will be distributed to the faculty]. I composed this booklet this summer from the documents that we distributed throughout the year. I feel that the faculty could use a single document that contains important information on the IUPUI Faculty Council. I hope that, if you find that you need information concerning the Council, you will find it in this document. If it is not in here and there is information that you would like to see in this document, please let me know. I suspect that in the future we will be updating this and I am interested in the information that will benefit you. Please hold onto this document to get the information you need.

On the first page of the document is the Table of Contents. The information that I perceive you will need the most is the Membership of the Faculty Council, Committees of the Faculty Council and the calendars. The Constitution, Bylaws and Procedures follow. The annual reports of the standing committees are included. Also, there are two new sections this year -- the projects for the standing committees and the faculty organizations. I think you will find that there is a lot of information in this document that will be of help to you.

I have made up enough copies for the Faculty Council and for the new members of the faculty so they can be provided all the information that I think they will need. We will go through this in more detail in a couple of minutes. We have tried to correct a lot of the errors, but I know there are errors that remain. As you page through it, you will find some errors. If you do find errors, please notify us either by calling Bernice on 2215 or by letting me know after the meeting. We hope to submit these documents to printing by the first of next week to be distributed to all of the faculty, possibly without the Constitution & Bylaws since they take up quite a few pages.

I'll go through the document, especially the new addition. In the first section there are three different types of rosters. The first roster, which you are familiar with, is by election term; the second roster is an alphabetical roster; and the third is a school roster. Telephone numbers and addresses are added to the alphabetical roster. The following pages are the IUPUI Faculty Council committees. I don't think that there is much that is new on that, except, as I pointed out last year, we added secretaries to the standing committees. Next, are the calendars which include the Executive Committee calendar, the IUPUI Faculty Council calendar, University Faculty Council calendar and the Board of Trustees calendar. There is a flow chart of the elections in 1983.

The Constitution & Bylaws are also in there. They have been updated with all the changes that were made last year. The Chairman of the Constitution & Bylaws Committee has been very diligent and has tried to

improve upon their format. I hope that you will find this format better as far as getting the information you might need. There is a page on IUPUI Faculty Council procedures. I usually go through these in some detail, but I will not because of time. I will encourage the new members to review this. This has to do with the procedures concerning signing in, nameplates, etc. The Executive Committee normally meets twice a month - once three weeks preceeding the Faculty Council meeting. We set the agenda at that meeting. The Executive Committee meets again one week before the Faculty Council meeting. We review the Faculty Council meeting and any other issues that need to be looked at. The following pages are the standing committee reports. There are two sections left which are new. They are the IUPUI Faculty Council projects and the IUPUI Faculty organizations. Last spring I announced that I wanted to get the standing committee operating as early as possible and in better shape this year. Therefore, the Executive Committee, as well as the standing committee chairmen, have been meeting to consider possible projects for this year. As a result, we have formulated what we consider an initial list of projects. They are not particularly what the standing committees will be taking up, but they are issues which we would like for them to review. I have asked the chairmen and the standing committees to convene a meeting during the month of September to review this list to add, delete, modify, edit, change, at least provide us the issues the standing committees will be considering this year. They are to report on the issues that the standing committees will be taking up by the first of October. I will publish this list in the October minutes in order that all the faculty can be aware of the issues the Faculty Council standing committees are at least considering this year.

The last page, page 51, is the Faculty Organizations of the IUPUI schools. I think there is a desire on this campus to get to know the organizations of other units. There are significant differences between the schools. I have listed the deans as well as a Faculty Leader who is a non-administrative faculty member. The faculty leader can have quite a different responsibility in the different schools. They may be called a presiding officer who presides over the organization, they may be an agenda committee chairperson, or they may be a secretary who takes minutes. That varies from school to school.

Agenda Item 7
Old Business

VICE PRESIDENT IRWIN: Thank you, Kent. Does anyone have any old business? [None]

Agenda Item 8
New Business

VICE PRESIDENT IRWIN: Does anyone have any new business? [None]

Agenda Item 9
New Student Orientation Program

VICE PRESIDENT IRWIN: We will now turn the program over to Golam Mannan to talk about the New Student Orientation Program.

DEAN MANNAN: Thank you, Dr. Irwin. We have always believed that orientation is a very important activity for freshman students and I hope you share that belief. We try every year to convince our freshman students to come before their school starts. We use all kinds of tricks and tactics. We still have a long way to go. This year we sent 4,428 letters out to our freshman students and we convinced only 1,211 students to come - 29 percent. We sent out personalized invitations with a letter from Dr. Irwin this year. We also tried a new program which we call 'rolling orientation'. It consisted of an orientation for small groups on several days - we had seven days and seven sessions. We are hoping that next year, in cooperation with the Recruitment and Retention Committee and the Placement Testing Committee, we will have a sequence of orientation, placement testing, advising, and processing in a way that all freshman students who come to an orientation session and a placement testing in English and math before they are advised. It will take a lot of work and with your cooperation we hope it will work. In an earlier Faculty Council meeting, Dick Fredland asked the question, "Would there be an improvement in our academic advising system?" I hope so. I think that this information would be given to their academic advisors and hope that they would be better able to advise the students. This year the students, after their registration was over, saw a slide presentation, kind of a 'fast tour' of the campus. I hope that you would like to see that fast tour slide presentation. It is different. There are some imposters in it but they did a fantastic job of acting and the basic theme of that slide presentation is "What should be the theme of higher education? If you don't know, ask!" There were small groups where the students were encouraged to ask questions and share their concerns and a special presentation on financial aid which is a very important concern. The group leaders are all professionals who volunteered their time. We had an evaluation from the students. I will simply read the last one, "It was more than I expected. I wish I would have gone through this before registering for classes. It lost me." Thank you very much. If you have any questions, my colleagues, Burdellis Carter and Lillian Charleston, who really handled this whole thing, are here and will be glad to answer any questions.

STEVEN MANNHEIMER: What exactly does 'it lost me' mean?

DEAN MANNAN: The registration process lost him. That means that he was really lost in the registration process. Registration is a new process and for the new student, it can be really scary. What the orientation does, in a sense, it relaxes the student a little bit, answers some of his questions and concerns.

DEAN YOVITS: Is there any way in which the schools can tie into this orientation and pick up our own students?

DEAN MANNAN: This is one of our concerns. We hope that in the new testing, orientation process, we would have some answers to that question.

MIKE SCOTT: Ladies and gentlemen, I want to say one thing. Before you view this program, realize that it is not going to be a typical university relations program. It demonstrates the attitudes the students should take more of -- where can I find the answers to my questions -- rather than giving them all of the answers right there. Also, we wanted to say, on behalf of Instructional Media, this type of program can be used for different academic units--not only as a program design for a public relations school such as this, but also it can be used as a program to demonstrate high technology situations such as the Chemistry department. If you have any questions as to how we produced this program -- how we wrote the script, or how it might be applicable to your particular area, please get in contact with Mr. Mikesell.

[Slide show shown]

VICE PRESIDENT IRWIN: Thank you very much, Golam.

Agenda Item 10

General Good and Welfare of the University

PROF. SHARP: Last year I added this as an item for the faculty to allow them to express themselves to the Faculty Council when we have the time to do that. Today, we are running short of time and don't have that time. I borrowed this from the Fort Wayne Faculty Council. They had some interesting discussions and subjects brought up there and I wanted you to be aware that that's what this is for. If you have issues or items, this is one way in which you can express them.

Agenda Item 11

Adjournment

VICE PRESIDENT IRWIN: The meeting is adjourned.


Kent Sharp, Secretary

SUMMARY
IUPUI FACULTY COUNCIL MEETING
~~NOVEMBER 4~~, 1982

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MINUTES
IUPUI FACULTY COUNCIL
OCTOBER 7, 1982
3:30 P.M., LAW SCHOOL, ROOM 116

Present: Deans: Beering, Bepko, Compton, Grossman, Kellum, Renda, Weber, Yovits. Associate Dean Nagy; Directors: Fischler, Pierce. Professors: Allmann, Appledorn, Beardshear, Beck, Besch, Biegel, Britton, Casebeer, Cecere, Cohen, Cutshall, Deets, Doedens, Felten, Fife, Foegelle, Fredland, Graham, Goodwin, Hamburger, Hazer, Hutten, Hutton, Karlson, Keck, Lees, Leibman, Lingemann, Mannheimer, Maxwell, Minton, Mullen, Nelson, Norton, Palmer, Penna, Peva, Reed, Salama, Sharp, Sidhu, Smith, Sondhi, Toben, Tubergen, VanAllen, Vermette, Wahlstrom, Weinberger, Wellman, Yu, Zunt.

Alternates: Carl Fuller for Sally Bowman; Teresa J. Smith for Charlotte Carley; Miriam Langsam for James East; Michael R. Curtis for Ralph E. McDonald; Hugh A. Wolf for Howard D. Mehlinger; Georgia B. Miller for Schuyler F. Otteson; Gerald Zimmerman for Carl Rothe; V. A. Chalian for Marie Sparks; Jean Gnat for Kathy Welker.

Absent: Vice President Glenn W. Irwin; Executive Dean Schaller. Deans: Bonser, Stonehill. Professors: Aldo-Benson, Aronoff, Baker, Boaz, Campbell, Cournoyer, Faris, Fleener, Harper, Hull, Leapman, Lindemann, B. Mitchell, M. Mitchell, Brandt, Wappner, Passo, Roeske, Roman, Tolle, Wallihan, Yokomoto, Yum.

Visitors: Carol Nathan, Assistant Dean of the Faculties.

DEAN NAGY: Good afternoon. Dr. Irwin is in Bloomington this afternoon taking part in the day-long ceremonies that are connected with the dedication ceremonies of the School of Business building and the School of Public & Environmental Affairs. Dean Schaller is at the Columbus Campus this afternoon so I will pinch-hit for Dr. Irwin.

Dr. Irwin returned to work this week for the first time since his hospitalization. You'll be happy to know that he is recovering very well from his surgery.

Agenda Item 1
Acceptance of Agenda

DEAN NAGY: The first item is the 'Acceptance of the Agenda'. Is there a motion? [Moved and seconded] Is there any discussion? All in favor say 'aye'; opposed? Motion carried.

Agenda Item 2
Approval of Minutes - September 2, 1982

DEAN NAGY: The second item is the approval of the minutes of the meeting of September 2, 1982. Is there a motion to approve? [Moved and seconded]

DEAN PIERCE: I was listed as an absentee for that meeting. I attended the meeting but forgot to sign in.

PROF. SHARP: I want to remind the Council that there is a sign-in sheet on the table which we use to record your presence. There were several individuals from the last meeting who did not sign in and therefore were marked absent. I request that you sign in every meeting.

PROF. HUTTEN: Would you add my name also? I attended the meeting and was also shown as absent.

PROF. FREDLAND: I was credited with asking a question regarding the 'exit interview being closed' and Walt Foegelle just told me that it was his question. It was such a good question, he wants credit for it.

DEAN NAGY: All of those in favor of approving the minutes of September 2 with these changes, please indicate by saying 'aye'. Any opposed? [None] Motion carried.

Agenda Item 3
Presiding Officer's Business

DEAN NAGY: I have two items to report this afternoon. The first is the official enrollment report for Indiana University and for this campus. [IUPUI Circular 103/82-83] This data was released this week from the President's Office. The total enrollment of the entire system is slightly up from last year. We are up by a total of 188 students in headcount and about 6500 credit hours in the system. As you recall last year, Indiana University reached a record enrollment so that this represents another record. The IUPUI campus is at about the same level as last year. We are slightly down in headcount with less than 100 fewer students this year. We are slightly up in credit hours with almost 3,000 credit hours more than 1981. The total enrollments for IUPUI for this fall stands at 23,258 students. The discrepancy in the headcount and the

credit hours probably can be explained by the fact that we admitted fewer adult non-degree students this year. We admitted more full-time students this year than we did last year and, as a result, the credit hour count is up.

The second item that I have to report is that, at the September 10 meeting for the Commission for Higher Education, the Commission authorized us to award two new baccalaureate degrees -- one in Radiation Therapy Technology and the second degree in Art History. The Art History degree will be offered at the Herron School of Art.

Agenda Item 4
Executive Committee Report

DEAN NAGY: The next item is the report of the Executive Committee.

PROF. SHARP: Thank you, Dean Nagy. The Executive Committee felt that the format of this meeting should change since there weren't that many items for the Council agenda. The Executive Committee decided to change the format to permit the faculty to address their ideas and interests. Ideas and interests of merit will be distributed to the appropriate standing committee for review.

At the last Executive Committee meeting, the liaison members to each of the standing committees reported on the projects that each of the standing committees are considering. Every standing committee has met and are all reviewing projects which were distributed by the Executive Committee to the standing committees. The booklet on the IUPUI Faculty Council was distributed to the faculty. The faculty have the list of initial projects and they should contact the standing committee members on issues of concern to them. As a result, the committees are busy considering these projects and some of them have not resolved the list of projects they plan on working on for the remainder of the year. I mentioned at an earlier meeting that we would publish this list with the October minutes. We will delay this and publish the projects of the standing committees at a later date.

There are several issues which I should discuss with you. The first one is a document titled "Policies on Access to Employee Records". Many of you are not familiar with this issue, but there have been a number of memos circulating about the campus on this issue within the past week and a number of faculty have a concern about it. I will briefly discuss the history of that document and where it will be going. About three years ago, the Bloomington Faculty Council wanted to have a set of policies on the access to employee records. Last year they spent most of the year discussing it in the Bloomington Faculty Council. Al Ruesink, Secretary of the Bloomington Faculty Council, kept me informed on the progress of it all year long. My opinion was that this was the big issue that the Bloomington Faculty Council took up last year. I first recall the Bloomington Faculty Council working on it in October or November. It wasn't until April that they passed the policy. This policy was controversial and it turned out the administration from Bloomington campus did not want to implement it for the Bloomington campus. They felt that it should go to the University Faculty Council. As a result, the Secretary of the Bloomington Faculty Council informed me in June that they wanted it to go to the University Faculty Council. My concern, at that time and still is, is 'who does it apply to?' They had a problem -- the first answer they gave me last spring was that it applied only to the faculty on the Bloomington campus. I was satisfied with that. Then, in August they said that it would possibly apply to the faculty who report to the Vice President at Bloomington. Yesterday, I received a memo stating they wanted it to go to the University Faculty Council and to apply to all of the faculty in the University. My position has been that it was okay with me as far as it applied to the Bloomington faculty only, but, if it applies to the Indianapolis faculty, then the Indianapolis faculty should have the opportunity to discuss it. This document was submitted to the Faculty Affairs Committee last summer and the Executive Committee, who kept up on these, feel in the same manner. I don't think that this issue will come up in the near future on the University Faculty Council. I have been in close contact with Mary Burgan, my Co-Secretary, and I don't think that it will come up soon. However, I may be mistaken about that. Are there any questions?

PROF. LEIBMAN: I may have missed something but what is the policy and what is the issue? Access to what employee records?

PROF. SHARP: The faculty's access to their own employment records. It is involved and there is one section which is controversial on tenure. This has a lot of faculty on the Bloomington campus upset. I reviewed it with the Executive Committee last winter and they did not want to get involved. I will be glad to send that information out to the members of the Council and discuss what I think are the controversial points.

PROF. LEIBMAN: What was adopted by the Bloomington Council?

PROF. SHARP: It was a document called 'Policy on Access to Employee Records'.

PROF. LEIBMAN: Were they for or against it?

PROF. SHARP: They approved a document on it by an approximately 2-1 ratio in April.

DEAN NAGY: I think I have an update on that. The Bloomington Faculty Council met Tuesday afternoon. I spoke with Dean Lynch this morning and he told me that the motion which was presented to the Council on Tuesday restricted this policy to those schools on the Bloomington campus which are not system schools. The motion was defeated.

PROF. SHARP: I appreciate that information. I was not aware of that. They don't know what they want to do on this. They initially wanted it to apply to the Bloomington campus only and they approved it on that basis. But, since it was not implemented, they are now moving towards system wide implementation. I will submit the documents with the minutes and discuss the issues and problems. I don't think it is going anywhere for sometime. There are some faculty who have been calling me about it and I just wanted the faculty to know about that.

PROF. LANGSAM: The specific issue that the resolution addressed was that faculty members should have access to all records about them that existed on campus. One of the big issues was the question on letters that were written for tenure and promotion by other faculty that were written under the idea that no one, including the faculty, especially the faculty, would see them. The question was whether or not you would get honest critiquing of faculty when you asked for criticism of their work, etc. I am not quite as sanguine as you are, Kent, but I knew the issue was going to come up and I think it is going to come up at the University Faculty Council. I think it is something that this body needs to look at in its particulars because what it, in fact, does is say that there will be no secret record about any faculty member anywhere at any location on the campus. That is a very serious question. It has all kinds of implications and I don't think we should wait to respond to the last moment to this. If it should come to the University Faculty Council, I think we should take a look at it. You might want to send it to a committee for review and give a chance for everybody to have some input on it. I think it is a serious issue whether this particular version or not passes down at Bloomington, it does have some implications for this campus and for the system and I for one would like to have this brought before this Council by the next time so we can look at it and decide what we would like to do with it.

PROF. CHALIAN: The University Faculty Affairs Committee has pressured us that this be on the agenda of the University Faculty Council meeting. The IUPUI Faculty Affairs Committee responded immediately that this circular be studied and reviewed by each campus prior to placing it on the University Faculty Council agenda. I have seen the agenda for this month and it is not on the agenda. You were right. It will come eventually. This issue has a very high priority with the IUPUI Faculty Affairs Committee.

PROF. SHARP: I have been in constant contact with Mary Burgan and Al Ruesink on this. We have discussed it a half dozen times over the summer. Initially, they just wanted it on the agenda because she wanted it to apply to the Bloomington campus only. I said fine, as far as I am concerned that is great. But then about a month ago, she changed her mind and she wanted it to apply, at that time, to the individuals who reported to the Vice President in Bloomington, and I said, 'If we are going to do that, it will have to be at a later date. We want to discuss it here in Indianapolis'. Then, we received a memo about two days ago from the Chairman of the University Faculty Council Faculty Affairs Committee and that was the first statement that has applied to all IU faculty. I work together with Mary Burgan and we have developed a close relationship on many issues. I don't believe that they will bring it to the University Faculty Council without the campuses having a chance to review it, even though the University Faculty Affairs Chairman might like to.

PROF. CHALIAN: The IUPUI faculty has the power to make a resolution notifying our representatives on the University Faculty Council to table this issue until the subject matter is hashed out by our Council.

PROF. LANGSAM: I think this is an issue that the IUPUI Faculty Council needs to look at. They need to see the resolution. They need to have an opportunity to make comments on it. They need to have it circulated in our minutes so that the entire IUPUI faculty can respond to this issue. I think it is very good that the IUPUI Faculty Affairs Committee is on top of the issue, but the point is the general faculty has not yet really seen this. Not everybody gets the Bloomington minutes. Therefore, if it is an important enough issue for Bloomington to spend a whole year discussing as their number one priority, it is in fact a significant issue and that, instead of maneuvering it to keep it on the table, we should see it and discuss it.

PROF. SHARP: I have no disagreement with that.

DEAN BEERING: I would like to suggest that we divide the questions for discussion into two parts. One is the issue of your official faculty records such as are in the dean's offices and dean of faculties offices, which I think, by law cannot be revealed to anyone without the faculty member's permission and, in turn, he has to be allowed to see them. The other issue, which I hear you talking about, is the question of committee minutes and committee correspondence which, if that were available to everyone, would make a mockery of peer review of the academic process. I rather think, Miriam, that it is the latter which is a more serious issue because the other one has already been settled by law and is equally applicable to student records and patients' records.

PROF. LANGSAM: The really serious and scary thing is exactly what you are addressing -- that they are

opening these records which some people feel would make a mockery of peer review. That is exactly the heart of this resolution and I think we need to take a look at it before the last minute to raise the points of very serious questions such as you have addressed.

PROF. HUTTON: I am on the Faculty Affairs Committee with John Chalian and we have considered this thing. The wording of the resolution is quite ambiguous in places. It is very questionable and I wouldn't think this group would want to be for it or against it the way it is written. You can't tell what it is for or against. It is something that you need to consider, and even though the law may say certain records are open to certain people within the system, it is not true in all schools. According to this document, if somebody sends an anonymous or unsolicited letter to your boss, it can be placed in your file and you do not necessarily get to read it -- one place it says you do and one place it says you don't. You don't know -- with this document, people could write something and place it in your file -- and even though you responded to it, have that letter there. There are all sorts of implications that go beyond common sense.

PROF. SIDHU: I don't think there is anything wrong with making the suggestion for a motion that the Secretary have the wording of the resolution included in the minutes and passed on to the faculty. At least they would be aware that there is a problem which might come up in later years. I make a motion that the wording of the resolution be passed on to the faculty.

DEAN NAGY: There is a motion and it has been seconded. Is there any discussion?

PROF. SHARP: I will include a cover letter to give the faculty a little history on this. [Circular 108/82-83]

PROF. HUTTON: Do they have any general policies here at IUPUI regarding this or not?

PROF. SHARP: Not that I know of. Dr. Moore, at the Executive Committee meeting last year, reviewed this and pointed out exactly where we were following and where we were not. Basically, we were following it all except Item 5.

I have a memo from Marie Sparks, Chairman of the Library Affairs Committee. She would like input from the faculty on exactly what issues the faculty are concerned about as far as libraries are concerned. We would like to have the faculty have the opportunity to express themselves. On October 29 there will be an open forum for those interested faculty members to discuss topics relating to the four libraries on the IUPUI campus. The four head librarians and the IUPUI Library Affairs Committee will be meeting in Room 318 of the University Library from 9:15 to 11:00 A.M.

There are some changes in the IU Board of Trustees' calendar which were approved at their October 1, 1982 meeting. I will put these in the minutes. They were in the IUPUI booklet which has been distributed.

Next Tuesday the University Faculty Council will meet in Bloomington. There will be a number of standing committees which will be meeting. Bernice is in the process of arranging rides. If you know faculty of would like to go to Bloomington, she will be arranging rides for those who desire them.

Agenda Item 5 Old Business

DEAN NAGY: Is there any old business to be brought up at this time? [None]

Agenda Item 6 New Business

DEAN NAGY: Is there any new business? [None]

Agenda Item 7 General Good and Welfare of the University

DEAN NAGY: Is there anything for the good and welfare of the University?

Natatorium Policy

PROF. LEIBMAN: I have a question regarding the scheduling of the Natatorium and the gym. My constituencies from the School of Business who are very athletically oriented know that the schedule does not include access to the gym or to the pools during the day or at least during the lunch hours. It seems to me that was a time that students and faculty were supposed to have access.

PROF. SHARP: That is a comment which I have heard on a number of occasions and I will forward that to the Advisory Board. I have sat in on the Advisory Board and that has been an item for discussion. They feel that they are limited by funds available. I suspect in the future they might review this policy and make appropriate changes. They recognize that the policies that have been developed are really tentative

policies and are subject to review and change.

PROF. LEIBMAN: I don't think they have suggested anything, at least on the surface, involving funds.

DEAN KELLUM: There are two reasons we don't have activities at noon. We have classes during those hours. It is an academic facility and classes have the first priority. There is simply no space inside for jogging. On two days a week we have a swimming class in the instructional pool which makes it unavailable. There is a cost factor involved. It cost \$10.50 an hour for us to supervise that pool - two lifeguards and someone checking identification of the faculty and staff who are coming and going. That's money that the School of Physical Education doesn't have and we are not likely to generate that. We are having a hard time meeting our budget objectives with fee payment for the use of the facilities. We understand the problem and would like to resolve it some way. We do have jogging available on the track outside.

PROF. ZIMMERMAN: I am not familiar with this subject itself, but I recall that there is a \$20.00 an hour per semester fee. Is it possible that some of those funds could be used for the extra expense?

DEAN KELLUM: That's what the funds are being used for. This is used to pay for the lifeguards and supervisors. We didn't receive any new funds this year for the operation of buildings so we have to match our expenses with some of that income and that is from \$20.00 from faculty/staff and \$6.00 from students per semester passes. That allows access in the mornings from 7:00 - 8:00; after school from 4:00 - 6:00 p.m., and on weekends from 1:00 - 5:00 p.m. on Saturdays and Sundays. It is a liberal schedule. It is not cast in bronze. If there is a demand at other times, we will look at that.

PROF. MANNHEIMER: Why is the cost \$20.00 for faculty and staff and \$6.00 for students?

DEAN KELLUM: The students are paying fees to attend classes and part of that fee payment is going toward the bond of indebtedness on this facility.

PROF. SIDHU: Not to change the topic, but I discussed this subject some time ago with the Faculty Council. When we are talking about the new facility, it is called the Natatorium. That's all it is. If you are talking about the Natatorium, that is the competition pools and I wish you would start using the name of the School of Physical Education/Natatorium. That will give us our identity. When you are talking about the unit, if it is the teaching unit, it is part of the University -- IUPUI - School of Physical Education of IU (whatever you name it), but it is getting all the publicity in the press. I don't know whether it is a misunderstanding on some people's part, but I would appreciate your cooperation whenever you address it - it is the School of Physical Education/Natatorium.

DEAN NAGY: It must have something to do with the novelty of the word. Physical Education is a mundane word we use everyday but Natatorium has a ring of sophistication.

PROF. HAZER: Is there any committee now investigating the \$20.00 fee or alternative ways of funding that?

PROF. SHARP: I meet with the Athletic Affairs Committee tomorrow and I am sure that that kind of question will be brought up. I hope to communicate some of the concerns between the Athletic Affairs Committee and the Board on this. Hopefully, we can address and answer that question in time. I would like to have a forum to be made eventually to justify these decisions.

UNKNOWN: Who are they who are making these decisions?

PROF. SHARP: 'They' are the Natatorium and Track/Field advisors who recommend policies which are established by the IU Trustees. I got in on the middle of it.

PROF. FREDLAND: Why don't you publish their names as well as who they are appointed by in the minutes?

PROF. SHARP: They are in the minutes of the September 10 Board of Trustees and I will publish them. [IUPUI Circular 104/82-83].

UNKNOWN: Is there anyone on this campus on that Board?

PROF. SHARP: Nick Kellum is; Dale Neuberger, Manager of the Natatorium and Track and Field Stadium; Vice President Irwin; George Lindle, Director of Budgeting and Fiscal Affairs; Bob Baxter, Assistant to the Vice President; Stuart Keefer, President of the Student Assembly; and myself as Secretary of the Faculty Council.

PROF. REED: I think the point they made is a critical one because one of our concerns was that the recommendations which were made by the Athletic Affairs Committee were completely ignored. All of a sudden the cost appeared. We don't want to go through the whole process again this year. I think Marilyn Reinhardt has been communicating to you the fact that 'is there any power at all?' or are we just going through the exercise?

PROF. SHARP: I agree with you and I am very sensitive to that issue. I did communicate some of this when I was appointed back around July 7 to this committee and I immediately pointed out to Marilyn what was happening as well as to Hugh Wolf, Chairman of the Athletics Advisory Committee. A problem that existed is decisions had to be made and they felt that the decisions had to be made in July or August so that a policy could be implemented at the beginning of school. They consider these decisions tentative and subject to review. The second thing is, I have discussed this subject with the Trustees frequently and they also are sensitive to these issues. They want the faculty to have input and I intend to share that with the committee tomorrow.

PROF. MAXWELL: Is it two separate facilities connected by a corridor? We have a manager for the Natatorium and Track/Field Stadium who reports directly to the Vice President. The north part of the facility is operated by the School of Physical Education and the Department of Intramural Recreation Sports is charged with the responsibility of the recreational program. This body which we have been talking about--the Advisory Board of the Natatorium Track and Field Stadium-- was the group hired to set the original policies. We had to have some place to start. It was a recommendation by the director of Intramural Recreation Sports. It was also a recommendation by the Athletic Affairs Committee in the Faculty Council that there be no fee charge. If we go back into the minutes of last year, you will see that they recommended it would be open for faculty, staff, and students on a liberal basis, the fee being charged, and some priorities be set.

At-Large Elections

PROF. BESCH: In the initial list of projects which were distributed by the Secretary, the Constitution & Bylaws Committee is charged with review of the at-large election procedures. We have met and have decided we would like to ask the Council, in an informal way, whether you wish to give us some kind of direction on a single point related to this project. What we would like to know is: a) Do you want us to retain at-large representatives concept, or b) Should we scrap the at-large representative concept and develop rules for your consideration whereby all Council membership would be by unit representatives?

PROF. FREDLAND: Why don't you give us some alternatives and options?

PROF. HAMBURGER: The only other alternative would be to reduce the body by 50 percent in size and make it functional or to redistribute 'n' according to the number of faculty in each school. I would say there is some merit to the value of at-large elections in that it does allow a voting body to influence this. This is not a strong desire because one of those other two possibilities could also be used. It would mean that some schools, though, would have one representative and other schools might have under a unit representation 25-30.

PROF. BESCH: Actually, we have come, not with two, but with 'n', if you will pardon my saying that. There are a number of ways the recommendations could be appropriated in this body and we would be glad to present a whole host of alternatives, once we know that you want to retain it, or get rid of the at-large concept. The at-large concept, historically I think, has two roots; one is Bloomington has at-large elections and secondly, there was, in past times, a feeling and perhaps a justifiable feeling that representation in this body would be different if we had only units or units and at-large. However, I am prepared to show anyone that believes that that latter point is true, it's not. We could have exactly the same representation that we have had for about the last five years by unit concept alone. I don't have a major position on the at-large election. I am not for it or against it, except that it is a complication to the election process and secondly it is not spelled out very clearly in the election rules. We can take care of it any way you want.

PROF. LEIBMAN: I would just like to express to you that, if it isn't broken, you shouldn't fix it. There are a number of plans that we put before this committee we are going to spend a number of sessions fooling around with them. Until there is a felt need from some constituency that feels unrepresented, I think that we should go on to something else.

PROF. BESCH: Good point. It is broken, but it can be fixed in a number of ways. It simplifies especially the shipping out of a large number of documents repeatedly which result in a futile effort for about the same people who avoid elections anyway. It is the complication of election procedures that is not necessary, but if you like it and if you don't wish to disturb the inertia of the present system, we are happy to fix it in ways that don't disturb it.

PROF. MAXWELL: Henry, are you saying that it costs a lot of trees to get it done?

PROF. BESCH: Yes, it does costs a lot of trees.

PROF. LANGSAM: It would cost a lot of trees to make an edition of the New York Times, but I would probably be the first person to get up to say if you would stop publishing the Times you would lose less trees. First of all, the at-large representatives were put here for an entirely different purpose. They were to elect people who had recognition on the campus beyond their school and although the numbers may come out right, some of the people who have been elected as at-large representatives have been elected by a large group of

people who were not actually the people from their own schools and as one of those people, Carol and I who have served as Secretaries of this Council, were elected at-large because we knew people across the schools. I think we represent a group of people who, by working on committees and working with other schools, represent a slightly different group of people than people who are only representing their schools. I feel very strongly that it would be a mistake, but it is a manageable procedure and I think what you give up is far more than the mess of the election. I, for one, think that it would be a mistake. For what is worth, there it is.

PROF. BESCH: We are aware of that viewpoint.

PROF. PALMER: As past Chairman of the Nominating Committee, and Miriam may say that is is a matter of the procedure, but I can assure you that it is a befuddling procedure. Even this flow sheet that is in your handout, defies understanding. Everytime we have to have elections you have to write down the sets and dates. I think the procedure is what needs to be considered. Perhaps the at-large election is just complicating the whole procedure and maybe that's why it needs to be changed.

PROF. FREDLAND: Why don't we instruct the Constitution & Bylaws Committee to let 'n' be no larger than six because of the lack of options that we can consider. All this sounds very sensible, but I don't think it is really as sensible as it sounds and I would like the committee to prove to us that it is not quite that easy. If they could give us something concrete to look at. I request request that they give us some options.

PROF. BESCH: We discussed today whether we might bring some options. More openly, there are strong feelings for and strong feelings against it, but mostly people don't really care as long as the procedures are worked out in a way that are understandable, reproduceable, checkable, and the other kinds that are necessary in any election. Rather than presenting you with options and generating a lot of discussion from the same ones that talk a lot, I would like to suggest that what I am hearing is there is no majority opinion that we ought to change the present system and perceive the concept that we continue to have things as they are now.

Auditing a Course by a Faculty Member

PROF. WELLMAN: This may sound strange coming from a member of the medical faculty. I address this for what I think is the good and well being of the faculty. On page 8 I am curious as to why they are describing 'the registration process lost him' in regard to new students coming on to the campus. Let me tell you, I don't know exactly how to describe faculty members trying to register for a course. Two things I can bring up are lack of competence and lack of courtesy in trying to go through the process. Many of the people may not know, or may not realize that the Trustees did away with the possibility of auditing courses. I signed up to audit a course and there was quite a process of everybody getting so convinced that you couldn't audit any more, you had to pay half of the tuition. I am not complaining about money that I am spending, but I am saying that with regard to any of the faculty members, that may seriously encumber them in auditing courses. I don't know whether anything can be done about this or if separate status can be established for faculty who may not want to pay full half tuition for a course. I bring this up, in part, having been stimulated by members of the IUPUI faculty that they think this is going to cut down on the faculty members who seek further education.

PROF. SHARP: I think the Trustees would be willing to listen to anything that we might have to say. If you want to develop legislation along this line, I think it could be presented to them.

PROF. WELLMAN: As I understand it, the faculty members and courses obviously would let other faculty members come in and sit in on the courses but there is a certain amount of credit they give for having them as students and I guess there is a certain amount of prestige in having other faculty members in their courses.

DEAN RENDA: In our school our faculty members extend courtesy to other faculty members to audit without any problems whatsoever.

PROF. LEIBMAN: You may want to refer your questions to the Fringe Benefits Committee which is looking into the whole fee remission spectrum and I think that would fit into that group.

PROF. WELLMAN: I don't want to complain having three daughters in three universities. I welcome the half tuition, but I have three more to go.

University Picnic

DEAN NAGY: Any other items to be brought up at this time?

PROF. SIDHU: I think we should have an IUPUI University picnic once a year so at least we can know each other. We don't know who the members are and we are not one unit at one certain place. I have talked to the Dean and he is willing to open our facilities to organize activities so we can have at least a chance to meet members from the other schools. I am not sure whether we can schedule a day for this or not. If it is feasible, I request that we have a University picnic on the grounds of the School of Physical Education

Natatorium.

PROF. SHARP: Could I see a show of hands of faculty who like that idea? [Approximately 1/3 of the faculty raised their hands]

Soccer

PROF. FREDLAND: I asked that we have five minutes on the agenda for the IUPUI Soccer Club. I have invited Charlie Wilkinson to come to talk about our first big time varsity team. I would like for you to give him just a few minutes of your time to present what the IUPUI Soccer Club is doing and think about if you would like to volunteer to play.

MR. WILKINSON: My name is Charlie Wilkinson. I am the Advisor to the Head Coach. I came to this university from the community. I am the Commissioner to the State of Indiana for age group soccer. I come to you with the motivation of one thing. We have an opportunity in front of us both -- we have from our standpoint in the community and your standpoint in the University, from the standpoint of having the facility. If we don't use it, why did we build it? We have almost everything in place in this community for the youth to play with the exception of one very important piece which is important to us in the community and, I think, should be important to the university and that is role model. They need a place to look for quality, to look for a place to go and watch. I am not a teacher. I took education when I was in college but I still firmly believe that kids learn physical skills by mimicking and in order to mimic they have to have examples. They do not have an example in the city. The city is busting its seams waiting.

On October 29 and 30 we will devote the facilities to Indianapolis Soccer Weekend. We will be hosting Indiana high school state championships and we will have a collegiate match - IUPUI vs. the University of Cincinnati. Where we go with the program is entirely up to the University. I know what the community wants; I know what I want. I have spent a lot of time talking to the Student Body President, some of the people of the Sagamore, and with a lot of the students that you see and one thing that keeps coming back to me is identity. This may not be a very nice thing to say or a very polite thing to say but this is what I see within the community looking into the University. Students from West Lafayette or Bloomington are proud to say they went to Purdue or IU. You have to ask someone from Indianapolis twice before they'll admit they go to IUPUI, and it's time for that to change.

Our objective is twofold on October 29 and 30. First, introduce the soccer program to the University. You have one of the finest facilities in the entire Midwest. When these facilities were built, I was in a lot of the fancy conversation. The only criticism that was ever legitimate was 'what do we do with these white elephants after the special events are done?' The only legitimate answer is 'they have long term and ongoing programs in those facilities.' In the city of Indianapolis, the biggest thing in town is soccer. Depending on whose numbers you use, you see Indianapolis currently, we either have an equal number or a greater number playing soccer than are playing football, baseball, basketball, and volleyball. Every youth within 100 miles of the city of Indianapolis may receive a piece of literature in the next few weeks telling them what this University, this campus has to offer on October 30. It is the goal of the Indiana Soccer Association, it is my role as the Commissioner, it is my fantasy as the IUPUI sponsor, to fill that facility on Saturday, October 30. We have a very good strong possibility of doing that. That is going to do wonders for high school soccer in the state of Indiana. It also has the potential of doing something very incredible for the University. If the students of this University can have a maypole, a common shared experience, you talk about the staff members of different schools not knowing each other, neither do the students. We can give them a shared, common experience that they can all talk about, that they all can relate to. It can do nothing in my opinion except build a stronger self-identity which will help the University have a strong identity. The fact is, the very reason you are here is identity. One school talking about another school not knowing the other school. The students have that same problem and they have a problem trying to get something done. They don't know each other. They don't have a place they can go. The flip side of that coin is, I don't know what your experience was when you went to the University, but when I went to the University, I learned two sides of the coin. Not just the academic side. I became smarter and all those good things, but the flip side of the coin was I also grew up. I learned how to be a social creature. I learned how to get along in the world. I learned how to be a person. I learned through the University programs, through shared experiences, interacting with the other students. The city of Indianapolis is watching and waiting. It is time -- you have got these things here and you have an incredible opportunity in front of you as a potential. Do something really neat. The whole process of what I am saying is that we would like your assistance. The assistance that we would like is attitude. We don't want any special favors. We want you to know what we are doing. We want your support as do the students.

DEAN NAGY: Thank you. Are there any other items to be brought up?

PROF. SHARP: I might say that I appreciate the comments that you have made and I will lift, from the minutes, those comments which I think are appropriate are distribute them to the appropriate committees. If you would like to adjust them and modify them as such, please contact me.

DEAN NAGY: Do I hear a motion to adjourn? Meeting is adjourned.

Kent Sharp.
Kent Sharp, Secretary

SUMMARY
IUPUI FACULTY COUNCIL MEETING
NOVEMBER 4, 1982

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MINUTES
IUPUI FACULTY COUNCIL
NOVEMBER 4, 1982
3:30 P.M., NURSING BUILDING, AUDITORIUM

Present: Vice President Glenn W. Irwin, Jr., Executive Dean Schaller; Associate Dean Nagy; Deans: Bepko, East, Grossman, Pierce, Stonehill, Weber; Director: Fischler; Professors: Allmann, Beardshear, Besch, Beck, Biegel, Boaz, Bowman, Cecere, Cohen, Cournoyer, Cutshall, Doedens, Faris, Foegelle, Graham, Goodwin, Hamburger, Harper, Hull, Hutten, Karlson, Keck, Lees, Leibman, Lindemann, Lingeman, Mannheimer, Maxwell, Minton, B. Mitchell, M. Mitchell, Mullen, Nelson, Norton, Palmer, Passo, Penna, Peva, Reed, Rothe, Salama, Sidhu, Sondhi, Sparks, Toben, VanAllen, Wallihan, Wappner, Welker, Wellman, Yokomoto, Yu, Yum, Zunt.

Alternates: James Carter for Steven Beering; Cyrus Behroozi for Beulah Compton; Sue Barrett for Nicholas Kellum; Michael Curtis for Ralph McDonald; Hugh Wolf for Howard Mehlinger; Georgia Miller for Schuyler Otteson; David Bostwick for R. Bruce Renda; Phyllis Scherle for Clayton Baker; Aare Truuma for Judith Campbell; Anita Hamilton for Charlotte Cariley.

Absent: Deans: Bonser, Yovits. Professors: Aldo-Benson, Appledorn, Aronoff, Brandt, Britton, Casebeer, Deets, Felten, Fife, Fleener, Fredland, Hazer, L. Hutton, Leapman, Miller, Mueller, Roeske, Roman, Smith, Tolle, Tubergen, Vermette, Wahlstrom, Weinberger.

Visitors: Dr. Patricia Blake, School of Nursing; Mr. Robert Bonner, Assistant Director of Institutional Research; William Chumley, Purchasing Department; Dr. Lincoln Lewis, Affirmative Action Officer, IUPUI; Dr. Golam Mannan, Student Services; Dean Carol Nathan, Assistant Dean of the Faculties, John Williams, Director, Communication Services.

Agenda Item 1
Acceptance of Agenda

VICE PRESIDENT IRWIN: Good afternoon, ladies and gentlemen. The first item for this afternoon's agenda is the 'Acceptance of the Agenda'. Is there a motion to do so?

PROF. SHARP: The approval of the October 7, 1982 minutes was left off the agenda. I ask your consent to include it as Item 1A and to be inserted between Items 1 and 2.

VICE PRESIDENT IRWIN: All in favor of accepting the agenda with the addition, say "aye". Opposed? Motion carried.

Agenda Item 1A
Approval of Minutes - October 7, 1982

VICE PRESIDENT IRWIN: Next item is the 'Acceptance of the minutes of our October 7, 1982 meeting. Is there a motion to accept? Second? Is there any discussion? Hearing none, all in favor of the motion, say "aye". Opposed? Motion carried.

Agenda Item 2
Memorial Resolution - Dr. Richard G. Lawrence

VICE PRESIDENT IRWIN: The second item is a memorial resolution for Dr. Richard G. Lawrence. This will be read by Cyrus Behroozi. [IUPUI Circular 105/82-83 which is attached to the October 7, 1982 minutes.]

[Dr. Behroozi read the memorial resolution and a moment of silence followed.]

Agenda Item 3
Presiding Officer's Business

VICE PRESIDENT IRWIN: It is customary when the Fall Faculty Meeting follows this meeting, that I reserve my remarks for the second meeting. So I will pass now to Kent.

Agenda Item 4
Executive Committee Report

PROF. SHARP: Thank you, Dr. Irwin. The first item I have is the election report. We have the October list

of voting faculty that each of the IUPUI schools have. I have published this information in the minutes as IUPUI Circular 106/82-83. It stipulates the number of faculty by units and the number of unit representatives that each unit is entitled to. Last year we set N equal to 39.75. The number of unit representatives is based on the value of N. Our Constitution requires that we establish N in November of the odd numbered years. We set N last year and it will not change this year. The third column is the number of unit representatives that are continuing on their second year of a two-year term. The fourth column is the number of representatives that each unit is entitled to elect this year. The faculty are often interested in what units gained and what units lost as far as unit representatives are concerned. Allied Health gained one unit representative and School of Medicine lost one unit representative. The numbers at the bottom represent the total number of unit representatives and the total number of at-large representatives to be elected. We will have 40 unit representatives and 40 at-large representatives next year. We have 20 at-large representatives to elect this year so we will be in balance.

The next item has to do with the election. A flow chart was distributed to the faculty about two months ago which contains important dates concerning the election. The next step will be to distribute this kind of information to the Deans and to the faculty leaders of each of the units. I plan to do so by November 15. I don't see any problem in meeting that date. The procedures for electing unit representatives should be established by the faculty in each of the units. The units have until March 18 to inform me who their unit representatives will be. Based on the experience of last year, it turned out that several units were still undecided on the last day. I will also inform the units that they make nominations for University Faculty Council for at-large elections. The flow chart indicates that they have to be in by February 4, but the Constitution says they should be in by the end of January. Therefore, I will be asking for them by January 31. The flow chart also states that we count the at-large nomination ballots on February 11. The Bylaws also state the end of January so I will back those dates up to January 31. I don't think that will cause any problems in our procedure and it will describe this in my letter to the Deans.

There is another item that relates to the Constitution and the election procedure that we had some trouble with last year. It has to do with the document which I have distributed called 'Procedures to Cover Ties in the Nomination of Candidates for At-large Elections'. The problem which we get into is, at least year's at-large election, we had, I think, 48 candidates to be placed on the at-large ballot. That was stipulated by the Bylaws. The individual who was in 48th place was in a tie with the individuals from 45 to 52nd place. That is something like a seven-way tie. The question which came up was: "If it has to be exactly 48, which ones do we include and which ones do we exclude?" As a result, the Executive Committee met to discuss this and agreed that all of those individuals who are from 45 through 52, in that particular case, should be placed on the at-large ballot. It was agreed that placing all candidates who are tied with the lowest number of votes cast in the nominations on the at-large election ballot would expedite the election process. The Constitution also states that the Executive Committee should decide cases and disputes. The Executive Committee considered this a pertinent example. If the faculty or the Council would like to have some additional input on this or make a different recommendation, I'm sure the Executive Committee would be willing to listen to you. Otherwise, we will leave it as the Executive Committee has so selected. [115/82-83]

PROF. SIDHU: I think we need to get clarification on that. I was, unfortunately, absent from the Executive Committee meeting. We should give attention to the interpretation of that matter because the ballot would contain twice the number of nominees. Are you going to overcome that difficulty? If that difficulty is going to stand in your way, the best method would be to decide the tie in one way or the other. We have two choices. One, either the Executive Committee could decide to break the tie by voting, or the choices can be at random. If it is one or two members to be selected, those should be selected at random. If we cannot get an interpretation on that, we are in difficulty. May I request that you give me an interpretation on that? Can we bypass that bylaw or not?

PROF. SHARP: Would you call this a dispute?

PROF. SIDHU: Yes sir. It is a dispute.

PROF. SHARP: Basically, the interpretation of the Executive Committee was, in the Constitution under the Executive Committee, Article IV, Section F, Subsection D, Paragraph c states: "Conduct the elections which are governed by the provisions of the bylaws and rule on matters of dispute relating to election procedures." Therefore, the Executive Committee considered this to be a dispute. We also felt that we did not want to disenfranchise anyone and, as a result, we felt that all individuals who were tied should be placed on the ballot instead of selecting a select few by one way or the other.

PROF. SIDHU: The Bylaws, Article II, Section B, Subsection 1, Paragraph b, on at-large elections states: "The ballot shall contain twice the number of nominees as the number of persons to be elected." How do you plan to overcome that?

PROF. SHARP: It doesn't say that it can't have more than the number.

PROF. MANNHEIMER: At the Executive Committee meeting, we discussed that. It states 'twice the number', but it doesn't say the total can't be more than twice.

PROF. SIDHU: But, can you have more than twice the number? Henry, I request your interpretation on this.

PROF. KARLSON: First of all, the Constitution controls over the Bylaws. The statement is that "The Nominating Committee shall prepare, under the supervision of the Executive Committee, a ballot listing those persons who receive the most nominations. The ballot shall contain twice the number of nominees as the number of persons to be elected." That statement is somewhat ambiguous as to whether that is a minimum or a maximum. The clear reading could be either way. Since it is ambiguous, the Constitution provides for such ambiguity by stating that disputes and procedures are to be resolved by the Executive Committee. Their interpretation would have to stand.

PROF. SIDHU: What is the objection against breaking the tie? Is there any reason for that?

PROF. KARLSON: Again, the decision as to what to do when there is a dispute on procedures is vested in the Executive Committee. If they had chosen that technique, they could have used it. The decision of what to do when there is a dispute on these procedures is vested in their discretion. They have exercised it.

PROF. SIDHU: Maybe I'm not good at English, but I think that 'twice the number of persons' means that there should be twice and not less or more.

PROF. KARLSON: It did contain twice.

PROF. SIDHU: Well, we have more than twice.

PROF. KARLSON: It didn't say that it shouldn't contain more than twice. Only that it should contain twice the number. Again, it is an ambiguity. It doesn't say no more than twice or no less than twice. It only says twice. This can be construed to be an ambiguity. When language is ambiguous, there is a dispute; where there is a dispute, the resolution of that type of dispute is vested in the Executive Committee. They have resolved the dispute.

PROF. SHARP: I will give you some practical problems. Say that we have 52 and we have 48 to slate. Many of those 52 will not know they have been nominated, so as a matter of courtesy to those individuals, I send them a memo stating that they have been nominated and asking them if they wish to be placed on the slate. There may be three or four who decide they do not want to be placed on the slate. Then it is a matter of 49 or 50 remaining. Then I must call, perhaps by the procedure you suggested, a meeting of the Executive Committee on the day before we submit the ballots to printing and ask which one of these the committee wants to eliminate. Another difficulty could arise when people would not want to run that the total would go below 48. That would make it necessary to recall the Executive Committee again. There are all kinds of problems in trying to get exactly the number we want. This caused real problems.

PROF. SIDHU: I think we have to find a solution. Maybe this is not the place. But, if there are 50 persons in a tie for last place, are we going to put all of those 50 on the ballot?

PROF. SHARP: That is the way we want to interpret it. The next topic will be presented by Marie Sparks, Chairman of the Nominating Committee.

PROF. SPARKS: I just want to let you know that the Nominating Committee of the Council, as of next Friday, is slating the two Faculty Boards of Review [IUPUI Circular 111/82-83]. We are also seeking your help. If you know of anyone who is interested, or are interested yourself, in serving or being considered to serve in the position of the Council Secretary, please let one of the Nominating Committee members know by mid-December so that we can start working on that project.

PROF. SHARP: The last item concerns the issue regarding 'Policy on Access to Employee Records.' We had quite a discussion on this at our last meeting. I have included the pertinent documents in the minutes, along with a cover letter which describes what I thought was going on and the timing that we will have to transact on this issue. I have also distributed this to the faculty members in Bloomington who are interested in this subject. It is important to realize that sometimes there are activities that other faculty bodies are working on that we would like to have an opportunity to discuss and resolve, or at least to have our input recognized. For example, in this particular case, the University Faculty Council looks as if they want to take some action on this particular document. Here we have assigned the issue to a subcommittee and will require time to resolve it. I feel that there should be rules under which the University Faculty Council that will assure the various regional campus Councils the opportunity to act on it. In the same manner, I think this body should consider similar legislation to assure unit or school faculty bodies the opportunity to have their input on campus-wide issues. I think that would relieve a degree of the anxiety among the faculty when documents are considered. This seems to be a never ending problem and I don't know exactly what the resolution to it is.

PROF. MAXWELL: Where exactly is the issue on 'Policy on Access to Employee Records?' Did it get referred to a committee?

PROF. SHARP: Yes. The issue was referred to the IUPUI Faculty Council Faculty Affairs Committee last summer. They are scheduled to meet on November 29. They submitted it to a subcommittee which consists of Lucreda Hutton, John Stevens, Bradley Toben, and Jeff Vessely. They have been meeting on this issue. I had a telephone call on that this afternoon and they are continuing to discuss it. I assume that will go to the committee on November 29. That will give them an opportunity to report the status of that at the December meeting. We will have the December meeting, the January 13, and the February 3 meeting to discuss that before it is taken to the University Faculty Council on February 8.

PROF. MAXWELL: Do you see this coming up at the University Faculty Council before it is scheduled?

PROF. SHARP: No. On October 12, the Faculty Affairs Committee of the University Faculty Council met. All of our representatives from IUPUI attended the meeting and all of us were very much against having this on the November 30 agenda. IUPUI, as well as all the regional campuses, which have not discussed this issue, were very much concerned about this. There was definite agreement that this should not be taken up by the University Faculty Council until at least the February 8 meeting. There also are some faculty who have contacted me since that meeting who felt that, if we needed even more time, they could possibly provide that. However, I received a phone call this afternoon from a member of that committee. Apparently, there is a new memo that has been distributed and it looks as if Bloomington wants to move on this promptly. The only University Faculty Council meeting between now and the February 8 meeting is on November 30. The agenda for that meeting has been set and this issue is not on that agenda.

Agenda Item 5 Old Business

VICE PRESIDENT IRWIN: Does anyone have any old business?

PROF. CUTSHALL: At our last meeting, an item was brought up in our discussion about taking auditing courses here at the University and policies on charging fees for auditing. I would like to expand on that in the sense that I occasionally take Continuing Education courses from our University. Over the years, I have always received a fee reduction on it, usually about one-third off. This fall, when I signed up for a course, I received no fee reduction. The question that I am asking is: Has the Board of Trustees of IU interpreted this fee reduction for faculty dependents in such a manner that they have taken away some other privileges from us? I would like to have an explanation on this. All of a sudden, some of the fee reductions that we used to have don't seem to be there anymore.

EXEC. DEAN SCHALLER: I believe this campus is the only one that had that provision and it has been interpreted as a fringe benefit. It is not legal to have fringe benefits unless they have been approved by the Trustees; therefore, we had to stop that particular procedure. Meanwhile, we are looking into the possibility of trying to re-establish it somehow, but we have been advised by the University Treasurer that we couldn't because it did amount to a fringe benefit that had not been approved by the Trustees as part of the package. Part of the problem although not the reason for discontinuing, is that the financial impact of the practice fell on one particular school -- the School of Continuing Studies -- and was not distributed across other schools who were exercising the benefit. But, the major reason for discontinuing is that we were told not to because it was considered to be a fringe benefit and was never part of the package approved by the Trustees. There is an investigation going at the present time to see what, if anything, we can do about it.

PROF. CUTSHALL: Does that by chance report through our Fringe Benefits Committee?

EXEC. DEAN SCHALLER: I don't know. I know it is being looked at, but whether it has reached the Fringe Benefits Committee or not, I don't know. It is now possible for your unit to pay your fee. I think you have to fill out a voucher and your fee can be paid for you if your unit is willing to pay for your fee. I don't know whether that is of any solace to you or not.

VICE PRESIDENT IRWIN: Is there any other old business?

Agenda Item 6 New Business

VICE PRESIDENT IRWIN: Is there any new business? [None]

Agenda Item 7 General Good and Welfare of the University

VICE PRESIDENT IRWIN: Is there anything for the general good and welfare of the University? Did you get enough of that last month? [laughter]


PROF. SHARP: I would like to explain the actions which I took on the discussions during last month's meeting. There are a number of items which did come up and we were pleased with the discussions. One of the items had to do with the Natatorium policy. I clipped out the discussion from the minutes on this item, as well as some other documents that related to the Natatorium policy, and shared them with the chairman of the Athletic Affairs Committee. Eventually, I plan on distributing that information to the Natatorium Board so they will get a feel for what our concerns are as a faculty. When we meet with the Board, they will have some background on it and will be prepared to discuss some of those issues.

On auditing a course by a faculty member, which Professor Cutshall has just brought up, I clipped out the parts of the minutes which related to that and distributed that information to the Fringe Benefits Committee and asked them to take that issue. I did not cover the issue that Professor Cutshall has mentioned, however.

On the proposed University picnic, I have sent that idea to the Staff Relations Committee. Hopefully, they will be taking care of that item.

Agenda Item 8
Adjournment

VICE PRESIDENT IRWIN: Is there a motion to adjourn? Second? All in favor say "aye". Opposed? The meeting is adjourned.


Kent Sharp, Secretary
IUPUI Faculty Council

SUMMARY
IUPUI FACULTY COUNCIL MEETING
DECEMBER 2, 1982

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IUPUI Circulars:

119/82-83	IUPUI Faculty Council Standing Committees and Calendar Revisions
111/82-83	Board of Faculty Review - Nominees
120/82-83	Review Policy and Procedures for IUPUI Deans and Directors
121/82-83	Placement Testing
118/82-83	IUPUI 1983-85 Operating Appropriation Request
123/82-83	Indiana Public Higher Education - 1983-85 Biennium
	Relative Priorities for Capitol Expenditures and Projects Recommended

MINUTES
IUPUI FACULTY COUNCIL
DECEMBER 2, 1982
3:30 P.M., LAW SCHOOL, ROOM 116

Present: Vice President Glenn W. Irwin; Executive Dean Schaller. Deans: Beering, Kellum, McDonald, Pierce, Stonehill, Weber, Yovits. Director: Fischler. Professors: Allmann, Beardshear, Beck, Besch, Biegel, Boaz, Bowman, Britton, Campbell, Carley, Cecere, Cohen, Cournoyer, Cutshall, Doedens, Felten, Foegelle, Fredland, Graham, Harper, J. Hutten, L. Hutton, Karlson, Keck, Lees, Leibman, Mannheimer, Minton, B. Mitchell, Mueller, Mullen, Nelson, Norton, Palmer, Pennsa, Peva, Reed, Rothe, Salama, Sharp, Sidhu, Smith, Sparks, Toben, Tubergen, VanAllen, Vermette, Wahlstrom, Welker, Wellman, Yokomoto, Yu, Zunt.

Alternates: G. Kent Frandsen for Gerald Bepko; Miriam Langsam for James East; H. E. Dorsch for Elizabeth Grossman; Merle Draper for Howard Mehlinger; Georgia Miller for Schuyler Otteson; Phyllis Scherle for Clayton Baker.

Absent: Deans: Bonser, Compton, Renda. Assoc. Dean Nagy. Professors: Aldo-Benson, Appledorn, Aronoff, Baker, Brandt, Casebeer, Deets, Faris, Fife, Fleener, Goodwin, Hamburger, Hazer, Hull, Leapman, Lindemann, Lingeman, Maxwell, Miller, M. Mitchell, Passo, Roeske, Roman, Sondhi, Wallihan, Kappner, Weinberger, Yum.

Visitors: Mary Burgan, Secretary, Bloomington Faculty Council; Peter Fraenkel, President's Office, Bloomington; Neil Lantz, Administrative Affairs Office, IUPUI.

Agenda Item 1
Acceptance of Agenda

VICE PRESIDENT IRWIN: The first item on our agenda today is the 'Acceptance of the Agenda'.

PROF. SHARP: You have the agenda before you. It turns out that an error was made on the second and third sheets. The agenda is sent to Printing by sheets, and it turns out that the second and third sheets got turned around. As a result, the Academic Affairs Committee's report is inside the front cover and on the back of the second sheet. The Faculty Affairs Committee's report, which is next should be between the second and third sheets, is on the reverse side of these sheets. The Nominating Committee report, which should be between the third and fourth sheets, is on the reverse side of the third sheet.

VICE PRESIDENT IRWIN: All in favor say 'aye'. Opposed, 'nay'. The agenda is approved.

Agenda Item 2
Approval of Minutes - November 4, 1982

VICE PRESIDENT IRWIN: The second item on the agenda is the approval of the minutes of the November 4, 1982 meeting. Is there a motion to approve? Is there a second? Discussion? All in favor say 'aye.' Opposed? Motion carried. Kent, do you want to introduce some friends?

PROF. SHARP: We have two guests. The Indiana University Board of Trustees chose to meet today and Friday. We have had a number of committee meetings, including the Faculty Relations Committee. This gave us the opportunity to enable you to be introduced to some of the Trustees, as well as to the officers of the University. I hope you had a chance to meet them earlier. There are two individuals who I want to introduce to you. One of them is Peter Fraenkel, who is a Special Assistant to the President. I have dealt with him frequently over the last year and a half. He has had many positive and constructive comments and suggestions and he has been very much interested in our workings at IUPUI.

The second person is Mary Burgan. She is the Bloomington Faculty Council Secretary and my counterpart in Bloomington. I have dealt with her in many ways and certainly have enjoyed working with her this past year. I think Mary would like to make a few comments.

PROF. BURGAN: I am very happy to have the opportunity to be here with you. I did want to make a few points about what we are doing at Bloomington and how we may relate to Indianapolis.

The first is an item which is quite controversial, much to our dismay, and that is the issue of "Access to Employee Records". We spent all of last year debating it in our Council. You are much more efficient than we are. We have only 40 members and I am dazzled by the numbers here. Nevertheless, it took the entire year to work on this single document. It is a document which we meant to have applied to our campus only; we never had any intention of spreading it any wider than the Bloomington campus. Yet, our campus administration has told us that, because there are merged schools, it is impossible for our policy to be implemented at Bloomington only and has insisted that the proposed policy go to the University Faculty Council, from whence

it has now gone to your Faculty Affairs Committee. We understand that your faculty may not wish to have such a policy for the Indianapolis campus. We think that is perfectly legitimate and want you to understand that we are not interested in forcing our policies on anyone. A solution was broached just two days ago at a University Faculty Council meeting. This would involve simply asking the University Faculty Council to vote on whether or not our Bloomington 'Access to Records' policy is a single campus or a systemwide issue. We would love to have a vote that says it's a campus issue and that potential problems for the merged schools can be negotiated between units that are involved. I did want you to understand that our intention in Bloomington and your intention here is to match autonomy. We dislike having our campus policies reviewed by other bodies. We certainly don't need to have any other bodies feel that way.

The second item is that we are dealing with Retrenchment through out Budgetary Affairs Committee. We would be glad to share with you our deliberation on retrenchment. We are hoping to pass, before Christmas vacation, policies which will insure faculty governance and input in the case of financial crisis that might require merger, elimination, reorganization of degree graduate programs or might require even personnel activities in terms of tenure-track and tenured faculty. We feel that it is important and we are going to ask the University Faculty Council to look at ways to assure that, if we have a really bad fiscal condition and crisis decisions have to be made, faculty will be involved in helping to make those decisions. I think our policies are rather unwieldy, but they may be of interest to you. We would be glad to share them with your committees or the appropriate committee if you are so interested.

My third point is that we believe that our relationship with the University Faculty Council remains fuzzy. Perhaps that's the way it ought to be. I should report that as convener and a general committee member of the University's Structure Committee, we are seeking ways to make the University Faculty Council a more responsive and efficient body. That may come down, eventually, to having fewer meetings of the whole University Faculty Council and working through Executive Committees more frequently than we do now. All in all, concerning these three major points, I would simply like to say that I hope the Bloomington campus can continue to work with the Indianapolis campus in a positive way. I am very happy to have this chance to tell you that we are very much interested in how you manage with your Faculty Council Secretary, either giving your secretary a two-year term, or stepped up from terms of a preparatory year and then an executive year. I hope that we can keep our lines of communication open so that we can share our experiences in the future. I would certainly welcome any comments for our activities that you might wish to give me. Working with Kent has been extremely valuable in this way. Thank you very much.

Agenda Item 3 Presiding Officer's Business

VICE PRESIDENT IRWIN: I would like to cover some of the highlights of the Operating Budget as it was presented by the University and as it came out of the Commission on Higher Education. I emphasize that the information in the material just distributed to you is a very simplified version of the enormous amount of data that came out of the Commission this year. They had a number of new schemes. I'll cover some of those only. [IUPUI Circular 118/82-83]

Page 1 and 2 show the 1983-85 Operating Budget as requested and as it came out of the Commission on Higher Education for the non-health divisions. This year, for the first time, the Commission had three levels of budgetary recommendations. Page 1 represents Version One, the minimum recommended appropriation. The second page shows Version Three, the highest recommendation. The first line allows for inflation and the most important item, of course, salaries and wages. We had requested a 6 percent increase; the Commission, in Version One, recommended a 3.1 percent increase. We had recommended a 6 percent increase for supplies and expenses. They recommended 3 percent. They also recommended no funding to cover Student Financial Assistance shortfalls, and they moved Academic Equipment Replacement from the Operating Budget to the Capital Budget. I will talk more about that in a moment. The Academic Computing Operation was requested at \$180,000 and funded at \$180,000 for the first year. That involves additions to our CAD-CAM facilities. They have become quite interested in augmenting faculty salaries in competitive areas. We had requested \$155,000 for that the first year, and they are recommending \$430,000. This drops off substantially the second year, but the base would continue at \$430,000 plus \$12,000. The enrollment change item is about the same, reflecting our projection of no increase in enrollment. The important lines are the last two lines. That's the Operating Appropriation. We had requested \$26.4 million in the first year and \$30.2 million in the second year. In Version One, they're recommending \$24.8 million the first year and \$25.7 million in the second year.

The Fee Replacement Appropriation is the payment made to cover the interest and the principal bonds used to build new facilities. Their recommendations are slightly lower than the request for IUPUI the first year and slightly higher the second. Their budget assumes student fee increases of up to 10 percent. The University, at least Indiana University, built no increases in student fees into their requests.

The second page is Version Three for the non-health divisions. The items are the same, but they have filled in with more dollars with this version. Primarily, the salaries and wages have been increased from 3.1 percent to 6.19 percent. Supplies and Expenses have been increased from 3 percent to 6 percent. Again, let's look at the last two lines. The Operating Appropriation - recommendation moves up to \$25.3 million, compared to \$24.8 million in Version One. The second year they actually exceed our request and recommend

\$31.4 million, compared with Version One of \$25.6 million.

Page 3 and 4 cover essentially the same items for the health divisions. Page 3 is Version One, where again recommended increases are 3.1 percent for salaries and 3 percent for supplies and expenses. I again call your attention to the last two lines. I.U. requested an Operating Appropriation of \$41.3 million and the Commission recommended \$35.9 million. For the second year, the request was \$42.1 million and the recommendation is \$35.6 million. The Fee Replacement Appropriation recommendations again are slightly lower than the request for IUPUI in the first year and slightly higher in the second.

Page 4 is their Version Three for the health divisions. Again, personnel compensation moves up to 6.19 percent and Supplies and Expenses are up 6 percent. At the next meeting, I hope I can fill in some of the, I am sure, unanswered questions that all of you have.

Next, a few words about the capital request and the Commissions' recommendations. There were several surprises this year. Their highest priority on the capital side is general renovation and repair. As you know, the state froze our general R & R for this biennium shortly after the biennium began. They are recommending that as priority number one. For the University, I don't have a breakdown by campus yet. They are recommending \$12.48 million of R & R but for the first time, they are recommending that student fees or other sources pick up 35 percent of that, or \$4.3 million. This is a new one. The state would only provide them \$8.12 million for Indiana University. I am sure that there will be much debate in the House and Senate over this new approach. Hopefully, this will not be a new policy on the part of the General Assembly. (IUPUI Circular 123/82-83)

On the second page of the Capital Appropriation, they are recommending \$2.5 million for equipment replacement for Indiana University. Again, I don't have a campus breakdown. There are formulas for all of this. They are again recommending that students or others pick up 35 percent of that, or \$869,000. There are three construction items recommended for Indiana University. First in the Chemistry Building addition on the Bloomington campus. Second is the Clinical Research Center for this campus. Here again, they have recommended that the students or other sources pick up 35 percent of these new facilities with the balance to be appropriated. An item is for new construction for programs at Columbus.

That's a summary review of the current status of our Operating and Capital budgets. We will give you a progress report at the time of the next meeting.

Agenda Item 4 Executive Committee Report

PROF. SHARP: Today, the Faculty Relations Committee of the Indiana University Board of Trustees met in Indianapolis. I distributed a schedule to you that included a reception and the visitation of a portion of our Council. Yesterday afternoon they called me and wanted to make some changes. I put together a quick program for the committee and we met from 2:30 until 3:00. The subject was a document before the Trustees on the Natatorium and Track and Field Stadium. I know that this is an issue that is a concern to a number of you. We had a good dialogue but I think we have a long way to go on this issue.

I hope you had a chance at the reception to meet with some of the Trustees and other individuals who are associated with the President. One of my observations as Secretary is that there is a considerable gap between these individuals and the faculty. I am trying to do everything that I can to bring this gap together and allow them to know you and you to know them. I have always been pleased to note that they are definitely interested in the faculty here.

The second item is that there is an error in the Nominating Committee that was published in the IUPUI Faculty Council booklet. It was published that a member of the Nominating Committee was Wilmer Fife. I don't know how that mistake was made but it should have been Rose Fife. I found out about this about two months ago. I immediately checked the ballots and it is Rose Fife's name that appears on the ballot. [The edition that the faculty received is correct.] Rose Fife has been meeting, as I understand it, with the Nominating Committee.

Agenda Item 5 Academic Affairs Committee Report

PROF. FREDLAND: Thank you. I want to be brief. We have our opportunity to put our annual rubber stamp on the academic calendar. The column on the left is what you are being asked to approve. Except for our class beginning date, our calendar is largely in line with Bloomington's. The Academic Affairs Committee is presenting this calendar today for your approval.

VICE PRESIDENT IRWIN: This motion has been seconded. Is there any discussion? All in favor of the motion, say 'aye'. Opposed? Motion carried. [Secretary's note: There appeared to be no objection.]

PROF. FREDLAND: We have a second report. If you will turn to Circular 116/82-83, we have a one-sentence policy resolution. There is a modest amount of background on this. We have been looking at various academic policies. One of the questions that arose this year had to do with unregistered note takers in classes. One faculty member reported dismal attendance in classes in some of our professional schools, with students doing notetaking for the absentees and selling them in some form or another. We then came up with this resolution. At least, if you are going to take notes, you must be a registered student in the class. It also serves the faculty members who encounter parents who bring children to classes or an FBI undercover agent that I had on one of my classes. This will cover anything like that. This just says, if you don't have a reservation form, you cannot be in class. Since we no longer have two cards given at the time of registration, you would have to check with the students on their 5 x 8 class registration card. Students should be in possession of their forms so that, if you really wanted to enforce this policy, you could. If you wanted to ignore it, however, it should cause you no discomfort. This is our committee's recommendation.

PROF. LANGSAM: I have a question. We have a number of students who, by your definition, wouldn't be properly registered because they have what they call 'fee deferments' and they do not actually have, according to you, the required form.

PROF. FREDLAND: If the Bursar says they are so deferred, they would be properly registered.

PROF. LANGSAM: What happens when they don't pay their fees later and they are told they are not properly registered in the class?

PROF. FREDLAND: That would require an exercise of judgment.

VICE PRESIDENT IRWIN: Is there other discussion or comment?

DEAN BEPKO: What if a student is in the predicament that one professor's discretion is that he may stay in and another professor says he may not?

PROF. FREDLAND: There are so many discretionary matters now that one more wouldn't make any different. We are enforce rules selectively.

PROF. HUTTON: Maybe just ignoring it would be suitable in this case, but what about in-classes peer review that certain schools have? Also, what if you have a problem with a student or a teacher and a dean or a chairman wants to send someone in to observe this teacher?

PROF. FREDLAND: Your own professional judgment would have to indicate what is the better part of occupational wisdom.

VICE PRESIDENT IRWIN: This comes from a committee so it's been moved and seconded. Is there any further comments? All in favor of this proposal, say 'aye'. Opposed? Motion carried. [Secretary's Note: There appeared to be no objection.]

Agenda Item 6 Faculty Affairs Committee Report

PROF. ZUNT: IUPUI Faculty Affairs Committee met twice this fall. Subcommittees were forced to discuss each of the topics listed in the agenda as IUPUI Circular 114/82-83. The first page has seven topics listed on it and the second page has the last two topics listed. The topics are listed here, in addition to the members of the subcommittees for your information. Any specific suggestions, concerns, or questions should be directed to the members of the specific subcommittees or to the Chair, Rebecca Markel. The subcommittees will be reporting their progress or recommendations at the next meeting in January.

The document dealing with policies and procedures for the evaluation of deans and directors has been approved by the Faculty Affairs Committee. It will be sent to the Executive Committee of the Faculty Council to be put on the agenda for 'discussion only' at the January 13, 1983 Faculty Council meeting. This document will be published in the agenda. Action on the document is tentatively scheduled for the February meeting. It is also anticipated that the Faculty Affairs Committee will present to the IUPUI Faculty Council a document for review concerning their progress revisions of the 'Policy on Access to Employee Records'. It will be on the agenda for 'discussion only' at the January meeting. Action on this document is anticipated for February or March.

PROF. SHARP: The 'Policy on Access to Employee Records' document was discussed at our October 7 meeting. I sat in on the University Faculty Council's Faculty Affairs Committee on November 30 and the committee discussed changes that our Faculty Affairs Committee is considering. I think they realize the problems and it is my opinion, that Bloomington feels more on the defensive side on this issue. They have recognized that we have made some changes and we will be publishing this with the agenda for the February meeting.

PROF. ROTHE: Who chairs these subcommittees?

PROF. ZUNT: They have not elected an official chairman. Janet Griffith heads the subcommittee on policy and procedures for evaluating deans and directors.

PROF. SHARP: Thank you. I might say that I am pleased with the activities of the Faculty Affairs Committee. I sat in on the November 30 committee meeting and many of those subcommittees have met three or four times. A number of subcommittees had documents ready and moving in, what I consider, the right direction. These two particular committees look like they will have something early in the spring. The membership as well as the chairman is to be commended on their work.

Agenda Item 7
Nominating Committee Report

PROF. SPARKS: In your minutes you have Circular 110/82-83 which deals with the election timetable. There were some people who had problems understanding Kent's circles, so the Nominating Committee put it into a different format. If you have any questions, I would be happy to answer them.

In Circular 111/82-83 the Nominating Committee has submitted to you the nominees for the two Faculty Boards of Review. We will have the election at the January meeting, if I am not mistaken. Because of the way the Constitution is written, we have divided the ballot to fulfill the prerequisites that limit the numbers of members from the same academic unit and rank and that will insure the prescribed number of tenured members. All of these people have been contacted and have agreed to serve if elected.

Agenda Item 8
Staff Relations Committee Report

PROF. BOWMAN: I would like to preface my report from the Staff Relations Committee by giving you some background on the history and purpose behind this committee. The Staff Relations Committee of the IUPUI Faculty Council is charged with planning, together with the Faculty Relations Committee of the IUPUI Staff Council, the annual spring faculty/staff meeting. These committees also provide a continuing link between the Faculty Council and the Staff Council and address issues which are common to both faculty and staff. They develop both seminars and workshops of interest to both groups.

The first workshop/seminar on the subject of 'Knowing Your University' was held by the Staff Affairs Committee of the IUPUI Faculty Council, under the chairmanship of Dean Carol Nathan in July of 1975. During the late fall and spring, between 1975 and 1976, they had two additional workshops. On October 14, 1982 the present Staff/Faculty Relations Committees held a workshop on 'Faculty and Staff Recognition'. The purposes were to identify and evaluate methods of recognition used by other universities and by business and industry and to propose appropriate changes in or additions to the present procedures used at IUPUI. Four panelists discussed what is currently being done at IUPUI and at other organizations.

Participants included 20 members of the IUPUI Faculty Council; 20 members of the IUPUI Staff Council, and other invited guests. After the panel session, we formed five discussion groups and developed suggestions. The Staff Relations and Faculty Relations Committees have summarized the recommendations and suggestions that emerged from this workshop. They are on your agenda, Circular 117/82-83. I would like to take just a few minutes to remind you of the present means of recognition at IUPUI.

We have special teaching awards, including the recently established Edward C. Moore Award. The other forms of faculty recognition include promotion, the award of tenure and sabbatical leaves, grants for teaching and research projects, appointment to named chairs or distinguished ranks, assignments to prestigious committees, and recognition of scholarly publication or leadership in professional organizations. There also are opportunities for consulting and other outside activities.

Director of Personnel Lee Snyder has reported that staff members receive service pins at five-year intervals. Five-year and ten-year pins are sent to the chairmen or directors of the employees' departments, where the awards are to be made. At 15 and 20 years, awards are made at a breakfast where Vice President Irwin is host. After 25 years of service, pins are given at a dinner. The total cost for pins is \$5,000. Our committees' recommendations included adding certain special awards, which would be presented at the annual faculty-staff spring meetings.

VICE PRESIDENT IRWIN: Are there any comments on this report?

DEAN BEERING: Has it been considered to include the faculty in the pins recognition?

PROF. BOWMAN: That is for both faculty and staff.

DEAN BEERING: My second question is, at 20 years of service, why not make that a luncheon? It would seem

a logical sequence to provide that. (laughter)

PROF. MANNHEIMER: What about the trees?

PROF. SALAMA: (interpreted, since tape did not pick this up) The committee looked into that and there were some insurmountable difficulties.

PROF. LANGSAM: Has anyone priced this out? We know that it cost \$5,000 right now for pins and we are adding more pins for staff and the additional pins for the faculty. I would like to know how much that is going to cost. As a faculty member, there are other things that are more important to me than 10-year service pins. I may not speak for everybody, but if that is going to cost the University \$5,000 or \$10,000, I can think of a lot of things I would rather have the University do with that money. If it is going to cost \$25.00, that is another matter. I really think this should be looked into as far as cost is concerned.

PROF. SHARP: Did you all hear what Miriam said? Could I see a show of hands to see how many feel the way Miriam does? [Secretary's Note: Approximately 2/3 of the Council raised their hands.] There is a strong consensus that the committees look at this from a financial standpoint.

DEAN BEERING: I am sensitive to what Miriam recommends, but this is important to build the morale, that the administration should seek a way to provide these funds perhaps from sources other than the general funds.

PROF. MANNHEIMER: I was a member of that workshop. So much of the discussion that had to do with pins not only was generated by the staff, but the faculty as well. They seemed to be the ones, in my experience, who were concerned with the niceties of having the pins. But, I tend to agree with Miriam, take the \$25,000 and apply it to our own pay.

NEIL LANTZ: I would like to make a comment on behalf of the faculty's welfare. There is an option here for blue parking after 20 years of service. I think this would cause some concern. The parking resources on the campus are relatively fixed. In 1980, the last figure which I have, we had 236 staff members with more than 20 years of experience. If all of those staff members elected to exercise their option [of course, all would not], that would commodeer 18 percent of the blue parking spaces on this campus. If you think about who those staff members are, you will suddenly realize that they tend to be employees who come to the campus long before faculty members have to come to work. What I am suggesting here is, you should think this through rather carefully. It could mean custodians parking next to your office or classroom building while you walk past their cars on your way to work.

PROF. ROTHE: A related comment to the staff's getting a blue parking sticker after 20 years: Is there a gold sticker for faculty after 20 years? [laughter]

PROF. HUTTON: If the reason for this is faculty morale, I, for one, would be much happier if they would do something about parking for faculty. If they would provide such parking when I come here to teach my classes, that would do more for my morale than anything else they could do for me.

PROF. SPARKS: I was also a participant in this workshop and one of the things that the staff members particularly brought up was how the pins were presented to them. They were being recognized for their length of service, but they didn't appreciate having the pins thrown on their desks. One of the things that might be considered is to have the pins sent to a central location for distribution.

PROF. WELLMAN: One thing that could be looked into is how much recognition is already being given to individuals at 10 years and 15 years. In the Medical School, I think there is some degree already where provisions are made for faculty being recognized after they have been here for a period of time.

PROF. SIDHU: I think what Marie said is that we should have a central place where we can recognize these individuals. Maybe the pins are not very important. On the other hand, however, we are recognizing their service. I think there was another suggestion that their names be recorded some place. If their names were published, they could come to the notice of the other faculty members.

VICE PRESIDENT IRWIN: With your permission, why don't we refer this back to Sally's committee? You have heard some of the faculty input here. Based on that, we will call on you for another report later. Thank you very much.

Agenda Item 9 Old Business

VICE PRESIDENT IRWIN: Does anyone have any old business? [None]

Agenda Item 10
New Business

VICE PRESIDENT IRWIN: Does anyone have any new business? [None]

Agenda Item 11
General Good and Welfare of the University

VICE PRESIDENT IRWIN: Does anyone have any general good and welfare for the University? [None]

Agenda Item 12
Adjournment

VICE PRESIDENT IRWIN: If there is nothing else, this meeting stands adjourned.

Kent Sharp.
Kent Sharp, Secretary
IUPUI Faculty Council

SUMMARY
IUPUI FACULTY COUNCIL MEETING
JANUARY 13, 1983

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MINUTES
IUPUI FACULTY COUNCIL
JANUARY 13, 1983
3:30 P.M., LAW SCHOOL, ROOM 116

Present: Vice President Glenn W. Irwin; Executive Dean Schaller. Deans: East, Pierce, Renda, Yovits. Director: Fischler; Professors: Allmann, Beardshear, Beck, Besch, Boaz, Bowman, Brandt, Britton, Campbell, Carlley, Cutshall, Doedens, Foegelle, Fredland, Hamburger, Harper, Hull, J. Hutten, L. Hutton, Karlson, Keck, Lindemann, Mannheimer, M. Mitchell, Mullen, Nelson, Palmer, Passo, Peva, Reed, Roeske, Salama, Sharp, Sidhu, Sparks, Toben, Tubergen, Vermette, Wallihan, Wappner, Welker, Yokomoto, Yu, Yum, Zunt.

Alternates: Daniel Benford for Steven Beering; Jeffrey Grove for Gerald Bepko; Helen Dorsch for Elizabeth Grossman; R. L. Bogan for Ralph McDonald; Hugh Wolf for Howard Mehlinger; Georgia Miller for Jack Wentworth; John Werenko for Arthur Weber. Professors: Brian O'Connor for David Felten; Donald J. Ferguson for Anoop Sondhi.

Absent: Deans: Bonser, Compton, Kellum, Stonehill. Professors: Aldo-Benson, Appledorn, Aronoff, Baker, Biegel, Casebeer, Cohen, Cournoyer, Faris, Fife, Fleener, Graham, Goodwin, Hazer, Leapman, Lees, Leibman, Lingeman, Maxwell, Miller, Minton, Mitchell, Mueller, Norton, Penna, Roman, Rothe, Smith, Sondhi, VanAllen, Wahlstrom, Weinberger, Wellman.

Visitors: Burdellis Carter, Student Services; Lillian Charleston, Student Services; Robert H. Fortier, Psychology; Janet Griffith, Nursing; Golam Mannan, Student Services; D. McNeeley, News Bureau; Norman Merkler, University Division; Carol Nathan, Assistant Dean for the Faculties; Paula Schneiderman, Learning Resources; Dorothy Webb, Theatre; Charlotte Wright, News Bureau.

Agenda Item 1
Acceptance of Agenda

VICE PRESIDENT IRWIN: Good afternoon, ladies and gentlemen. Item 1 is the acceptance of the agenda.

PROF. SHARP: I have several changes for today's agenda. The first change is to exchange Item 5 with Item 4 in order to expedite the Faculty Boards of Review election.

Item 6, a report from the Faculty Affairs Committee, states that Rebecca Markel will make the report; however, Janet Griffith will make that report. Item 6, the document on the "Review Policy and Procedures for the IUPUI Deans and Directors," is for "discussion only." Also under Item 6, the Faculty Affairs Committee met earlier this week and approved another document which I informed you would be coming. This is the document on "Policy on Access to Employee Records". Brad Toben of the Faculty Affairs Committee has a draft of that document and will discuss that with you today.

PROF. BESCH: In order to accept the agenda in specifying times for different things, I wondered if we could make another move and give a report on Placement Testing before the Faculty Affairs Committee reports and discussion of Review Policy and Procedures?

PROF. SHARP: Are there any objections to this? What you are suggesting is exchanging Item 6 with Item 7.

Agenda Item 2
Approval of Minutes - December 2, 1982

VICE PRESIDENT IRWIN: Item 2 is the approval of our minutes of the December 2 meeting. Is there a motion to approve? Is there a second? (seconded) Are there any deletions, additions, or corrections? Hearing none, all in favor of the motion, say 'aye'. Opposed? Motion carried.

Agenda Item 3
Presiding Officer's Business

VICE PRESIDENT IRWIN: I have a few items that I would like to bring to your attention today. I had hoped that there would be more news or information on the General Assembly, but there is really very little news. There are three bills that pertain to us. The first one is Senate Bill 186 introduced by Senator Larry Borst. This bill would transfer the authority to prescribe student fees, tuition, and charges of state universities of the Boards of Trustees to the General Assembly. If no law is enacted by May 15 of any year to prescribe fees, they shall remain the same for the current year.

Senate Bill 187 is one that he has had before us several times. The bill would change IUPUI's name to the University of Indianapolis as established. Its politically bipartisan advisory board appointed by the Governor representing IU, Purdue, IUPUI students and Indianapolis. The Board would advise the IU and Purdue Trustees on management and policies, most beneficial to the University of Indianapolis.

His other bill, Senate Bill 188, would establish a State University of Indianapolis with its own Board of Trustees and Chancellor consisting of the non-health divisions of IUPUI. Students would have the option of earning IU, Purdue, or SUI degrees. The Board would have representatives from IU, Purdue, the city, and the alumni. The appointment of the Chancellor and the Vice Chancellor would require concurrence of the IU and Purdue Trustees.

Now, the State Budget Committee has had several meetings about the overall budgets of all agencies in the state. We only have fragmentary information about what they are going to recommend. Right now they are talking about an increase in the first year of the biennium for all state or public universities in the amount of \$21 million. For the second year of the biennium, about \$19 million. This was a token increase in the operating budgets, and we have no breakdown by institution. There has been some discussion of personnel compensation increases of three percent; maybe 3 1/2 percent. But, here again, we have no affirmed data. The only capital appropriation that the Budget Committee has recommended to date is the General Repair and Rehabilitation appropriation. They are keeping it at the same level as the 1981-83 biennium and for the University as a whole that was \$6.2 million. That is about \$2 million for this campus. As you will recall, the Governor put a freeze on that early in this biennium, so we have been unable to do very little R & R and hopefully this and a few new projects will be funded.

Another item I have is the enrollment data at the end of late registration. The headcount at the end of late registration was second semester compared to the second semester of last year is an increase of 486 students or 2.2 percent. The credit hours have increased over one year ago; currently, it is 2.1 percent or an increase of over 4,000 additional credit hours for the campus as a whole. We still have drop and add and we still don't have the cash flow from this. If this holds, it will be the largest second semester ever in the history of this campus. Howard, you told me it would be larger than last fall's enrollment.

DEAN SCHALLER: I'm about to call on somebody who doesn't know that I am going to call on them. Since the person is in the department of theatre, I assume there will be no problem handling this. It is something that I consider to be very important and I hope you do too. It is a very unusual opportunity for the faculty. If you will recall, last year the annual Learning Resources Symposium was a very successful event, and it looks equally promising this year. I would like to call on Professor Dorothy Webb who has ably chaired the Learning Resources Committee this year to speak briefly about the symposium.

PROF. WEBB: Thank you for a few moments of your time. This gives me a chance to talk about a program that involves all of us and for which we hope to have your support and enthusiasm and leadership. That is the annual Learning Resources Symposium to be held this year on February 11. We are delighted with the contents of the program, our keynote speaker, and what we hope will come out of these sessions. This year is entitled "Responding to Students: Revitalizing Teaching." Our keynote speaker is Dr. Robert Kegan, who is a nationally known authority on learning styles. This should be a wonderful message for all of us. The conference has given us an opportunity to involve approximately 50 of our faculty as presentors or participants in the program this year. Dr. Kegan's work at Harvard has resulted, most recently, in a publication of what we call the evolving self, problems and process in human development. You will receive in the campus mail in the near future your own personal copy of the program, but there are a few here today which Paula Schneiderman has. If you are eager to read about all the 17 various sessions, please see her afterwards and get your own copy. There is a registration form and we urge you and your colleagues to fill that out. We hope to have, once again, a full house.

Agenda Item 4 Nominating Committee Report - Marie Sparks

VICE PRESIDENT IRWIN: The Nominating Committee Report is next with Marie Sparks.

PROF. SPARKS: This is the election of the members of the Faculty Boards of Review. The ballot is self-explanatory. [The results of the election follows:]

BOARD OF REVIEW I:	Raymond Pierce, Professor, Medicine
	Giles Hoyt, Associate Professor, Liberal Arts
	Jeanne Pontious, Associate Professor, Nursing
	Kathryn Wilson, Associate Professor, Science
	Francis Brahmi, Affiliate Librarian, Medical Library

BOARD OF REVIEW II: Kenneth Dunipace, Professor, Engineering & Technology
James Faris, Associate Professor, Medicine
Donald Gartner, Associate Professor, Allied Health
Jeannette Matthew, Associate Librarian, University Libraries
Steven Mannheimer, Assistant Professor, Herron School of Art

PROF. SPARKS: The Election Committee moves that the Faculty Boards of Review ballots be destroyed. [Carried]

Agenda Item 5
Executive Committee Report

VICE PRESIDENT IRWIN: The next item of business is the Executive Committee Report.

PROF. SHARP: Yesterday you should have received the nominee ballots for at-large elections. It turns out that shortly after the faculty received them we received phone calls complaining of errors. This occurs every year. Every year, we try to improve on the process. We worked on it this summer and spent a great deal of time correcting the errors. The errors were in numbers 1, 2, and 3 which represent the individuals who are incumbents, who have served two years or more, and administrators. Although there are a number of errors each year, I felt it would be unfair to conduct the elections this year with that many errors. Yesterday we sent a new ballot to be printed. They should be out within a week and the date due is January 31, which is the same. I don't feel this will cause any additional problems in conducting this election. Are there any comments or questions?

DEAN YOVITS: Has something changed about administrators?

PROF. SHARP: About four years ago, we amended the Constitution and Bylaws. Prior to that, administrators were not permitted to serve as at-large representatives. We amended that to allow administrators to serve as at-large representatives. However, there remains a section in the bylaws that requires all administrators to be identified. I feel that requirement should have been removed. I suspect that the Council forgot that when we removed the restriction that administrators were not allowed to serve as unit representatives, we proceeded with the assumption that administrators were not allowed to serve as unit representatives. Last year, I asked many faculty, including this Council, if they could find anything in the Constitution and Bylaws as to there being anywhere it stated that administrators were not permitted to serve as at-large representatives. No one came forward with a response to this question. As a result, I included the statement that identified the administrators because the bylaws indicate that I should identify them. I also included a statement to clarify that they are eligible for nomination as at-large representatives.

DEAN YOVITS: There are some administrators who are already on the Faculty Council.

PROF. SHARP: I don't think that they are on as at-large representatives. There are several classes of membership to the Faculty Council and I would have to look at the individuals and this information is all in the Faculty Council handbook that I distributed. We have a very difficult problem with identifying who administrators are and who are not administrators. What is a definition of an administrator? Administrators change from year to year and the Faculty Council Office does not know who they are. That is usually subject to many errors.

The second item I have concerns some changes and corrections on the Nominating Committee and the Executive Committee. They are listed on the first two pages of the agenda. On the next page, there are changes in the dates of the Faculty Council meeting. It turns out that we had two conflicts with the February 3 meeting, which is the next meeting of the Faculty Council. First, it only meets three weeks from now and that makes it very difficult, if not impossible, to get the agenda out in time. Second, it turns out that the Board of Trustees recently scheduled a Trustees' meeting on that date and several of us will not be able to attend the meeting. Therefore, the Executive Committee agreed to set the next Faculty Council meeting back one week to February 10 and likewise set the March 3 meeting back to March 10. I hope this won't cause any problems because I am very reluctant to change these dates.

The third item that I want to bring up with you is a concern that I have and want to share with you. It turns out that, being on the University Council, I see a problem in which the IUPUI Faculty Council is subject to criticism. Two years ago I took a good deal of heat from the University Faculty Council on this and I had nothing to do with it. Although I am not asking you to make any decisions or any changes, I feel that I have the obligation to make you aware of the problem. I simply feel that I should share the problem with you. The problem has to do with the election of the Faculty Council Secretary. The bylaws require that the Secretary be elected at the April or May meeting. The April meeting turns out to be on April 7. The Secretary also serves on the University Faculty Council. In fact, he or she normally serves as the Co-secretary of the University Faculty Council. The University Faculty Council's constitution requires the membership to the University Faculty Council be made available to the University Faculty Council by March 30, which is before our election. We will be able to inform the UFC who all the members

will be except for the Secretary. The UFC runs into problems if we delay furnishing information until April 7. The UFC tries to organize itself for the new year between March 30 and their last meeting on April 26. It turns out that that is a very hectic time to organize the UFC. The first thing they have to do is form a Nominating Committee of the new members. The new Nominating Committee has to be asked, the members have to agree to serve, and then they have to meet. I assume that they can have a meeting within the week following March 31. They nominate their own officers for the University Faculty Council, which includes the Co-secretaries, the members of their agenda committee, and the parliamentarian. They have to conduct their election by mail between April 7 and April 26 to accomplish that. The faculty who do not get elected are then considered favorably for the UFC standing committees. They also try to accomplish this by the last meeting of the UFC, which is on April 26. In the past, they never accomplished this but they made significant steps in accomplishing this last year. I don't expect them to accomplish it this year either. What happens this year is that, if we hold our election of the Secretary on April 7, the UFC Nominating Committee, which has historically included the new Secretary of the IUPUI Faculty Council, would not be able to meet until April 7. Last year everyone was elected by March 31 except a faculty member from one regional campus. They had one representative and were only a couple of days late. I question if the IUPUI Faculty Council wants to take criticism in causing the UFC a delay. I simply want you to be aware of this criticism. I'm not pushing to have the election earlier than that, but I only want to discharge my responsibility by being able to inform all that it is a conscious decision by the IUPUI Faculty Council not to have the election before March 31.

VICE PRESIDENT IRWIN: Are you recommending that this be referred to the Constitution and Bylaws Committee?

PROF. SHARP: If the Council would like to ask for an amendment to the bylaws which permits us to have the election of the Secretary in March, that would be fine. If they don't want to, that will also be fine. The Constitution and Bylaws Committee has been reluctant to bring forth such an amendment. I have discussed it with them. In fact, I sent a memo last year and one this year on this issue. I have discussed this with them on several occasions. I haven't received an indication that it will be sent to the Council.

PROF. PALMER: Henry Besch is not here and he is on the Constitution and Bylaws Committee. He discussed with me yesterday, the fact, that the Constitution and Bylaws Committee is looking at the timing involved in all of the elections. May I just make a motion that the timing of the Secretary's election also be considered by that committee?

VICE PRESIDENT IRWIN: Is there a second to that motion? [seconded]

PROF. SHARP: I just briefly discussed this. We are in a hurry because we should make the announcement at the February meeting and we will have to approve the amendment at the March meeting. Then we could have the election following the March meeting.

VICE PRESIDENT IRWIN: Is there any additional discussion? All in favor of the motion to refer this to that committee, say 'aye'. Opposed? Motion carried.

Agenda Item 6

Report on Placement - Golam Mannan

[IUPUI Circular 121/82-83 - attached to January agenda]

[IUPUI Circular 124/82-83 - attached to January minutes]

VICE PRESIDENT IRWIN: We will not proceed to Item 6 which is a report on Placement Testing. Golam Mannan will speak on that.

DEAN MANNAN: Thank you, Dr. Irwin. In an earlier presentation, I discussed the history of the Placement Testing Program at IUPUI. I trust that all of you received the memo written by Dean Schaller which is attached to your minutes. That more or less gets into the procedures of Placement Testing. There is another piece of information on the table. I will summarize our efforts so far and answer any questions you might have.

All entering students in particular, as mentioned in Dean Schaller's memo, would be tested in English and Math. There are two tests in English: Essay and Objective. There is one test in Math. These tests have been developed by the English and Math departments, respectively. The grading is suggested by the departments; the cutoff scores are suggested by the departments; and the decision statements, in terms of placing the students, are also suggested by the departments. In the case of the English tests, there will be three types of placements: The students will be placed in W001, W131, or they may be exempt from W131, depending on their scores. Math is a bit more complex. There are at least 10 courses, indirectly Math courses, that students can take depending on the measurement, so the statement will be "You are eligible to take these three courses." The students have to check with advisors depending on their majors, on which of the courses fit into their categories. The placement tests will be at no cost to the student for this semester, although I don't know what will happen later. Continuing students, those who are already in the semester, but who have not taken English or Math tests, and are taking English classes or Math classes for fall, will be tested during the last two weeks in February. The English tests will be given from the

second of March on, every week, in batches of 200 students per week. In July and August, we have to add more days for that purpose. Mr. Norm Merkler who is in University Division on a half-time basis, will be the Coordinator of the testing program. Miss Lillian Charleston, from my office, will be handling the orientation. Those two people will be handling day-to-day items. Burdellis Carter and I will be answering questions. I will be happy to answer any questions you might have.

PROF. FREDLAND: What happens to the student who appears two days before registration begins?

DEAN MANNAN: If the student is not tested for English or Math, the student cannot take English or Math courses.

PROF. FREDLAND: But, they can take anything else, like Political Science?

DEAN MANNAN: At the end of that time there is a form that will go to the advisors. You have it in your packet. You can see the section that goes to the advisor. The section includes testing results for the student. Their advisor will place that student in the appropriate course. There is an advisor's manual. If you need any kind of workshop on that, we will be willing to go to the schools and discuss the process.

PROF. FREDLAND: At the risk of sounding cantankerous, put yourself in this position. If I say to an incoming student: "Well, you can't take English or Math because you haven't taken the placement test." Now, are we going to say to them: "You can't take Political Science either because you haven't taken the placement test?" The answer is 'No, we're not.' So, we are going to get students who have not been tested and who have not been placed in English. We take writing as a precursor to a lot of other things that we do. Why do we not say, "You have got to have the placement tests before you can be admitted?"

DEAN MANNAN: Before the advising takes place?

PROF. FREDLAND: No, before you can be admitted.

DEAN SCHALLER: Dick, we are working on a procedure -- an admission procedure to deal with students who are admitted to Guided Studies or to the HELP program or admitted on probation. I think it will deal with the problem that you are talking about so you won't be confronted with that. Therefore, the concern that you are expressing will be for a relatively small number of students who are admitted on a regular basis, that is students presenting credentials which indicate a reasonable chance of success in the program.

DEAN EAST: How about the large number of non-degree students? Presumably, this is testing for degree-seeking students.

DEAN MANNAN: We made a compromise arrangement there. Adult non-degree or not, no one can take English or Math courses without being tested. And, for adult non-degree students who are taking more than six hours, we are assuming that they might be going for degrees. Those students would be tested. If there is evidence to show that an individual is taking simply one course for enrichment purposes, that individual would not be tested.

DEAN EAST: There are students who are in programs that do not require either one of these or one or the other, say composition, for example. Continuing Studies offers degrees that do not require either English Composition or Mathematics, and there are other schools that do not require Mathematics. You are not requiring everybody to take Placement Testing, are you?

DEAN MANNAN: Again, if we could identify those schools, we would not. We have two categories of these students. The second paragraph says that business students may not be tested, that students would be tested if the academic units want their students to be tested. Continuing Studies students fall into that category. They will not be tested.

DEAN SCHALLER: One more point, speaking to Dick's observation. It is now possible for a student to take several Political Science courses without ever having successfully completed W131. In fact, another thing that we have to deal with is that students can postpone the English course until the junior or senior year. They shouldn't be doing that, but I think that is a matter for the faculty to deal with. So, you do have people in your Political Science courses now, I assume, who have not completed W131.

PROF. FREDLAND: If, however, we were to refuse to register them, until they have completed the placement process, we will at least have given them the best shot we can, if English was one of the primary activities around here. We can say this in the department. One of my helpful colleagues has said, "Why don't we have W131 as a prerequisite to Political Science courses?" That's fine, but we are not suicidal.

PROF. BECK: As it stands, a student coming to us Friday afternoon for registration will have on his cards "Non-degree." If he is taking less than seven hours, send him through, let him sign up for anything. If he is taking more than seven hours, he must also have this information in his hands?

DEAN MANNAN: That thing will go onto the computer to the advisors.

PROF. BECK: By Friday afternoon registration?

DEAN MANNAN: We are assuming that student will carry advisors' signatures.

PROF. BECK: The question that I am asking is: The student will not have this?

DEAN MANNAN: No. Only the advisors will have that.

PROF. BECK: You mean, it is sitting there on your desk and you either have it for that student or you don't? If you don't have it, then he does not sign up in Math.

DEAN MANNAN: For last-minute students that causes a problem. All we can do is send that to their advisors. Whether they can use that or not, that's hard for us to determine.

PROF. SALAMA: What about the student who doesn't know his course?

DEAN MANNAN: He can get a copy from the advisors. The advisors are sent two copies. The student will get the second copy.

PROF. BOAZ: In answering Professor Fredland's question, last year the School of Science served as a guinea pig to see how the testing would work. We involved all of our incoming students and all of our upperclass students who had not yet taken composition in the testing procedure. We were startled to find that 40 percent of our incoming students, although we have fairly strict admission requirements, still had to take a test. Such students are at a disadvantage, not only in Professor Fredland's Political Science class, but in the Science classes where they write laboratory reports.

DEAN MANNAN: I agree. I think that is an appropriate subject to discuss, but at this point, I don't know what the solution would be.

PROF. HUTTON: I have a short question. If students don't want to take the advice of the test, what if they still want to go into a certain course? Are they to be prevented from going there, or are we just giving them good advice as to where they belong?

DEAN SCHALLER: I believe that the advisor could refuse to sign the form. Also, I believe the instructor in the class would have the right to exclude a student who didn't meet these requirements. That's within the hands of the instructor in the department of mathematics.

DEAN MANNAN: We will have that added to the advisor's manual.

PROF. KARLSON: It would depend upon the way your catalogue was written. If your catalogue indicates no prerequisites for a course, and a student pays a fee with intent to sign up for that course, your catalogue had made an offer and his fee had been accepted. Therefore, you would have to put qualifications into your catalogue indicating that enrollment would be subject to the instructor's determination that the student is qualified. It would have to be subject to University policy indicating that students will be under the control of placement testing. Otherwise, in accordance with some suits from out-of-state, I would say that the student would have a very strong argument that you made an offer and that he has accepted.

DEAN SCHALLER: We are providing a fair amount of business for the legal profession in town. [laughter]

PROF. PALMER: I have just one word that I think you should add here. Nowhere does it say that it only pertains to undergraduate students. It says all students.

DEAN MANNAN: That point is well taken and will be cleared up.

DEAN NATHAN: I just want to remind all of you that this program is being done now and that students have been placed in W001 for a long time. The same is true with remedial math. That part of it is not really unusual.

PROF. BECK: The term "undergraduate" bothers me just a little bit. We have graduate students who enroll in our curriculum that often are working toward undergraduate degrees who sometimes don't have the math background. We have graduate students with bachelor degrees like students from Political Science [laughter]. Sorry about that Dick.

Agenda Item 7

Faculty Affairs Committee Report - Review Policy and Procedures for IUPUI Deans and Directors
[IUPUI Circular 120/82-83 attached to January 13, 1983 agenda] - Janet Griffith

VICE PRESIDENT IRWIN: Our next item is the report from the Faculty Affairs Committee.

PROF. GRIFFITH: First of all, I want to share a little bit on the evolution of the policy which you have in your minutes from the December meeting. In 1981-82, the IUPUI Faculty Affairs Committee was asked to consider developing a review policy for deans and directors. We, at that time, obtained a copy of Bloomington's policy which had been passed by their Faculty Council in March 1979. If you will look in your December minutes, you will see that Mary Burgan noted that their policy, they assumed, would apply only to Bloomington. The full Faculty Affairs Committee at IUPUI looked at the policy and spent a major portion of last year working on revisions and also adding the flow chart as to how the things would be accomplished in a time frame. The flow chart was to facilitate implementation of the policy so that individuals would have a sense as to when things needed to be done.

This year the review policy has been brought again to the new full IUPUI Faculty Affairs Committee. It has been discussed and was passed with the recommendation that it be brought before IUPUI Faculty Council. The policy is viewed as a way to both commend deans and directors for outstanding performance in varying areas and also as a way of identifying areas of concern that perhaps the deans and directors need to improve. The process is individualized, in the sense that deans and directors may have specific goals for their particular schools. The review would consider the deans in regard to particular emphasis that would be identified by the Vice President. The review would be made in terms of achievement or action to attain the deans' specific goals. The review basically would involve internal faculty units, but it also would provide for individuals outside the unit. In other words, there would be an external review, to a degree, which would be determined by the Vice President. He would select from the Nominating Committee's recommendations, the review committee members. At this time, I would like to invite your suggestions, for consideration by the Faculty Affairs Committee, and also to clarify any possible concerns or questions you have regarding the policy.

PROF. BESCH: As you alluded to, in March 1978 the UFC called for review of systemwide administrators, and in that call said that it would be done on a continuing basis. I think this business of having review processes was an outcome of growth and impact of faculty development programs at Indiana University. It was supported by the President and others.

Dr. Irwin was the first person on this campus to be reviewed. I chaired that committee. I have kept a copy of the report which has been gathering dust. It is now hoary, along with being of wise counsel. You indicated that the committee views this as a way of both commending as well as castigating certain persons, but historically, I believe, it mainly does the latter rather than the former, even unintentionally. In the review here, the committee indicated that "It should be stressed that the Irwin Review Committee does not feel that either Dr. Irwin's personal performance or that of his office is uniquely evaluated for merit in our review." We still hold that opinion. "Evaluation of performance would require standards against which performance might be judged. No such standards exist, and it is not clear that there is even a sufficient theoretical understanding to describe a basis for your judgment of successful academic and administrative performance. In current parlance, there is no bottom line to measure. In addition, evaluation of performance cannot reasonably take place from without. Rather, it must proceed from within or through peers, since, in that case, internal expectations can be compared to external outcomes."

On the other hand, we recognize that evaluation in the most general sense, always takes place. People have opinions, they have mouths, and they often combine the two. [laughter] The mission of such a review committee is to collect sufficient evaluative data to summarize prevailing opinions about a given administrator. This has been taken to mean both positive and negative opinions, but in the interest of having the widest input, the opinions have been held in confidence within the review committee. That being the case, they become anonymous outside the committee and anonymous to the public. Therefore, they carry little weight. Persons responsible for the opinions are not identified, so that a well expressed opinion from a disgruntled source carries as much force as an opinion from a more knowledgeable source, as long as it is quoted in the review.

The dilemma of an evaluation system of this sort is that it should be dihedric or bipolar, complex enough to limit mere subjective opinions of the sort that I just mentioned, while simple enough so as to not be excessively time-consuming. That dilemma has not been solved in the review that we have had. I believe that the review is not a substitute for strong, decisive, institutional leadership or for carefully considered administrative policy.

Whereas, "review" is a neutral word, meaning to rate among like types, the emotional connotation is not neutral. With each of the reviews so far, the review committee has had to begin by trying to dispell the

notion that the committee is on a "witch hunt" for this or that or the other administrator. I have talked with several committees and that always comes up. I don't believe the evaluations have been successful, although they have carried out at higher levels. I feel even more strongly about deans and the eventually department chairpersons, then, I think, named professors, and eventually there may be review committees to review students. I don't know where it might end, but we would be burdened with a very high cost. It is my understanding that the practice of reviewing higher authority is now in disfavor in the business community, where the practice arose, failed, and is now being buried.

To expand just briefly on what 'review' means, I have looked in the thesaurus and the word applies to, among other things, 'to study' and 'scrutiny'. It also implies a rating. (That is 'rate' with a t not a p) Then some other expressions listed under this have to do with such things as 'studies', 'scrutiny', 'entry', 'investigation', 'questioning', 'third degree', 'espionage', 'peep behind', 'lantern of Diogenes', 'pump', 'prosecute', and 'grill'. The result of such an opinion or search or inquiry could be described as discovery, but also it is a dig up, grub up, and fish up. It also implies putting the saddle on the right horse, hitting the right nail on the head, smelling a rat, and eureka. Finally, there are tom foolery, tour de force, chic, spectacle, strut, and one I especially like, turgid. Thank you!

PROF. GRIFFITH: That was very informative. I think the committee was looking at it in terms of 'study'.

PROF. PALMER: A question of clarification. Does Bloomington review anything but systemwide officers?

DEAN SCHALLER: Yes, they do. There's a difference in practice there in that the deans are appointed for specific terms. A review then is conducted toward the end of the first term. Of course, there is no review if the dean elects not to seek reappointment. The number of reviews seem to be declining because of the number of deans that do not wish to continue for a second term. We have urged the committee to look into that experience that they are having in Bloomington.

PROF. KARLSON: Henry, I don't have a thumb-indexed thesaurus, which I know you keep on your desk. However, there is a danger with reviews. That is, you can spend so much time telling people what you have done that you don't have time to do anything. I think most of us experience this in the various reports that we have to fill out. There has to be a balance, and yet there is also a feeling that at some point there should be some system which can be used to review when necessary. We also know that many of the schools on this campus have review policies. I don't think that we should undertake acceptance of a review policy without knowing how this would integrate with the review policies already in existence within schools that now review their deans, chairs, and various departments. To review systems that are now in place could mean that, if we are going to have this new review on top of the other reviews that are already taking place, then we have reached that point where we can't do anything because we will be spending all of our time determining what we have done. If it would be of some use, perhaps some system could be revised.

PROF. SIDHU: I support Henry's point of view, because I was a member of Dr. Pinnell's review committee. The difficulty is to collect information, which involves time consumption and financial commitment. If we are thinking of those types of reviews, I think it will not serve the purpose. I do not know what the intentions of the committee are. If we have time to find out the review in a normal procedure, we could ask: What are the strengths of the administrator? What are the weaknesses? Where is the need for the improvement? I think we can accept in principle if there is a need for review, either every fourth or fifth year, but in the school itself, what are the procedures? That would be much more feasible, more practical, rather than following the same procedure that we have followed in reviewing the systemwide officers. If that is the intention, I think we need to request individual schools to review, maybe, their deans or assistant deans. I think it should be limited to the deans, if that is the officer we are going to review. If you want to go down the line, there would be no end to it. Some of the schools are reviewing. In my school, we review our dean annually. We write a report, which is internal. I think that will serve the purpose rather than forming a committee and then requesting Dr. Irwin to appoint members from the outside. Those who are on the outside really don't know much about the workings inside a school.

PROF. GRIFFITH: I can share with you what was visualized and is shown in the timetable in the policy. Basically, deans have particular goals for their units. Their responsibilities may be individualized in some way. These would define criteria for selecting members of a review committee. This Council's Nominating Committee would develop a list of names for each review committee, and the Vice President would then select from that list. This policy also states that the Vice President would solicit student representatives. The Review Committee could be totally internal; however, the policy does provide for external people to be on the review committee, if the Vice President so designates. The goals and responsibilities of a dean being reviewed would then determine the types of information that would be sought, from whom to solicit that information (faculty, students, deans, or others), and how to carry out the process. This is basically the operating procedure through the Vice President and the Secretary of the IUPUI Faculty Council would guide the review committee. The cost, in terms of time and money, is going to depend on this committee and how much they want to turn the wheels. These types of decisions could be made with some good leadership fairly quickly. Perhaps, this information could be gathered through questionnaires or personal interviews. Some reviews take a long time. Other reviews could be done with the review committee meeting once a month for a couple of hours.

PROF. SIDHU: Can we accept this general principle rather than working out a uniform procedure for all the schools? This committee is having a heck of a time trying to find people willing to serve on the committee. It takes a lot of time on the part of the Nominating Committee. If there is a need for the review, we should have the review. But, on the other hand, you should not make uniform rules that would be applicable to all of the schools. Let it be internal so that they can work it out. If the committee can review and think about it, we would appreciate it. If they don't agree on it, then I don't know what the answer would be.

PROF. GRIFFITH: This could remain internal. The basic problem is that faculty have been asking for this and that's how it came to the Faculty Affairs Committee. They felt that there was a need for some type of review system. It has also been expressed in some schools that the review process consists of the particular deans sending out a memo or a request for a review that must be signed. Many faculty have felt that they dare not state their opinions. One, they don't want to sign it; and two, if they stated their opinions, their dean would know right away who it was. [laughter] I have heard from faculty that they don't feel that this process, which is going on in some schools, is a fair review process of the dean. I am just sharing with you what I have heard from faculty as to why they want a more formal system.

PROF. WALLIHAN: Of the merged or campus schools, why does Business appear on the list? Why is Education excluded?

DEAN SCHALLER: The School of Education, a merged school, reports to Vice President Gros Louis. As you know, Jim, the Business School reports to Vice President Irwin. SPEA and Continuing Studies also report to Vice President Irwin and are not on the list. Incidentally, another complicating feature of this, in my opinion, is that so many of our schools operate on more than one campus. It seems to me that the faculty members of these schools on the other campuses would obviously have an interest in this review process. How to accommodate that in all of this without a major bureaucratic effort, I am not sure.

DEAN RENDA: I would like to make a comment about a statement that there may be a dean asking his faculty members to review him and sign the review. I am a dean and I don't know of any dean on this campus who would be that stupid or naive. I'll call your hand on that.

PROF. GRIFFITH: I am not going to say who said it, but I have heard it from faculty.

PROF. BOGAN: As a part of all of our accreditation processes, I believe that the leadership of each school is measured on the basis of their scholarly activity and initiative of the leadership. That becomes a part of the record and is available to the Vice President or faculty or anybody who wants to look at it. It seems to me like we are again duplicating things at a time when we use a lot of people in a review that is already being done.

PROF. BOAZ: Does the Faculty Affairs Committee feel that a review of this type would uncover any remarkable talent or outstanding deficiency that the Vice President would not already be aware of?

PROF. GRIFFITH: Sometimes the community is not always aware of the ways that a dean has been able to accomplish certain things. Parts of the document so designated by the review committee and the Vice President would be made public so that there could be accolades that would show that the University community has reviewed such administrators and supports their particular endeavors.

PROF. BECK: How many deans are there?

PROF. GRIFFITH: Seventeen were listed here. Seventeen which would mean an average of three or four reviews per year would be going on.

DEAN SCHALLER: There are two more. But again, there would be deans not subject to this review who are responsible for academic personnel and programs on this campus. We would also be reviewing deans that are responsible for large numbers of people on other campuses. I don't think, in fairness, that we could adopt this particular system without some consideration of that problem.

DEAN YOVITS: I'm curious. What would happen to the report that is written? What action would be taken?

PROF. GRIFFITH: I believe that the timetable says recommendations would be made by the committee. The Vice President, in consultation with the review committee, would decide which portion of the report would appear in the library, if I read this correctly.

DEAN YOVITS: Would it be anticipated that the Vice President would take some action on the basis of this report?

PROF. GRIFFITH: That's the Vice President's administrative prerogative.

DEAN YOVITS: Of course. What would be the expectation of the committee that has made this recommendation?

PROF. GRIFFITH: I don't think the committee foresees a yes or no type of recommendation. I think the recommendations are going to come out by identifying what the strengths are that were shown by analysis of the data, and what are perhaps some of the areas that need to be improved. I don't see the committee as saying "You need to keep that guy on for another 20 years because he is so great" nor the other extreme.

PROF. SIDHU: If the results are not going to have any affects, suppose there is a dean who doing a lousy job and the review committee says "Vice President, that dean needs to be removed from the office." What is going to happen in that case? Would that have any affect? The Vice President should know what types of missions are going on in each school. If a mission is not being taken care of by a school, I think the Vice President is going to know about it, somehow or the other.

DEAN SCHALLER: Only the Board of Trustees can remove a dean from office because a dean is an officer of the University and appointed by the Trustees.

PROF. SIDHU: So, if we are going to talk about an exercise, then I don't think we need to do that exercise if it will not have any concrete results.

PROF. BESCH: I would like to suggest that the committee contact other persons who have chaired and served on review committees to see whether their perceptions from the outside of what should and can occur in these meetings reflect what has occurred in these reviews.

PROF. GRIFFITH: That allows me to respond to one of your earlier comments. If I remember correctly, at the Executive Committee meeting, a recent review was cited which was quite lengthy to show how commendable an administrator was on another campus. You were speaking in terms of a castigating committee, and I think it is weird that there are some committees that go overboard to show the elegance and the abilities of some administrators.

PROF. BESCH: I think there is no finer administrator in all of Indiana University than our Vice President. I think our report reflected that. Nevertheless, we felt that there were negative opinions, in most cases, I think, unsubstantiated opinions, but nevertheless expressable. Where there are significant fractions of persons expressing that same opinion, it should be in the report. The 99 and 44/100% of the report that was positive showed Dr. Irwin to be very open to any faculty who might not be able to get along with their dean. That is reflected very well in this. It is not as though they don't have some place to go without some kind of report. Nevertheless, that last itsy bitsy little part was the part that the press played up and that was reported throughout. Good news is not news; bad news is news. I think that is one of the reasons why this is not an appropriate procedure. I think hearing news is appropriate; and, in some instances, perhaps, the faculty should be allowed to see the peer review. Maybe that would be a useful thing to do, although I could develop arguments against that. I think that is all one could do when reviewing someone who is administratively higher. All you can do is collect opinions. Opinions and only opinions. There is no way that one review committee can substantiate whether somebody is or is not performing well. They can collect opinions on that, but they can't substantiate it scientifically.

PROF. GRIFFITH: I think you have a marvelous historical documentation of Dr. Irwin's review. If I were a dean with such an outstanding review, I would want to have a copy of that. That is another reason. If you were an administrator, wouldn't you want to be able to read, if you had had a commendable review by all your colleagues, your faculty -- wouldn't you want to know what they thought of you?

PROF. BESCH: I would rather read an evaluation by my peers saying that I'm doing well than an evaluation by my non-peers that says it's generally conceded that this guy is doing pretty well. I don't think the latter is particularly informative. I think the former is an in-depth review.

PROF. HUTTON: It seems to me that we are having a discussion on the pro's and con's of the general process of evaluation. Classroom teachers of this University are pressed to do student evaluations every semester. If you want to talk about somebody badmouthing you and not coming up front, I don't know anyplace that that is more prevalent. Yet the deans encourage the faculty to do student evaluations. I hear lots of faculty, deans, and administrators talking against the review process. I don't say that I am for it or against it. I am just saying to take a minute to think what you do to your own faculty when it comes to review and evaluations and the time element that is involved...as much time as the total faculty at IUPUI spends on their annual summary faculty review. Think the whole thing through when you are talking about this. It is just not the administrator's evaluation; you are talking about a whole range of things.

PROF. BECK: She mentioned student evaluations. I am sitting here thinking about that. In some ways it does seem to me that the only people that aren't reviewed are deans.

DEAN RENDA: Our deans only last month passed out a form (without signatures, let the record show). We were able to fill out these forms. It didn't take us any longer than five or ten minutes. I tend to agree with Professor Hutton. Are we going to evaluate or aren't we going to evaluate? If we are not, we might as well throw the students' evaluation out also.

DEAN SCHALLER: The student evaluations were not imposed by the Faculty Council. Nor is it required that the results be put in the library.

PROF. HUTTON: The schools require them. There is no way to require a dean's review, unless it is somebody above the school.

DEAN SCHALLER: I don't think anyone is against evaluation. It is a consideration of what the process is, what the costs are, etc. It is my opinion that there are a lot of questions to be answered about this. I urge again that the problem of merged and system schools be considered. How mandatory it should be? How flexible it should be? I would agree that an evaluation of some kind is desirable.

PROF. GRIFFITH: Thank you for your comments and considerations.

POLICY ON ACCESS TO EMPLOYEE RECORDS

Faculty Affairs Committee Report - Brad Toben [IUPUI Circular 127/82-83 attached to February 10 agenda]

PROF. SHARP: The second part of this report from the Faculty Affairs Committee is on the Policy on Access to Employee Records. There were some concerns by this body on this policy at the October meeting. The Faculty Affairs Committee approved a document which was very similar to this last Tuesday. I understand that it has some modifications. I discussed the history of this with you and recorded it in the minutes of the October meeting. We have with us Brad Toben, who will discuss the details of this document. I presume, providing the Executive Committee goes along with it, that this document will be up for action at the February 10th meeting. We want you to be aware of what is going on and be able to discuss it.

PROF. TOBEN: As for myself, I shall be very brief. The document that we received from Bloomington was fundamentally well drafted. However, it was affected by some defects as well as some more minor items. Specifically, we found the language of virtually every section to be ambiguous and, in many cases, incomplete and/or inconsistent. The document that you picked up as you came in the door today represents our final product, a redraft of the Bloomington document. I know that, because of our discussion today, you probably would not have had time to review it closely, which, of course, you will want to do.

I am going to outline for you the major changes that we made; but, more importantly, I want you to realize that you should read it because I am not going to be addressing any minor changes in language for, for that matter, any major changes in language that did not affect the substance of the document.

First of all, beginning with Section III of the document, we clarified the language. In the Bloomington document, there is a further provision which allows those outside of the University employment to inspect documents in the employee's document or record file. We could not conceive of any emergency that the drafters of the document had in mind that would warrant a non-employee of the University looking into an employee's records. Therefore, we have eliminated that portion of the Bloomington document on opening the employee's record in the case of an emergency to someone outside of the University system.

In the fourth section of the document, dealing with access to the employee records by administrators and other employees, we have, once again, clarified the language. Perhaps more importantly, we have included provisions whereby the employees must be informed that another employee or an administrator was given access to the employee's records. In the Bloomington document, in the section regarding access to the employee's records by the employee, there was an exception or an exclusion made for two different types of documents. The first was the initial appointment dossier and the second was any type of dossier compiled in connection with the nomination of the employee or the receipt by the employee of any special honors. The Bloomington document excluded or excepted these documents from the ruling framework that they had developed, although it did not go on any further to specify whether this meant that some set of rules applied or whether no rules applied. We could not distinguish in our own minds initial appointment files or honors files from general employee records maintained by the University and, therefore, we deleted those sections that these documents should be subject to the same rules that govern access to all other employee records.

In Section VII of the redraft, we made two major changes. First of all, unsolicited, anonymous communications are not to be maintained as a part of any employee's file. We did this on the assumption that anyone who chooses to submit an opinion, letter, or other document anonymously for inclusion in an employee's file, should not be accorded any credence because of their wish to remain anonymous and also, of course, because they had not been solicited in regard to the submission of this document. Now, referring back to the earlier section, you see that we provide for anonymity in connection with solicited documents that are, of course, received as part of the employee's review process.

In connection with the removal of a document from the employee's files, the Bloomington document did not provide any removal process. This led us to the question of "What is this procedure for?" If it states

that these documents of such a nature should be included in the file and other documents should not be included, is it of any import if there is no procedure for removal of a document that doesn't fall within the guidelines for acceptable documents in the file? We could not come up with any type of procedure that we felt would satisfy each unit or department here on the campus concerning removal of unacceptable documents from the files. Therefore, we passed the buck in a provision stating that each unit or department should establish their own procedures for removing documents from the employee's file. As you read the document, as I have mentioned, you will find many other wording changes; however, I think that I have summarized the important substantive changes that we have made. I'll answer any questions now.

DEAN EAST: What about the letters of complaint against instructors with signatures? Of course, no one solicits those, but they come. Clarify that as it relates to VII A. Say a dean's office gets letters. Are you saying that those letters do not become a part of the faculty member's records?

PROF. TOBEN: They become part of the faculty's members record even though unsolicited, provided that they are not anonymous. That would be addressed by Section VII A. Of course, a copy would have to be provided to the faculty member. The faculty member would be given an opportunity for response to the unsolicited item.

DEAN EAST: Students regularly are those who complain. If they are in a class during a semester, they often don't want the instructor to have that information because of the fear of grade effects. How do you deal with that?

PROF. TOBEN: If the document is submitted anonymously, it would not be included in any event.

DEAN EAST: No, I mean it's signed by a student who requests that this information, by name, not be given to the instructor.

PROF. TOBEN: I think we can easily provide for that in the document. I think you have a well-founded suggestion that the material not be included in the dossier of the employee until the student has completed the class or at some other appropriate time. We want to emphasize that this document is flexible. It reflects our own thoughts. I am not certainly bound to the language of any section, and I am sure that there are changes that would improve the document.

PROF. KARLSON: You talk about outside letters being solicited. Who is doing the soliciting? Are they being solicited by the faculty member? By someone on a committee? By the dean? Who solicits these letters?

PROF. TOBEN: It is our feeling that that section would extend to any letters solicited by the administration, by any type of peer review body within the unit, or by the employees themselves.

PROF. KARLSON: Isn't there a danger? Let's say if someone on a committee was antagonistic to a person's candidacy, he would write to an individual who he knew was biased or prejudiced against this individual, soliciting comments on the individual. Then he would not be able to point out the bias or prejudice of the individual from whom the comments came because he would not know the name.

PROF. TOBEN: That certainly is a danger, although in my own mind, I question whether that is a matter to be addressed in a document regarding access to employee records.

PROF. KARLSON: Here you are dealing with access to records of candidates for tenure or promotion, where faculty members are going to be excessively sensitive. Fundamental fairness would indicate to me that, if a letter is being considered regarding a person's promotion or tenure and if it might be harmful, the affected individual might have no knowledge of the source because he did not solicit it.

PROF. TOBEN: I agree with your concern; however, I am, in my own mind, questioning under what circumstances the letter should be solicited. Should it be part of this document? I do recognize your concern, however, and defer it to the body here.

DEAN YOVITS: We request letters to make comments on a person's possible promotion and tenure. This is a different issue than whether you want to accept that or not. One of the troubles is that you have already solicited these letters on the basis that they would remain confidential. So, nothing that goes on now would change that fact. It seems to me that something has to be said for this. Anything previous to this cannot be made available.

PROF. TOBEN: We did address that concern in Section V B, mentioning that this policy would not apply to previously solicited letters.

PROF. WALLIHAN: There are a number of behavioral assumptions here about the connection between anonymity and candor. There are terms like that that are pretty much untested. I don't think that the provision for

sanitizing letters (taking off the name of the author, etc.) really gets at what we want. It is often possible to really remove the identity, but you would wind up with the situation here, out of a couple dozen lines on the page, maybe there are three left. That is a sanitized letter. I would argue that we ought to test some of these assumptions and remove them on promotion and tenure recommendations and make that clear to the writers. I would want to at least take the chance that those letters, coming in under that kind of procedure, would be just as useful, and perhaps more useful, than we now get.

PROF. TOBEN: I think there is a concern that letter writers will not express themselves fully, realizing that the subject of the letter will be given access to the letter.

PROF. WALLIHAN: That is an assumption.

PROF. TOBEN: Certainly, that is an assumption, as is yours.

DEAN EAST: But the quality of the response would come in accordingly, would it not?

PROF. TOBEN: I assume so. I do not know.

DEAN EAST: Again about VII A -- Unsolicited Communication -- let me ask you this. It's possible politically, within a unit or department, to exclude balanced views with regard to a faculty member? If you have responsible faculty who are trying to keep the record balanced, and, indeed, want to do just that, that a person writes to express concern that somebody being evaluated is being more manipulated politically than academically and then offers an evaluation of a faculty member. When that comes to a dean's office, are you saying then that that can be shared? Are you saying that a faculty member, even having shared that type of response, then, according to this, you say "That is to come out of my record?"

PROF. TOBEN: The procedure and the substantive rules regarding removal of a letter from the record would be left entirely to the unit or the department under Section VII C. That would be a determination to be made by your individual unit or department.

DEAN EAST: A and C seem contradictory. A says clearly "shall not be placed" and C says something else.

PROF. TOBEN: If I could note, it says "shall not be placed unless a copy is provided to the employee and the employee is given an opportunity to make his own comment on the unsolicited communication." Then, of course, the document would be in the file. That having been done, the removal of the document from the file would only occur in accordance with whatever removal provision the unit or department had implemented itself.

DEAN YOVITS: I have a question of procedure. If this is passed by the Faculty Council, should recommendations be made to the Vice President?

PROF. TOBEN: I will defer on that. I do not know.

PROF. SHARP: That is a good question and I will give you a little history on that. The Bloomington Faculty Council presented essentially the same document and approved it April 20, 1982. They had quite a discussion on this all last year. It has been debated down there for at least three years. It got to the administration. The administration said essentially that, since the campus had systemwide schools, that the policy should apply to the entire University. There have been differences of opinion on that. The faculty and the Bloomington Faculty Council feel that the rest of the campuses should adopt it. They would like for it to be adopted. They sent it here, and I reported it at our October meeting. We sent it to the Faculty Affairs Committee. They are simply reporting it. If we were to approve it, I think that our administration would be in a similar situation to the Bloomington administrations's. How they would resolve it, I don't know. I expect they would find some way to work it out. They also want it to go to the University Faculty Council to make it systemwide. That is what Bloomington would really like for us to do. I feel that we need to have some discussion and find out what the opinions of the faculty are.

PROF. WALLIHAN: Just a quick question on current practice. Is it current practice that, when an unsolicited letter comes in from a student or anyone outside of the University that is critical of a faculty member's performance in some way or another, that that letter becomes a permanent part of the faculty member's record?

DEAN SCHALLER: Jim, they come in, as you can imagine, in several places. They may come into the Dean's office, or they may come into the department chairs. A professor will get a letter like that from a student about another professor in the department. To try to administer that, to be able to say to you in general, what happened to each letter, would be extremely difficult. I expect the policies to vary by school.

DEAN YOVITS: Is that something that should be administered by schools?

DEAN SCHALLER: Having dealt with these in the School of Business over the years, I know that sometimes you get a letter from a student and sometimes letters come from parents who have not been told the truth by the student. Sometimes by reading the letter, you can look at it and recognize that it comes from a disturbed person. To call that to the attention of a faculty member, as if it were some big issue, would concern a faculty member. Sometimes you have to exercise some judgment. The last thing you want to do is to have a faculty member reacting to a whole lot of letters like that. I think there should be some room for judgment about the nature of these letters.

VICE PRESIDENT IRWIN: This kind of policy document is likely to eventually be approved by the Trustees. We probably will have to go through the whole process.

Agenda Item 8
Old Business

VICE PRESIDENT IRWIN: Does anyone have any old business? [None]

Agenda Item 9
New Business

VICE PRESIDENT IRWIN: Does anyone have any new business?

PROF. MANNHEIMER: The Herron School of Art is having its first major open house of the 1983 season tomorrow at 7:00 p.m. Everyone is cordially invited. It is a major collection from the RSM Corporation in Cincinnati consisting mostly of contemporary art.

VICE PRESIDENT IRWIN: There has been good publicity by all media.

Agenda Item 10
General Good and Welfare of the University

VICE PRESIDENT IRWIN: Does anyone have any good or welfare of the University? [None]

Agenda Item 11
Adjournment

VICE PRESIDENT IRWIN: This meeting is adjourned.



Kent Sharp, Secretary

SUMMARY
IUPUI FACULTY COUNCIL MEETING
FEBRUARY 10, 1983

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MINUTES
IUPUI FACULTY COUNCIL
FEBRUARY 10, 1983
3:30 P.M., LAW SCHOOL, ROOM 116

Present: Vice President Glenn W. Irwin; Executive Dean Schaller. Deans: Beering, East, Grossman, Kellum, Nagy, Renda, Stonehill, Weber, Yovits. Director: Fischler. Professors: Allmann, Appledorn, Beardshear, Beck, Besch, Biegel, Bowman, Carlley, Cecere, Cohen, Cournoyer, Cutshall, Doedens, Faris, Felten, Fife, Fredland, Goodwin, Hamburger, Harper Hull, Hutten, Karlson, Leapman, Lees, Lindemann, Lingeman, Mannheimer, Maxwell, Minton, Mullen, Nelson, Norton, Palmer, Passo, Penna, Peva, Reed, Rothe, Salama, Sharp, Sidhu, Sondhi, Sparks, Toben, Tolle, VanAllen, Vermette, Wahlstrom, Wallihan, Welker, Wellman, Yokomoto, Yum, Zunt.

Alternates: G. Kent Frandsen for Gerald Bepko; R. L. Bogan for Ralph E. McDonald; Hugh A. Wolf for Howard Mehlinger; Kay Carl for Edward R. Pierce. Professors: Richard Lawlor for Judith Campbell; Elaine Alton for Lucreda Hutton; John F. Bonner for Roger W. Roeske; Naomi S. Fineberg for Myron Weinberger; Ke Won Kang for Pao-Lo Yu.

Absent: Deans: Bonser, Compton, Wentworth. Professors: Aldo-Benson, Aronoff, Baker, Boaz, Brandt, Britton, Casebeer, Deets, Fleener, Foegelle, Graham, Hazer, Keck, Leibman, C. Miller, B. Mitchell, M. Mitchell, Mueller, Roman, Smith, Tubergen, Wappner.

Visitors: Neil E. Lantz, Administrative Affairs; Donald Kettlekamp, UFC member; Patrick McGeever, UFC member; Richard Slocum, Registrar's Office; Charlotte Wright, IUPUI News Bureau.

Agenda Item 1
Approval of the Minutes - January 13, 1983

VICE PRESIDENT IRWIN: Good afternoon, ladies and gentlemen. The first item is the approval of the minutes of our January 13 meeting. Is there a motion to approve? [Motion made and seconded]. Any discussion or corrections?

PROF. BECK: At the bottom of page 10, where it says 'Dean Renda', I believe that is my statement. [Secretary's Note: The correction is:]

PROF. BECK: She mentioned student evaluations. I am sitting here thinking about that. In some ways it does seem to me that the only people who aren't reviewed are deans. Our dean only last month passed out a form [DEAN RENDA: Without signatures, let the records show.] PROF. BECK: We were able to fill out these forms. It didn't take us any longer than five or ten minutes. I tend to agree with Professor Hutton. Are we going to evaluate or aren't we going to evaluate? If we are not, we might as well throw the students' evaluations out also.

VICE PRESIDENT IRWIN: All of those in favor of the motion, say 'aye'. Opposed? Motion carried

Agenda Item 2
Presiding Officer's Business

VICE PRESIDENT IRWIN: We have not reported to the Council on the outcome of a recent accreditation review by the North Central Association. I would like to read some of the highlights of a report by the NCA visiting team. As you recall, a ten-member team visited the campus last November to evaluate all of our educational programs and services. Prior to that visit, reports had been made to this Council on preparations for the review. Many members of this Council had active roles in helping to make the preparations and in handling the visit itself.

We received a draft of the NCA team's report in December. In January, we responded with corrections and suggestions concerning that draft. Although we have not received official word from the North Central Association, the prospects are excellent for a positive and a very favorable decision.

Members of the visiting team stated that they plan to make a unanimous recommendation that IUPUI's accreditation be continued through 1992-93. That is the maximum, ten-year period for the Association. The visiting team's report affirms that IUPUI meets all of the institutional requirements and fulfills all of the criteria for evaluation prescribed by the North Central Association.

The 45-page report concludes with a list of IUPUI's strengths and concerns, as perceived by the team. I will give you some examples of what visiting faculty members and administrators from campuses like ours felt was significant.

The team listed, among our strengths, their observations that faculty members in the various schools and departments are "well prepared and positively serving the interest of IUPUI." They also commented that recruiting efforts during the past 10 years have been very effective, resulting in a stronger and a more diverse faculty. Other strengths included impressive additions to our campus facilities, evidence that our schools are serving the urban mission of IUPUI, the use of sound financial and budgeting procedures, successful programs featuring innovative outreach, improvements in student services, and commitment by the University Trustees to comprehensive advancement of our educational programs.

Their concerns included the extent of state support in difficult economic times, a need to further clarify and communicate our mission, too much dependence on part-time faculty in several areas, shortage of library resources, relatively few appointments of minorities to faculty and administrative positions, and the problems of meeting the higher operating costs that go with using our expanded campus facilities.

This team's report is substantially different and better than the report ten years ago. We will make available the official report when we get it.

I have nothing new to report on the General Assembly. I reported to you at the last meeting on three bills. Two bills would change our name and one would take authority to set fees from the Trustees of the public universities and put that authority in the hands of the General Assembly. The two bills regarding this campus have not had a hearing and the bill regarding fees has had one hearing, at which students from all of our campuses opposed it. It is not likely that any of these bills will get out of committee.

I don't have anything to report regarding the budget. Tonight, beginning at 6:30 p.m., the public universities will have their first formal hearing with the House Ways and Means Committee. We intend to be persuasive this evening for the needs of this campus and all IU campuses.

The still is no official word on the University's spring semester enrollment. The final enrollment figures are expected to indicate that headcount enrollment on this campus is up 1.7 percent over a year ago. It also is up by two percent in credit hours taken. I have to point out when I give that favorable report that, because of a shortfall in summer session income, we are faced with a probable shortfall of \$250,000 below projected fees for the current year. Another factor has been enrollment of fewer out-of-state students than we had projected.

I also want to comment on two important appointments. Steve Beering, Dean of Medicine, will assume the presidency of Purdue University on July 1 of this year. It is a great tribute to him. I hope and predict that that will be important to not only Purdue but to IUPUI and IU. I hate to see him go, but he certainly has done an excellent job for all of us. George Pinnell, Executive Vice President of IU, has been appointed President of the IU Foundation, effective March 1. I think that will establish a new relationship for us with the IU Foundation. I am pleased about both appointments.

Agenda Item 3

Memorial Resolution - Anna K. Suter

[IUPUI Circular 129/82-83 attached to minutes]

VICE PRESIDENT IRWIN: Item 3 is a memorial resolution regarding Anna Suter. Elaine Alton will read that.

PROF. ALTON: Contrary to what the resolution says, Anna Suter died December 17, 1982 and not February 17, 1983 as stated in the agenda.

[Professor Alton read the memorial resolution.]

[A moment of silence was observed.]

Agenda Item 4

Executive Committee Report

VICE PRESIDENT IRWIN: The next item on the agenda is the Executive Committee Report.

PROF. SHARP: I have included in the agenda for this meeting a memo which is to be distributed to each new faculty member. One of the problems that we have is informing the new faculty about the Council. I think it often takes new faculty several years to find out about the Faculty Council. This is a small step to bridge that gap. I included it in the agenda for new faculty who are not aware of the Council. I will distribute this memo with a copy of the IUPUI Faculty Council Handbook (which was distributed to the faculty last September) to each new faculty member.

Agenda Item 5
Constitution & Bylaws Committee Report
[IUPUI Circular 125/82-83 attached to minutes]

VICE PRESIDENT IRWIN: The next item is the Constitution & Bylaws Committee Report.

PROF. BESCH: The Constitution & Bylaws Committee is recommending the nine Bylaws amendments in your agenda to permit more orderly and timely election, especially those of at-large representatives to the Faculty Council, but also pertaining to the Secretary, the University Faculty Council, and so on. If these amendments are passed, the faculty would vote to nominate at-large representative candidates by November 15 and to elect at-large representatives by February 20. The Constitution requires that prior notice of intent to hold an election be given in order to amend the Bylaws at a meeting of this Council. What is printed in here is a prior notice of that, so that we can act on these nine amendments next month.

On page 7 of the agenda underlined are changes and deletions of the Bylaws that would be made. Pages 4 and 5 cover proposed Amendments 1 through 5. Proposed Amendments 6 and 7 have to do with keeping the University Faculty Council elections in tune with IUPUI Faculty Council elections.

Amendment 8 moves the election of the Secretary from the last or the next to the last meeting of the year, to the March meeting.

Amendment 9 is a change to current Parliamentary Authority to the current edition of Robert's Rules.

We hope that you will look over these amendments and see whether you might want to pass them or alter them or whatever else you might want to do with them. Are there any questions or comments?

PROF. ROTHE: I have read some of your comments earlier but I do not understand why you are deleting administrative titles.

PROF. BESCH: That was discussed at our meeting last month. Kent Sharp had something about that on page 3 of the minutes which we just approved. It has to do with the fact that, in Bloomington and in our old Constitution, administrators were not allowed to be elected as ordinary people. When the new Constitution was written, it was thought that administrators should be given the same dirty jobs as anybody else. The provision to exclude administrators from election to this Council was struck. This part has remained in the Bylaws and so we struck that, along with the other changes. When working on that provision, we thought we would go ahead and bring that up to date as well. The proposed amendments speak to a couple of points that are almost as heartbreaking as 'N'. One of those is that we will suggest that we continue to nominate three persons, but that we be able to vote to elect as many at-large representatives as there are spots available.

VICE PRESIDENT IRWIN: Are there any other comments?

PROF. SHARP: Henry, one of the things that I have noticed is that we are moving up the dates of the election. Would you briefly discuss the rationale for doing this?

PROF. BESCH: If you will refer to the fifth page marked "Background Information", you will find a summary of steps and timing of IUPUI elections, current and proposed. As indicated in the rationale in various amendments, we intend to codify the current practices and specify consistent deadlines. We worked closely with the Nominating Committee, both this year's committee and its chairman Marie Sparks, and last year's chairman, Dave Smith, who is also a member of this committee. We intended only to codify what is currently done to move the elections, such as they occur, in a more timely and orderly fashion rather than coming with multiple mailings throughout part of the year. Various looking ballots come to my desk and, unless I study them, they end up in the circular file. I think if the various components of at-large elections were arranged to be more consolidated, compact, and regularized, that participation by the faculty would be better. That is our motivation. Those things are specified under individual components in the document where the individual proposed amendments are given, and then a rationale for each amendment is given for the proposed amendment.

PROF. ROTHE: Since this is for discussion only, I assume now is not the time, but is there a rule against trying to amend the name and administrative title? What is the time to offer amendments to your report?

PROF. BESCH: I think that before the vote on the amendments would be the appropriate time. The Parliamentarian might correct me, but I suggest that, if individual amendments were to be made at that time, we would have to first vote to separate the amendments and then amend them.

PROF. SHARP: We have a problem on how to handle this at the next Faculty Council meeting. Should it be by separate votes for individual amendments or should it be on major vote? The Executive Committee will discuss that. If you have any particular preferences as to when you would like to have portions of it separated, I think the Executive Committee would be willing to listen. I suggest that, if you have an amendment to an amendment, we would be willing to include that in the agenda for the next meeting. It will be attached to the minutes.

VICE PRESIDENT IRWIN: Thank you very much.

Agenda Item 6
Nominating Committee Report

VICE PRESIDENT IRWIN: The next item is the Nominating Committee Report with Marie Sparks reporting.

PROF. SPARKS: It is my duty and honor to introduce to the Faculty Council the upcoming nominees for the position of Faculty Council Secretary. The Nominating Committee is presenting three candidates who will be voted on at the next Council meeting, providing that the Bylaw amendments are approved. I will explain a little bit about them so that you will be more familiar with each candidate.

RONALD E. DEHNKE: Director of Student Teaching and Lab/Field Experiences and Associate Professor, School of Education. Graduate of Wayne State University, Ed.D. 1966. Appointed to IUPUI faculty in 1970. Since his appointment, Dr. Dehnke has served on numerous School of Education and University committees. Such IUPUI committees as: Faculty Council, Executive Committee of Faculty Council, Academic Affairs Committee [chairman], Calendar Committee Co-chairman, Budgetary Affairs Committee, Honors Council, Theater Advisory Board, Metropolitan Affairs Committee, Affirmative Action Advisory Council.

RICHARD G. PFLANZER: Associate Professor of Biology and Medical Physiology, School of Science. Graduate of Indiana University, Ph.D. 1969. Appointed IU faculty in 1969. Since his appointment, Dr. Pflanzner has served on numerous School of Science and University committees. Such IUPUI committees as: Athletic Affairs Committee, Faculty Council, Faculty Council Committee on Committees, Academic Affairs Committee, Calendar Committee [Co-chairman], Academic Coordinating Council, All University Calendar Committee, Athletic Affairs Advisory Committee, and All University Faculty Council Educational Policies Committee.

GLEN O. SAGRAVES: Professor of Oral Diagnosis and Director of Curriculum Development, School of Dentistry. Graduate of Indiana University School of Dentistry, D.D.S. 1958. Appointed to IU faculty in 1958. Since his appointment, Dr. Sagraves has served on numerous School of Dentistry and University committees. Such IUPUI committees as: Faculty Council, Executive Committee of the Faculty Council, Faculty Administrative Board of Review [Chairman], Academic Coordinating Council, Academic Procedures Committee, Academic Affairs Committee, Faculty Affairs Committee, Goals and Objectives Committee, Long Range Planning Committee, and Search and Screen Committee for Affirmative Action Officer.

These are the three candidates that we are presenting. Does anyone have any questions about the candidates?

PROF. ROTHE: Is the election decided by a simple plurality or does it have to be a majority?

PROF. SPARKS: The three candidates would be elected by plurality.
[Secretary's note: The Executive Committee has not discussed this issue.]

VICE PRESIDENT IRWIN: Thank you.

Agenda Item 7
Faculty Affairs Committee Report

VICE PRESIDENT IRWIN: Next we have the Faculty Affairs Committee Report with Kent Sharp reporting.

PROF. SHARP: I have discussed this issue with a number of Faculty Affairs Committee members and several of them had conflicts at this hour. Others didn't have a strong opinion as far as defending the document. As a result, I will go through this document with you, item by item so that all faculty have the opportunity to make their opinions known on this controversial issue. I believe that our duty today is to make the UFC members, and particularly IUPUI members, aware of the issues to prepare them in making the best decisions with regard to this issue which will be up for action at their March 8 meeting. I have invited the 12 UFC members from this campus to attend this meeting. I'll introduce the UFC members whom I see: Richard Hamburger, Meredith Hull, James Faris, Michael Cohen, Pat McGeever, Richard Beck, and Donald Kettlekamp. I introduced this issue at the October meeting. We referred it to the IUPUI Faculty Affairs Committee and they sent it to their subcommittee. Last month Bradley Toben discussed it with us. He handed out the

latest document at that time which is the same document which we are discussing. There was significant discussion at that meeting and the Executive Committee felt that this issue should be put up for discussion only at this meeting. Since then, I attended a meeting of the leaders of the Faculty Councils of each Indiana University campus last Thursday. There was a feeling that this was favorably received by each campus. I thought after that meeting that it had a good chance of eventually passing. The UFC had more discussion on this issue at their February 8 meeting. There was a significant amount of critical discussion on this issue at that meeting. We were permitted 30-minute time limit and we ran out of time to discuss it thoroughly. There is more interest in discussing this issue further at the UFC. I agreed at the Agenda Committee meeting before the UFC meeting that this issue be up for action at their March 8 meeting. Yesterday the IUPUI Council of Deans discussed this matter and had a number of concerns. Our next Faculty Council meeting will not be until March 10. If the UFC makes a decision at their March 8 meeting in Indianapolis, our March 10 meeting would be too late for us to take action.

The procedure that I have in mind today is to go through the document on a section by section basis to allow you to express your desires and concerns. As we go through this document, there may be an issue in which it might appear that there is a divided opinion. I may then ask for a straw vote to determine how the faculty feels about this issue. As a result, I hope that our eight UFC members will be able to get a feeling of the sentiments of the faculty on this issue and use this in their discussion and deliberation at the next UFC meeting. I will also distribute your comments to all of the UFC members so they can be aware of our concerns.

Under Section I, there are four parts. Part A has to do with the definition of employees. Are there any concerns or issues on the employee aspect?

BARBARA FISCHLER: I will start with a simple one. I would like to have the term "professional" struck from in front of "librarians". We are professionals and we are librarians. This term does not appear anywhere else in the literature or the faculty handbook.

PROF. BECK: I wondered if the term "employees" applies to Purdue faculty as well. Does this document apply to all places where any records are kept, which in our case, would be in part with Purdue University?

PROF. SHARP: Let's then go to Section B which is the definition of "records." For the record, Dean Wendell McBurney asked me to express his concerns since he could not make it to the meeting today. His concern was regarding grant proposals and contracts. Are they to be included as records? I didn't know and I contacted a member of the Faculty Affairs Committee and he didn't know. Dean McBurney feels that these are to be treated like a manuscript for a book and thus kept confidential. His second concern is that he only uses peer reviews of proposals submitted. Do these documents fall under "records" or not?

PROF. BIEGEL: Item IB states "private correspondence not intended by its author to be part of any record, subject to this definition." Who judges if the correspondence is private? It may not say on the letter.

PROF. SHARP: Item C is on the nature of records in each office. Do you have any comments on the nature of records? Item D has to do with the location of your records.

PROF. WALLIHAN: I am wondering if there wouldn't be problems in administering the provision under D. I question if Central Administration really knows all the places where they might be kept. Perhaps a stipulation could be put in that "official records will be kept in the following places." Anything that is kept outside of those places would not be a part of a person's personnel record. That information could not be used in ways that we would deem appropriate.

PROF. KARLSON: I thought I would point out a problem here. Section ID states that "Every employee shall be able to obtain a copy from Central Administration, a complete list of all the places where records concerning himself/herself are maintained by the University." It fails to define what records are considered maintained by the University. For example, if the chairman of your department maintains records on you, are those considered to be records maintained by the University? If the dean of your school maintains records on you, are those considered to be maintained by the University? Also, if a person is a faculty member and a student at the same time and you have a dissertation committee maintaining records on that person, are those defined as records maintained by the University? There are various possible configurations that could create great problems. It is unclear because the document does not define "records maintained by the University."

PROF. SHARP: Section II has to do with information made public.

PROF. MANNHEIMER: I wonder about the last sentence on making information, regarding employee salaries, available in accordance with general University policies governing access to the University's financial records. All an employee has to do is go to the State House and go through the records.

DEAN NAGY: For the information of the Council, the faculty records office verified employment on this campus until last year. We had many calls everyday asking for employment verification. The information that we disclosed was simply a verification of employment, the dates of original appointment at the University and the faculty rank of the individual. The Personnel Office takes those calls along with those that verify employment for staff employees. This seems to work accurately. Occasionally, there have been requests for

additional information such as home telephone numbers. In those cases, we would not disclose any other information other than the campus address and the telephone number. That information seems to satisfy most requests from people outside the University.

PROF. SHARP: Let's go to Section III. This has to do with the release of records to parties not in the employ of the University.

PROF. WALLIHAN: What is the rationale of the last line in Section A for the provision; "In such exceptional circumstances the employee whose records are at issue shall be informed immediately of the action taken under such law or regulation or order of the courts." In other words, presumably, those records are released. What about at this point when those "unusual circumstances" become known?

PROF. KARLSON: If you were notified, you might be able to fight the court order. There might be circumstances in which a court order had been issued but, with proper litigation, could be quashed. Whereas, if the faculty member were not notified, there would be no ability to fight the court order. Therefore, the person whose records were being taken needs to be notified to be permitted to fight the disclosure.

PROF. WELLMAN: Maybe this is a surreptitious way to get to Section V, but it seems that Section IIIA and VC are in conflict with one another. First of all, I think there are instances in academic life where faculty members are candidates for various kinds of prizes and where, without their knowledge, their names had been submitted. A substantial amount of information needs to be supplied for that. Certainly, Section III should be revised so that, for honorary awards, that sort of information can be released on the faculty members without their detailed knowledge. Otherwise, it looks as if this is completely inconsistent.

PROF. SHARP: Section IV has to do with access to records by University administrators.

DEAN YOVITS: First of all, there is the phrase, "demonstrable need to know." Does that mean that administrators need to demonstrate their need to know? Demonstrable to whom and by what circumstances? Since I will have to live with this, how would I know whether a person has a demonstrable need to know?

DEAN NAGY: Before we leave Section IV A, I think there are a number of valid reasons for the University to have access to files which are given here. They have to do with actions specified on the Personnel Action Forms. It is the primary document in our files and I assume in the files in the dean's office as well. There are probably 12 major items on a Personnel Action Form which are specified. I think the reason to have access to files could be in any one of those 12 major areas.

PROF. SHARP: Let's move on to Section IV B.

PROF. TOBEN: A concern that has been expressed to me is that the maintenance involved with a person who is signing out records for the purpose of their use or their maintenance may be unwieldy in terms of manpower involved.

PROF. KARLSON: I would point out that the written register in IV B qualifies under the definition of records in I B and could disclose the name of the person on that, because it does not fall within consideration of the VI A.

DEAN YOVITS: I spend a long time looking at such files. I would not be the individual maintaining the files, we have an individual who does that. In a day, I might look at 25 files. I hope the people who propose this realize the additional burden that this throws on the administrative structure of this whole system.

PROF. KETTLEKAMP: I have a similar comment to the one just made. In most of the departments we have such a file. I guess that it is debatable whether the chairman maintains them or the secretary maintains the files. It would certainly be cumbersome to have to sign a log every time we want to see a file.

PROF. WALLIHAN: Wouldn't this be taken care of very simply by indicating people other than outside of the responsible office?

PROF. SHARP: Let's move on to Section IV C.

DEAN YOVITS: We have an individual who is responsible for the overseeing of these files. If I walk in and take a file, does that mean that she would go with it?

PROF. FINEBERG: I don't think Marshall's problem would be a problem because he probably would be considered responsible for maintaining the files and the other person would be his agent.

PROF. YOVITS: But, that ought to be made clear.

PROF. KARLSON: I might point out that IV C says you can't delegate that authority. It doesn't say that he can delegate that authority to anyone. So, if your statement is correct, that he is the person authorized by the University to maintain the records, he is going to be moving his office.

PROF. SHARP: Let's go on to Section V.

DEAN NAGY: I have a comment on Section V. From my point of view, it is almost a separate document and has nothing to do with official forms in the University files. This section seems to be addressing the issue of promotion and tenure dossiers which are temporary and not a part of our permanent file. Certainly, after action has been taken on the dossiers by the promotion and tenure committees of the respective schools, I assume that they don't become a part of the permanent file. I think this is a separate issue.

PROF. HAMBURGER: I would like to speak against this separate issue. We have a tenure, promotion and reappointment procedure. This Section V, particularly B and C, address a totally different philosophy. That philosophy is that "Thou shalt be damned by faint praise." If I am going to be damned, I don't want it to be by faint praise. In an open letter like this, one will not get the same critical response you would get when the soliciting officer is a promotion case, asks someone to write a letter addressing the qualifications of a particular faculty member. In fact, if they don't like the letter the way it stands, they can throw it out, since it is addressed to them. If it does not meet with all of the other things, it can be thrown out. It is to the soliciting or requesting person. This reminds me of the military Officer's Fitness Report--anything less than superior is not worthy of promotion. If you cannot walk on water, you cannot walk at all. That is what will become of these letters. I would like to speak strongly that we adopt a policy again Section V.

PROF. SHARP: I have had many other comments on this section and I tend to concur with this. I don't believe this section has to do with access to records. It has to do far more with the tenure policy, and we have a Tenure Committee that works with this. I suggest that this section be referred to the Promotions and Tenure committees to look into and the rest of this document be considered without Section V. I am wondering if there is a consensus to that or if we should take a straw vote on it?

PROF. MCGEEVER: As a member of the Faculty Council, I certainly appreciate this policy.

DEAN YOVITS: There is one other point. Keep in mind that those of us who are in the Purdue Schools are governed by a totally different set of regulations. So, what you pass here is something that would not be binding on those of us who have to go through promotion and tenure in the Purdue system.

PROF. ROTHE: I have two questions. The statement was made that Section V is separate from other parts of the permanent record. What is a permanent record, if it does not include things like promotion, tenure or whatever and the items that ought to be specified to the public? What else is going to be in the permanent record?

DEAN NAGY: The permanent record contains initial appointment papers, for example, along with reappointment letters and letters announcing promotion and appointment with tenure.

PROF. ROTHE: This is just pure information. There is no opinion there that a faculty member might have the need to disagree with.

PROF. MAXWELL: Is what you are really asking to the deans in the room; do they really throw these things away? I find that very difficult to believe, without criticizing my dean.

PROF. ROTHE: The other question that I would like to raise is, if signatures and other related material are moved from the document, then what is the objection to having the person read what was said about him?

PROF. HAMBURGER: I don't know how good an editor you are, but I can show you a letter where I have removed all the material that will allow you to identify the writer, and it would be like Greek to the reader.

PROX. MAXWELL: Another point, many of these letters are solicited under your direction. In other words, you are asked for names of people who are solicited by the primary officer who is, in our case, the department chair of the School of Medicine.

PROF. SHARP: Are you ready for a vote on this? This will be a non-binding straw vote that will give the opinions of the faculty. Should we delete Section V from the document and refer it to the Promotions and Tenure committees? All of those in favor of deleting Section V, raise your hands. All those in favor of keeping it in as it is, raise your hands. I would say there is an 8-1 ratio in favor of deleting Section V from the document.

PROF. FELTEN: I would like to ask a question about the records as they now stand. Aren't the records really releasable according to the whims of whoever has control of the documents? For example, the Tenure and Promotion files are sometimes made available to a person who is being put up for promotion or tenure at the whim of the chairman. The chairman will reveal everything--letters, everything, whether solicited, unsolicited or whatever, and that is just as standard and is just as, I think, irresponsible to the people writing the letter who would otherwise drown you with faint praise, compared with the idea where the person knows for sure that the letter is going to be viewed. What we have is a matter of who has the right to see those tenure and promotion files. Should an individual faculty member ever have the right to view his entire

promotion and tenure document under any circumstances, even if someone desperately wants to show them to him? That is a real problem.

PROF. KARLSON: May I make a comment here? Quite bluntly, there is no way that you can keep the candidate from getting an entire file, including the names, if they wish to file suit. The practical end of this is, if someone wishes to file a lawsuit, they will obtain all the information.

PROF. FELTEN: What I am saying is, if some administrative official, besides the candidate for promotion and tenure, shall receive the file, then there is absolutely nothing that can be done for that person but give them the file, including all documentation, all letters, all votes, every comment of the majority and minority opinions. Is that correct? So, it is still at the whims of whoever possesses the files as to whom he may or may not choose to show that file.

PROF. KARLSON: Not under these regulations.

PROF. FELTEN: Not under these regulations, but now I am talking about maybe an equally serious problem. I think this is simply putting "by the way, this is policy". Now, what it is saying is that the candidate can, if the candidate who demands to see the file, see it, whereas now, it is the candidate can see the file, if and only if, the appropriate administrative official decides to give him the file. It is not a simple problem to people who letters of support. Sometimes you don't always say things as clearly as you might want to, if you know the candidate is going to see the letter. Right now, you have to assume, until proven otherwise, the candidate will receive the letter. I think there needs to be some tightening up on the confidentiality of tenure and promotion records first and foremost as an important issue.

PROF. KARLSON: I would like to make a comment here regarding that. I disagree with you. First, the concern here is the rights of faculty, you think could be a great increase, are less than for the student by statute. If a faculty member wishes to waive his rights to review a letter content, he can do so just like a student as far as that is concerned. I don't like the idea of a person being destroyed by an anonymous individual. I have great difficulty with this idea of solicited letters. This policy doesn't say who solicits them. If there is a person on the Promotion and Tenure committees who does not want me to have tenure, and if that person knows that there is a student that I will flunk, all he has to do is solicit a letter from that student and tell the student to be careful not to write too obviously why the student is critical of me. Then you will obtain a very negative evaluation of my teaching ability, and I would have no way to rebut that statement. I would not know that the letter came from someone I failed.

PROF. FELTEN: I was not arguing one way or the other. I was arguing for consistency which we do not have. Right now we have no policy. We have a policy of, whoever gets to see their files, gets to see their files. I am not necessarily in favor of files being 100 percent closed. But, I am in favor of having a policy that is a policy, so that a person can know whether or not, if you as a faculty member were writing a letter of support, you can then know whether or not the candidate will have access or not have access.

PROF. KARLSON: When we brought this up last year, Dean Moore mentioned that his understanding of the present IUPUI policy was that a person had a right to see his or her promotion and tenure file. I guess that was mentioned at the Executive Committee meeting. Whether that is our policy, I don't know.

PROF. FELTEN: That would render Section V irrelevant.

DEAN SCHALLER: I think we are wandering off from discussing this document and time is running on. Following the consideration of tenure cases this year by the campus Tenure Committee, we intend to convene that committee to talk over things with the possibility next year of asking the Tenure Committee, which is an elected committee by this group, to address themselves to some of these issues. I think that the issue you are raising here is a very real one and we can ask the Tenure Committee to look at this as a matter of the Tenure and Promotion process on this campus. I think that is where the issue is central rather than in this document. I think your point is well taken but what we can do is to ask the Tenure Committee to address themselves to this.

PROF. HARPER: I want to point out that you had a vote for those who would support the meaning and those who support it as is. I don't know how many people didn't vote because they felt that the section should be kept with some changes.

PROF. SHARP: That is a good idea. My suggestion was that Section V be deleted from the document and the alternate was deleting it and sending it to the Tenure Committee or as it is. I would like to see a show of hands on how many would like to see basically the same concepts on Promotion and Tenure still remain but to make modifications where they are obviously needed. [Secretary's note: There were less than 5 hands raised.] Let's move on to Item 6. This has to do with access to your own records.

DEAN YOVITS: Five working days seem to be unreasonable. We can usually read them in five days, but I can think of situations when it might ten days. I would recommend deleting the term "five days".

PROF. ROTHE: I could see cases where we don't have a specified time. You could be busy indefinitely.

PROF. BESCH: The point there was that five days were too short and 100 days were too long. We ought to have some indication of what is reasonable because one way to take action is to delay. Marshall, were you soliciting 100 days or not?

DEAN YOVITS: I can visualize situations where I might be out of town for ten days.

PROF. SHARP: I think we can let the committee look at that.

PROF. KARLSON: There is another problem with Section VI and that is that it doesn't say to whom the request has to be submitted. For example, if I submitted a request to the Vice President's office for my records that might be in existence under the University but in another office. So, should we have five days after receipt of written request by the person responsible for the records? What do we mean by "the specific records." Records of the University as a whole? The office where the records are kept?

DEAN YOVITS: The point in question is, I hope it isn't five day. Presumably, the person who is in charge of maintaining the files has to stay with it. Is that correct?

PROF. MAXWELL: Marshall, what they want you to do is start passing out records and signing your name that you are looking at them and stop every other activity. The faculty will then take off and go everywhere.

DEAN YOVITS: The individual who in charge of the records will not have to stay with the file while the individual looks at it. It doesn't say how long he has access to it.

PROF. MANNHEIMER: I just wanted to say that it doesn't make any difference whether you are out of town or not. If you are out of town, it still says that, upon application of written request, the employee shall have access to his or her records. It doesn't say necessarily that you have to approve that.

PROF. FREDLAND: Once I have obtained a copy of my files, then I am governed by all the provisions of this policy as well. [laughter]

PROF. WALLIHAN: I think we have covered a couple of serious points on the kinds of records, other than promotion and tenure, dossiers, and PAFs that could possibly wind up in someone's files, for instance, a letter of complaint could wind up in a person's permanent file with someone's name on it, or it could wind up in some other file that would enter into a decision that would adversely effect the faculty member. The problem that I see with A, correct me if I am wrong, is that it leaves it entirely open for anyone, an administrator, for instance, to force something into the records. The faculty member would have only the right to add a letter to the file. There is really no binding procedures for the faculty member to get that letter, or whatever it happens to be, removed because if you go down to the language below that, it says, I believe, simply that the person can petition to have the letter removed. There is no way for resolving that.

PROF. KARLSON: The Board of Review could act as we presently stand. If we disagree with an act of an administrator who refuses to remove it, and then that would be a grievance that would fall within Board of Review procedures.

PROF. WALLIHAN: That is not authoritative either, because it winds up in the lap of the administration.

PROF. SHARP: Let's go on to Section VII.

PROF. PEVA: Is Section VII A an attempt to do away entirely with the student course evaluations?

PROF. MAXWELL: Are those the official faculty records?

PROF. FINEBERG: I think I am vague as to what is an official faculty record. I think maybe before they make policies as to who shall have access to what, they ought to decide what is really in the records. To begin with, what is a record? Are promotion and tenure part of the record?

PROF. FREDLAND: I would like to suggest to our delegation from the University Faculty Council that they propose that Section V not remain with the rest of the document, and for parliamentary reasons, should not be considered.

PROF. SHARP: Can we agree with this by consensus?

PROF. SPARKS: Our committee on this campus did uphold the original Bloomington document, but we cleaned and clarified a lot of points. This Council is not ready yet to feel they can really vote on it. I would like to find out if, or make a recommendation that, our UFC members try to delay it for a vote.

PROF. HAMBURGER: We have already been told that they will not deal with it. It will be voted on.

PROF. SHARP: It is up for action, but the faculty always have the opportunity to amend the document on the

floor. Whether it will be successful or not, I don't know. I have changed my mind on the success of this issue many times. Right now, I have the feeling that it will be successful. Bloomington does not have the majority, IUPUI does not have a majority; therefore, the regional campuses come into focus. We will have three votes. One that you favor the document with Item V in; the second, that you favor the document without Item V; and the third, rejects the document as it is currently written.

PROF. SIDHU: The consensus of this house seems to be that we should eliminate Item V and that's what we have voted on.

PROF. ZUNT: I think that Item V is the backbone of this document. My understanding is that this whole thing is in order to get Item V as part of the policy. I don't think there is any way, no matter what we say, that Bloomington and the rest of the UFC, is going to approve this document without Item V.

PROF. MCGEEVER: I have the feeling that the document, as it stands, is not acceptable to the majority here today. I would appreciate further knowing whether that opposition is to the basic principle or not. Whether people believe that the document could be improved, maintaining that basic principle to the point of its becoming acceptable.

PROF. SHARP: Let's take the first straw vote on the principle of this document. Those who are opposed to the principle of this document. I'd say there is a 3-2 vote of the faculty who favor the principle.

DEAN YOVITS: Are we in favor of the document or not?

PROF. SHARP: Are in favor of the document as it is currently written? All in favor, raise your hands. [2 hands were raised] All of those in favor of the document without Section V, raise your hands. [2 hands were raised] The rest of you, I am presuming, are not really in favor of the document as it currently exists.

Agenda Item 8
Academic Affairs Committee Report - Richard Fredland

[Delayed until March meeting]

Agenda Item 9
New Registration System - Neil Lantz

[Delayed until March meeting]

Agenda Item 10
Old Business

VICE PRESIDENT IRWIN: Is there any old business? [None]

Agenda Item 11
New Business

VICE PRESIDENT IRWIN: Is there any new business? [None]

Agenda Item 12
General Good and Welfare of the University

VICE PRESIDENT IRWIN: Is there any general good and welfare of the University? [None]

Agenda Item 13
Adjournment

VICE PRESIDENT IRWIN: This meeting is adjourned.


Prof. Kent Sharp, Secretary

SUMMARY
IUPUI FACULTY COUNCIL MEETING
MARCH 10, 1983

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MINUTES
IUPUI FACULTY COUNCIL
MARCH 10, 1983
3:30 P.M., LAW SCHOOL, ROOM 116

Present: Vice President Glenn W. Irwin. Deans: East, Grossman, Kellum, McDonald, Nagy, Pierce, Renda, Stonehill, Weber, Yovits. Professors: Aldo-Benson, Allmann, Beck, Besch, Boaz, Carlley, Cecere, Cohen, Cournoyer, Cutshall, Doedens, Faris, Foegelle, Fredland, Graham, Goodwin, Hamburger, Harper, Hutten, Karlson, Keck, Leibman, Mannheimer, Minton, B. Mitchell, M. Mitchell, Mullen, Nelson, Norton, Palmer, Passo, Reed, Roeske, Rothe, Salama, Sharp, Sidhu, Smith, Sondhi, Sparks, Toben, VanAllen, Vermette, Weinberger, Welker, Yokomoto, Yu, Yum, Zunt.

Alternates: Deans: George Lukemeyer for Steven C. Beering; Jean Gnat for Barbara Fischler; Hugh Wolf for Howard Mehlinger. Professors: James Baldwin for Clayton Baker; Richard Lawlor for Judith Campbell; B. Keith Moore for Norman D. Lees.

Absent: Executive Dean Schaller. Deans: Bepko, Bonser, Compton, Wentworth. Professors: Appledorn, Aronoff, Beardshear, Biegel, Bowman, Brandt, Britton, Casebeer, Deets, Felten, Fife, Fleener, Hazer, Hull, Hutton, Leapman, Lindemann, Lingeman, Maxwell, Miller, Mueller, Penna, Peva, Roman, Tolle, Tubergen, Wahlstrom, Wallihan, Wappner, Wellman.

Visitors: Neil Lantz, Administrative Affairs; Richard E. Slocum, Office of the Registrar.

Agenda Item 1

Approval of Minutes - February 10, 1983

VICE PRESIDENT IRWIN: Good afternoon, ladies and gentlemen. Item 1 is the approval of the minutes of our February 10 meeting. Is there a motion to approve? Are there any corrections, additions or deletions? Hearing None, all in favor of the motion, say "Aye". Opposed. Motion carried.

Agenda Item 2

Presiding Officer's Business

VICE PRESIDENT IRWIN: I have a brief report from the Indiana General Assembly. The House Ways and Means Committee did finally adopt a budget last week. After some delay, the full House approved the budget. Currently, the total budget for the state is \$13.8+ billion dollars for the 1983-85 biennium. The House did increase the level of funding that was recommended originally by the Budget Committee, so now we have some added percentage increases over the original version.

In the first year of the biennium there would be a 6.6 percent increase for higher education. That would translate into a \$24.5-million increase for the first year of the biennium. The second year of the biennium would provide a 7.3 percent increase. This is considerably lower than we requested. We hope that there will be at least a 3.5 percent increase for personnel compensation. We also hope that the unavoidable, such as increases in utility bills, will be handled. One other feature would set \$2 million dollars aside, to be put into the hands of the Commission on Higher Education for start-up of new programs. The universities have taken the position that money for new programs or program improvement should be in the individual institutions' budgets. At the present time there is no capital budget except for renovation and repair. Renovation and repair funds for the current biennium were frozen shortly after this biennium began. As a result, we spent, on this campus, only a fraction of the \$1.6 million that we had for renovation and repair. It would appear that the House has agreed to restore this biennium's renovation and repair and to appropriate an equal amount next biennium. Hopefully, we will have about \$3.2 million for renovation and repair on this campus for a two-year period. The House did remove a thorny issue that was in the House Ways and Means budget. Namely, the House removed a requirement that faculty would have to teach at least nine contact hours per week. The Senate has received the budget, and they will be marking it up this weekend. About the middle of next week we will begin to hear how the Senate will treat the budget.

Agenda Item 3

Executive Committee Report

VICE PRESIDENT IRWIN: The Executive Committee report is next with Kent Sharp.

PROF. SHARP: Last summer Bernice and I recognized that one of the concerns and problems of the University Faculty Council was the conducting of the nominations and the elections for the at-large as well as the University Faculty Council elections. We spent a great deal of time working on this and organizing the files so that we knew exactly how to assign various individuals should they be nominated and elected. Nevertheless, we had problems, despite much checking and rechecking. We have distributed the election

ballots to the faculty. This time I reviewed the IUPUI and UFC election ballots with the Executive Committee to make certain there were no errors. However, even though we spent considerable time reviewing them, one school was left off the UFC ballot. As a result, we are conducting the UFC election again. The UFC ballots will be due in the Faculty Council Office March 25 rather than March 18. The due date of the IUPUI Faculty Council Committee preference sheets and the IUPUI election will remain the same, March 18. I thought we had everything taken care of, but I am now becoming more and more a believer in Murphy's Law.

PROF. CUTSHALL: I have a comment in regard to the deadline date for returning the ballots. I thought I would remind the Council that there is a week of spring break coming up. That doesn't leave a lot of time for getting this ballot in. Could you extend that date another week?

PROF. SHARP: The ballot should be in your possession by about next Wednesday. That will give you about 10 days to get it in. Do you need more than 10 days?

PROF. CUTSHALL: Well, I am calling attention to the upcoming week of spring break.

PROF. SHARP: That is the week of spring break. Then you have a full week to get it in.

PROF. CUTSHALL: Sometimes the mail for 38th Street doesn't move very rapidly.

PROF. SHARP: In past meetings we have missed part of the conversations on the tape when the tape gets to the end of its cassette and needs to be reversed. Therefore, we will give a signal to suspend discussion for a moment when it is time to turn the tape over.

The next item is on Policy on Access to Records. As you know, we discussed that topic at the last Faculty Council meeting. We also discussed it at Tuesday's University Faculty Council meeting. Many viewpoints were expressed, with no clear consensus as to where the faculty were united. Of the three hours that the Council met, 2 1/2 hours were spent on this issue. About the only thing they could agree on was the principle that the faculty should have open access to their records. That principle was approved by a 20-11 vote. After further discussion, Pat McGeever made a motion to send it back to the committee. That resulted in a tie vote -- 16 to 16. Mike Downs from Fort Wayne proposed to allow each campus to set its own policies on access to records and that proposal passed by a 17-14 vote. I don't think anybody was pleased with the outcome except possibly, the Bloomington faculty, who had earlier indicated their preference for setting their own policy.

I have discussed this issue with Rebecca Markel, our Faculty Affairs Committee chairman, and we have agreed that we should try to implement a policy based on the concepts and ideas that we discussed at our February 10 meeting. We recognize that some members of the committee may not be enthusiastic about this assignment. It may also be that there are other faculty here who are interested in discussing that issue with the committee. Rebecca has asked me to invite you, or anyone who is interested, to contact either of us. We will be happy to let you discuss the issue with the committee and the subcommittee.

DEAN GROSSMAN: I just wanted to raise a concern about each campus setting their own policy because it could present great problems for system schools.

PROF. SHARP: I agree with you. I think the impetus came from Bloomington, where the Faculty Council had passed their version. They wanted it for the University, but, if it couldn't be done for the University, they wanted it for their campus. Combined with that, most of the regional campuses' faculty voted for it also. I think that we will want to work on this. There are areas that aren't very controversial as Section V which will have to be handled separately. The remaining sections are not as controversial and I think that we could get agreement on that.

DEAN YOVITS: One of the many difficulties was that things weren't defined properly. If we can develop a statement that everyone will understand, I think we could take it from there. The wording was so loose that no one understood the proposal or its significance.

Agenda Item 4 Constitution & Bylaws Committee Report

VICE PRESIDENT IRWIN: Item 4 is the report of the Constitution and Bylaws Committee by Henry Besch.

PROF. BESCH: At the last meeting on January 26, we presented proposals to amend the bylaws. There is a friendly amendment from Carl Rothe which is printed on the sixth page of your agenda. This amendment would not delete administrative titles, if any, from the current bylaws. Both the Constitution and Bylaws Committee and the administration had no trouble with that. It will require that Carl actually move that this be retained.

PROF. ROTHE: I move to amend Article II, Section B, Subsection 2, Paragraph A, Line 3 of the Constitution

and Bylaws by inserting the clause "...and administrative title, if any."

VICE PRESIDENT IRWIN: Is there a second to that? [seconded] Is there any discussion of that amendment?

PROF. CUTSHALL: I am not against this idea, but I notice that on the ballot that you sent out recently, some of the administrative titles were wrong or left out. For example, I don't know whether Ed Casebeer is here today or not, but I believe he is the chairman of the English department and he was not identified as such.

PROF. BESCH: I had something to do with that. It was suggested that a document that is available to every faculty member would be an appropriate reference source for administrative titles. The document we used was the IU Register. We know that the Register becomes outdated, but a faculty person in the first year of administration does not lose all ability to function.

PROF. CUTSHALL: It also works the other way around. For example, Joe Kuczowski, School of Science, was identified as being an active chairman. This could, if people don't want to vote for administrators, cost him votes. He is no longer the acting chairman. The new chairman has been on duty since last summer. The problem with these administrative titles is they had better be up-to-date.

PROF. BESCH: It seemed reasonable to use a widely accessible printed listing. The only other source I can think of that would probably be more current would be the October 15 roster of faculty persons, but that doesn't ordinarily provide administrative titles. It lists instead whether one is an administrator or not. The Constitution and Bylaws ask for administrative titles.

PROF. CUTSHALL: I would point out that the latest edition came out last week and there are still errors in it.

PROF. BESCH: There are, in fact, on the list that was sent out only about four persons out of 46 who are listed as having any administrative title. In any case, I don't think it is a major kind of problem. For some persons who have been promoted to some administrative title or others promoted out of administrative posts, there will be possibilities of error.

PROF. FREDLAND: Is the University Register an official documentary record of who is who around here?

VICE PRESIDENT IRWIN: There is an attempt to make it official.

PROF. FREDLAND: It seems as if we ought to be able to make our own attempt. It does have some serious shortcomings.

PROF. SHARP: Last summer we looked at four lists of faculty. We had the IUPUI faculty list, the University Faculty Council list, the mailing list, and the Register. Of all four, the Register seemed to be by far the most out of line as to what faculty are. It includes many others than faculty.

VICE PRESIDENT IRWIN: I think the best source for up-to-date listings would be the Dean of Faculties Office. Don't you change that on the computer everytime there is a change in the title?

DEAN NAGY: That's right. We are moving to a new computerized system whereby we can provide, from the computer, an up-to-date list along with, and I think this might solve your problem, the rank code of everyone on that list. So, if you are going to send a ballot out, then the rank code of that individual would be right next to his or her name and would indicate any administrative title. I think that we could provide that information to the Faculty Council.

PROF. FREDLAND: I would like to propose an amendment to the amendment that we substitute the Office of Academic Affairs for the University Register.

PROF. BESCH: Actually, the amendments have nothing to do with the Register. The amendment is simply to retain some source. What source that is is not specified in the bylaws. It is just to retain whatever source is agreed upon.

VICE PRESIDENT IRWIN: Is there any other discussion on this amendment? Hearing none, all in favor of the amendment, say "Aye". Opposed, same sign. Motion carried.

PROF. SHARP: I would like to express a concern of mine. I am not going to propose an amendment, but if you want to propose an amendment, I have one that will assist you. I want you to know what you are doing on Article II, Section B, Subsection 2, Paragraph a. In that, the middle sentence says "each member of the voting faculty may vote for as many at-large representatives as there are positions to be filled and this number shall be specified on the ballot." This was changed to operate in this manner three or four years ago. My concern is, as it states there, we have 1,291 faculty at IUPUI. If you assume that the faculty vote as their schools recommend, and if all the faculty vote, it would take only 646 ballots for an at-large candidate to be elected. Now, what combination of schools can generate 646 ballots to elect an individual?

One school which has 585 candidates can combine votes with any school that has 61 or more votes. There are four other schools that have more than 61 faculty members. What this means is that two schools can get together and elect all of the at-large candidates leaving out the remaining 13 schools. I just point that out for your information. I can suggest an amendment to it, but I think that it is important that you be aware of it.

PROF. FREDLAND: Is one of those schools the school to which the chairman of the Constitution and Bylaws Committee belongs? [laughter]

PROF. BESCH: The portion that he cited, as it is written here, is simply a clarification, as Kent just mentioned, of what we have been doing for four years at least. Usually, we'll several times at least, there has been considerable disagreement about exactly how many persons one can vote for in any given election. It has come down four times out of four in the last four years that every faculty member is to be enfranchised, so that everyone ought to be able to vote on every position for which there is an opening. First of all, this is nothing new. Secondly, it is what we have been doing. The concern about the number of persons that any given school has or doesn't have, I think, is relatively irrelevant. There are a number of ways that one can specify who can vote for whom, but any of them and all of them will result in the same thing as long as no persons are disenfranchised. If we made it, for example, as was suggested at one point that we should be able to nominate three and vote for three, the election would come out exactly the same as if we had nominated three and voted for as many spots as there are. I don't view this with any alarm because it is what we have been doing.

PROF. SHARP: I agree with the concept of placing this in the Constitution and Bylaws. It was taken out the last time we amended the bylaws. It still remains that one school can combine with another school and have all the at-large delegates. The other 13 schools will be disenfranchised.

PROF. BESCH: That is impossible because the Constitution doesn't allow any school to have more than 1/2 of the elected members. Any school that has all of the at-large delegates would have no unit delegates.

PROF. SHARP: I agree with you, but two schools can each have 1/2, which gives you a whole. Two halves make a whole. [laughter]

PROF. ROTHE: It seems one alternative would be not to have at-large representatives. We could have a somewhat smaller Council so that it might be a little more savings of time on the part of the faculty.

PROF. SHARP: I think the way you are suggesting would be preferable to what we have here.

PROF. SIDHU: This question has been discussed and presented many times. We don't want to have members at-large who are not popular among the faculty. They would not have a chance to get elected. If this Council feels that there is no need to elect members at-large, we can bring back an amendment to that effect. You have to decide it. As far as the School of Medicine is concerned, they cannot be stopped. They are so well organized.

PROF. BESCH: The Constitution and Bylaws Committee did consider, as you suggested, that there be various ways in which this particular portion may be constructed. Although it is true that theoretically two schools can have more than half of the votes. I don't see, unless we disenfranchise some persons, any way that the construction here will make a difference as to the representatives who get elected.

PROF. SHARP: I would not want to disenfranchise anybody. My suggestion would be to allow an individual to cast multiple votes for an individual. For example, if an individual is from a large school and only knows a few faculty, we have 40 individuals on the ballot, it may be that he or she knows only 10 of the persons on the ballot. As a result, you could cast more votes than simply one vote for an individual. This is analogous to voting for a board of directors in industry. You could have a company that has 20 directors to be elected. One stockholder could own 300 shares and a second could have 100 shares. The way we have it now, the stockholder who has 300 shares could elect all 20 directors. That, in my opinion, is disenfranchisement. My suggestion would allow the stockholder who has 300 shares to obtain 75 percent of the directors and the stockholder who has 100 shares to obtain 25 percent of the directors.

PROF. SIDHU: Can you move that as an amendment, if you would, so that it can be either accepted or rejected?

PROF. SHARP: If you want, I will.

PROF. SIDHU: It is up to you.

PROF. SHARP: I will if I am asked for it.

PROF. HAMBURGER: Any organization can overcome that the same way that other things are overcome. That is nonsensical and the analogy is very foolish. I would like to know who here owns more than one share as a faculty member.

PROF. SIDHU: Is there a motion on the floor?

PROF. SHARP: I will propose an amendment. I would change that sentence to read "Each member of the voting faculty will be entitled to as many votes as there are positions to be filled and multiple votes are permitted for any candidate."

PROF. FREDLAND: I second that motion.

PROF. FARIS: Point of order. Can we legally vote, under the constitution, on something that is new and has not been on the floor before?

PROF. KARLSON: The Constitution section on amending the bylaws only provides that such a vote will be taken and that is an ambiguous phrase. Whether that means a vote on the amendment of the bylaws in the general area or the specific change is unclear in the bylaws itself. Either interpretation will be appropriately made by the chair, subject to the members of the Faculty Council.

PROF. BESCH: But, in the case of no previous notice, it requires a 2/3 vote.

PROF. KARLSON: Not exactly. Take a look in the bylaws under Adoption of Amendments: "Adoption of an amendment to the Bylaws shall require a favorable vote of 2/3 of those present at a regular meeting of the Faculty Council, if prior notice of the intention to conduct a vote is given..." We have given prior notice of the intent to conduct a vote on an amendment to the Bylaws. It does not say the specific content of the proposed amendment.

PROF. BESCH: What is the next line of that?

PROF. KARLSON: "if no prior notice is given, adoption will require a favorable vote of 2/3 of the total membership of the Faculty Council." But, the question is, the exact content of the Bylaws. This is ambiguous and subject to interpretation by the chair.

PROF. KARLSON: If the chair so interprets it to require a prior notice of the exact content, this is still important, but once the amendment is made, it will either require 2/3 of the total membership to pass the proposal or it will require that we put it off until a vote next meeting.

VICE PRESIDENT IRWIN: Professor Karlson has a ruling for us.

PROF. KARLSON: It takes a simple majority to amend a proposal. So, this will pass as an amendment to the proposed amendments to the bylaws if there is an acceptable majority. But, then the amendment to the bylaw itself takes 2/3 of the members present and voting or 2/3 of the total membership depending upon the interpretation given to us by our chair.

VICE PRESIDENT IRWIN: The question has been called for. All in favor of this amendment say "Aye". Opposed? The 'nays' have it. Alright, the discussion now on the overall amendment as amended. Are you ready for the question? [question] All in favor of this overall amendment, say "Aye". Opposed, same sign. Motion carried.

Agenda Item 5 Nominating Committee Report

VICE PRESIDENT IRWIN: Item 5 is the Nominating Committee Report with Marie Sparks.

PROF. SPARKS: Now that we have passed the amendment, we can now have the election for Faculty Council Secretary. Are there any questions before we pass out the ballot?

[After the election was held, the results were reported]

VICE PRESIDENT IRWIN: The new Faculty Council Secretary is Glen Sagraves from the School of Dentistry.

Agenda Item 6 Academic Affairs Committee Report

VICE PRESIDENT IRWIN: Let's move on to the next agenda item which is the Academic Affairs Committee Report with Dick Fredland.

PROF. FREDLAND: The items that we are going to be considering are on page 8 in your circular for this meeting. The Academic Affairs Committee brings before you several items having to do with the Grade of Incomplete. Professor Mullin who chaired the subcommittee that produced this particular proposal is going to present it.

PROF. MULLIN: Our proposal has a two-point rationale. We would specify that for an Incomplete a student must fulfill satisfactorily three-fourths of the course rather than three-fourths of the work to help in courses where the only things for grading may be a midterm, a final or a large paper, although it is conceivable that the student could get to the last week or two weeks of the course and having not fulfilled satisfactorily three-fourths of the work but still fulfill three-fourths of the course requirements and therefore, perhaps qualify for an Incomplete. A second recommendation provides a standard policy statement as to what fulfills the conditions for an Incomplete. What we are suggesting is that the student meet some non-academic compelling reason for the Incomplete and that a low grade would not be permitted for taking an Incomplete. The satisfactory condition would include extended illness, a death in the family, a change of jobs, or a change in military assignment. Our underlying reasons are to eliminate what is seen by the committee as some abuse of the grade of 'I' and to standardize the policy among schools.

PROF. HAMBURGER: Is 'I' a permanent grade under these conditions?

PROF. FREDLAND: Under the present policy, 'I' remains for one year and then there are two options. Within the year, the instructor either awards the 'I' to convert it to an 'IX' which is a permanent grade, or the grade becomes an automatic F at the end of the year. It can also be converted to an academic grade as well as an 'IX'. The substance of this change is not great. It is largely cosmetic and simply creates a slightly more rigid and specific image.

PROF. REED: I assume from the proposal that this can be all students, graduate and undergraduates at any level. It just says "the student."

PROF. FREDLAND: We legislate for the entire University.

PROF. ROESKE: How would the instructor be required to document three-fourths of the course?

PROF. FREDLAND: The same way you do it now.

PROF. SIDHU: On the Incomplete grade, the final might bring unsatisfactory work up to a passing grade. How do we handle that?

PROF. FREDLAND: My answer is to give him an F. We are not trying to protect every conceivable soul. The whole intent of this package of policies is to close loopholes. We perceive a need on the part of academic units to respond to the atmosphere that is created by open admission. The problem is not with people coming in the University, as far as we are concerned; it is the people getting out at the other end. We are saying that there are certain people who perhaps deserve an F occasionally and we are trying to define where those F's are appropriate and where something else is appropriate. Narrowing the gaps for Incompletes and Withdrawals will help do that.

PROF. SIDHU: What if something goes wrong, such as a death in the family, the student cannot take the final exam? Now, what are you going to do? If you are going to give an F without any chance to take the final exam? I don't think that is fair to the student.

PROF. FREDLAND: That is not any problem under the policy. Your judgment is what determines whether the student is doing satisfactory work and has completed three-fourths of the course requirements. You have your own conscience to deal with. There are judgments to be exercised throughout this. We are looking for a rule that will give faculty some backbone if they want backbone and still have opportunities to adjust if they need such opportunities. It can certainly be abused; there is no question about that. We are trying to make it as clear as we can and still be flexible.

VICE PRESIDENT IRWIN: Are there other comments? If not, we will go on to Item 2.

PROF. FREDLAND: This concerns the Grade of W (Withdrawal). We are dealing with two aspects of W under the proposed policy. A student could receive a W only in the event of completing satisfactory work for half of the semester or up to the time of W. The second part of the policy has to do with accumulation of W's. What we are saying here is that W can only be given if you are satisfactorily completing the work and you have a non-academic reason for acquiring the W.

The next item is a new policy which we are proposing. If a student accumulates 15 credit hours of W on the transcript, all additional W grades become F's. Some of you can perhaps appreciate the rationale for this more strongly than others. In a course, for example, with a limited number of seats, students who withdraw regularly take seats from other students who might otherwise stay through the full semester. For many of us in undergraduate programs, this is a serious problem. In our department, roughly 20 percent of our students received a grade of W in calendar year 1982. Another five or six percent received Incompletes; and other one percent who are taking courses on pass/fail basis. Fewer than 80 percent of our students received academic grades, although the W requires, at least at the outset of the semester, the same amount of effort that any other student requires. So, we are trying to minimize shopping for courses by enrolling in them and then withdrawing very easily because of the liberalities of our policy.

PROF. SIDHU: I question the sentence "Appeals of this rule may be taken to the Dean of Faculties." I don't know whether that will be really practical because the Dean of Faculties has so many other things to take care of that he will not really be in touch with the problem. Is there a rationale for that?

PROF. FREDLAND: We discussed that and decided to "bump" it upstairs to discourage people from trying to seek exceptions. Obviously, Deans can do that and we assume that that is the way we will have to compromise. We are prepared to accept that as an amendment.

PROF. BOAZ: I understand and sympathize with some of the rationale. I think this happens at a commuter campus, where the largest reason for total withdrawal from courses is change of work. For those on shift work whose work hours are changed arbitrarily, I think the 15 hours might soon be gone. Those are the very people who have this difficulty.

PROF. FREDLAND: It is a judgment call. We don't have the hard data. I guess we could generate it to see exactly how many people do that and how many people would exhaust their 15 credits in the course of a degree program. Our judgment was that 15 hours were enough to cover genuine problems and then the appeal process is always there as an out. We thought that the abuse was greater than the legitimate use of the existing policy and that this was a worthwhile attempt to improve the situation.

DEAN NAGY: I think that Pat has made a very good point. We don't have an academic bankruptcy policy. I am not sure whether we should or we shouldn't. That is another issue. But, in the absence of any policy, we do have non-traditional students who have all sorts of pressures on their lives. It's not really uncommon for a student carrying 15 hours a semester to have to withdraw totally more than once on this campus. I think it is less likely, certainly at a traditional residential campus; but we have come across these problems and they are very difficult to deal with. I don't think this would help the situation. I think that the intentions are good here, but I don't think you can solve all these problems in one fell swoop by setting this limit.

PROF. FREDLAND: Our committee took note of that fact. That's why we have an out for those students who are the exceptions. I checked with one of the larger departments in our school and they have a similar kind of judgment. With 20 percent of the students receiving a grade of W, I don't think that that large a percentage of our students have the problems that we are talking about. It seems to me that the main problem is clearly an abuse of the grade. This was a way to try to minimize abuse, while allowing them to go to their Deans or the Dean of Faculties or whatever to have an out.

DEAN YOVITS: Dick, what happens to a student who has 12 hours of W's and wants to withdraw from two three-hour courses?

PROF. FREDLAND: He would get one W and one F unless he goes to the Dean and gets an exception.

PROF. YOVITS: What if he wants to withdraw simultaneously from the university? He can't do that?

PROF. FREDLAND: That becomes the Recorder's problem.

PROF. ROTHE: What is the policy of the University? If students are in a degree program and must change work, why can't they be given an Incomplete instead of having to withdraw? Do they have to pay fees again if they withdraw because of some compelling reason? Why not give them an I?

DEAN NAGY: The existing policies governing the grade of Incomplete are intended to discourage that kind of thing. It is, I would say, next to impossible for a person to take Incompletes consistently in all of his courses. It is easier to take the W.

PROF. ROTHE: If they had a serious accident, what would you give them? What if they were taking 15 hours, had a serious accident, were in the hospital from then on? Would you give them an I?

DEAN NAGY: If three-fourths of the work had been completed, then yes. If it hadn't been, then no, I wouldn't give them an I.

PROF. FREDLAND: Those of us who are in the front line trenches sometimes feel sorrier for ourselves than others of you. That probably generates much of our feeling on this. But, to take your case, Carl. In our department we may teach a course once and not teach it again for several years. It is impossible for a student to come back next semester and complete that course. We spend a lot of time dealing with the exceptions to the rules. I understand and deal with exceptions on a daily basis; but it strikes me that the general tenor of our policies around the University tend to orient toward the exceptions rather than the rules. I think the feeling of the committee was that, it is time we take a look at what the rules are and tighten up the base. Then we will see this eroded over time as the need arises, if you want to call "erosion" the appropriate term for it.

VICE PRESIDENT IRWIN: Let us move to Item 3.

PROF. FREDLAND: The Trustees have reserved the right to set tuition and our refund proposal is recommendatory. Our argument here is that, because a student can receive a 100 percent refund in the first portion of the semester, depending on what kind of semester we have and what portion of the semester we are talking about, students are encouraged to pick and choose among classes. A cost for syllabi and registration has been imposed upon the faculty member and upon the University once a student has enrolled in a course. We feel that the student ought to pay some price for having enrolled in that course. We, therefore, are suggesting that only a 75 percent remission of fees be the largest amount that anyone ever receives rather than a 100 percent.

PROF. HARPER: This may be a fairer way of doing this. Students have a legitimate interest in sampling courses and instructors. If they are forced to pay for it, then this may be a better way of doing it.

PROF. FREDLAND: I have a thesis that many of my students enroll in my classes because what they are looking for is something that meets at 1 p.m. on Tuesday and Thursday as opposed to African Politics, which is what I was teaching today. If we impose some costs upon those wandering through the system, they may do a little more advanced planning. That is what we are trying to encourage.

PROF. ROTHE: Would this go before the University Faculty Council? This kind of information is already in the University handbook. This would be inconsistent then with what's in the handbook.

PROF. SHARP: I presume that it would and to to the Trustees.

VICE PRESIDENT IRWIN: Thank you very much.

Agenda Item 7

New Registration System [IUPUI Circular 131/82-83]

VICE PRESIDENT IRWIN: The next agenda item is the New Registration System. Neil Lantz will introduce that subject.

MR. LANTZ: I am going to be brief because my role is to introduce other people, but I am pleased to tell you that one month from tomorrow, April 11, we will, in fact, implement at long last a state-of-the-art computer-supported registration, student accounts receivable system on this campus. Those of you who have been here for a while know that we have made a couple of attempts in this direction. For various reasons, we fell short. This time there is enough momentum behind us that there is no way we will fall short. The heat is on a couple of people right now, and I am very encouraged. I would now like to introduce our Registrar, Dick Slocum, who is going to share with you a few of the highlights of the system. Bob Martin, our Bursar, is also here and will help answer any questions.

RICHARD SLOCUM: To begin with, to alleviate Dean Lukemeyer's and Dean McDonald's possible concerns, the new registration system will not affect medical or dental students.

I would like to go over the handout with you. The fall semester 1983 registration begins on April 11 and continues through April 29. During that period, we will register continuing students, those who are currently enrolled. In addition, new students will be given an opportunity to register during selected dates in May, June, and July. On July 12 through 15, we will give students who have gone through registration an opportunity to make schedule adjustments. As Dean Boaz said, if their work schedules change or something else happens, we will give them one more opportunity to come in and make adjustments. On July 18 through 22 we will produce and mail fall semester fee statements to all students who have registered up to that particular point. We will be processing financial aid on August 11, 12, and 15. The next important dates are August 16 and 17, when we will terminate the registration of students who have not paid their fees or have not made some arrangements through the process of financial aid to defer their fees. When we enter final registration on August 18, 19, and 22, their class reservations will be available for others to select from. Classes will begin on August 24, and drop-and-add begins the following day. As faculty members, I expect item 10 on page 2 will be of interest to you. At the conclusion of final registration, no class enrollments will be processed without the authorization of the instructor. Under our current procedure, the only authorization a student currently needs to enter a class after classes have begun is the advisor's. With the new system, you will control who enters your classes after the first day of class. If you do not authorize it, they do not get in. They will not have to have your permission to drop your class, but they will have to have your permission to enter. They will receive a W. The registration and fee payment cycle for the 1984 spring semester also is given in the handout. For those of you who serve as academic advisors, you will be receiving a 27-page document which covers your duties in detail. The document explains what information you will need to know to successfully counsel students under the new system.

Registration for continuing students will be by appointment. The appointment system will generally give seniors and associate degree students the first opportunity to register. They will be followed by freshmen; then juniors; then sophomores; then graduate degree-seeking students. The last group will be graduate and undergraduate non-degree students.

Students will receive appointment cards in the mail. That card will state their name, school, major, registration location, and the date and hour of their appointment. Appointments will cover 30 minutes. If a student is scheduled at 1:30 and arrives at 2:45, we will not allow him/her to register. He/she will have to reschedule their appointment or come back at an open period, which will be from 4 to 6 p.m. daily. They also can reschedule their appointment.

Appointments for current students will not be scheduled when they have classes so they won't have to have an excuse or claim that they have to cut class because they have to register.

PROF. FOEGELLE: Dick, do all students get this?

RICHARD SLOCUM: Yes.

PROF. BESCH: How many persons are scheduled at the same time?

RICHARD SLOCUM: We have only made the first run for the seniors and the associate degree students. It ranges from 44 to 191 per 30-minute period. Each student receives an Indiana University Registration Ticket, which is preprinted, giving the student's demographic data, current address, permanent address, and parents' address. In the upper right hand corner, the ticket gives the student's appointment time and date. On the bottom are items including the campus, school, class, current and anticipated major. It also shows IU hours passed, hours transferred, and hours in progress and provides information relative to checklist items. That program ticket is preprinted and also is distributed to academic units. On the back side of that admission ticket is a program planning form where the advisor will list the approved course sections for that student. We also have an option to encourage listing alternative courses. When a student reaches the registration site, if English 131 was not available for some reason, then there would be another course that you had already approved that the student could take. We don't have to recycle the student back to the academic unit. Whether you use this option or not is a decision to be made by your academic units.

When the students reach the registration site, they will transfer this information contained on that program class card onto a different opscan form for the computer. They list the departments, the courses, and the section numbers. Also, they will provide other information on optional fees such as parking, locker rental, recreation fees, and student identification card. There are several open options at this point, so we can add more options without having to reprint thousands of forms and instructions for completing these forms.

Many schools put control factors on who can get into classes. If you have indicated that you have a control factor on your class that requires an authorization of some type, there is an Indiana University section authorization form which the academic units will have to give to students to authorize them to enter a particular course or section.

After the registration form is completed by the student, it will be optically scanned by our equipment, which is expected to provide output within a few seconds. The output will either be a schedule confirmation or a problem form. The form will tell the students that they are registered for certain courses and what their course and other fees are. The latter will tell the student that a requested course is closed or that a required authorization has not been obtained. There also will be a deadline on the problem form, telling the student how much time he has to solve his problem and return to complete registration. When we begin to use the new system next month, we will not know what the academic fees will be this fall. Students will receive a printed notice informing them that we will be mailing fee statements to them. If they are not on financial aid, they will simply mail their payment by the due date or bring the statement to the Bursar's Office and pay their fees in person. Are there any questions?

PROF. BECK: If I understand you correctly then; if a student changes courses after final registration, during drop/add or late registration, then that student will not be permitted to register for classes without the approval of the instructor?

RICHARD SLOCUM: Absolutely! That was the policy that was approved by the IUPUI Academic Procedures committee. That has been approved and that's the policy that IU will enforce.

VICE PRESIDENT IRWIN: Thank you very much, Dick.

Agenda Item 8 Faculty Affairs Committee Report

VICE PRESIDENT IRWIN: There is no Faculty Affairs Committee report today.

Agenda Item 9
Old Business

VICE PRESIDENT IRWIN: Is there any old business? [None]

Agenda Item 10
New Business

VICE PRESIDENT IRWIN: Is there any new business? [None]

Agenda Item 11
General Good and Welfare of the University

VICE PRESIDENT IRWIN: Does anyone have anything for the good and welfare of the University? [None]

Agenda Item 12
Adjournment

VICE PRESIDENT IRWIN: We are adjourned.

Kent Sharp.

Kent Sharp, Secretary
IUPUI Faculty Council

SUMMARY
IUPUI FACULTY COUNCIL MEETING
APRIL 7, 1983

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MINUTES
IUPUI FACULTY COUNCIL
APRIL 7, 1983
3:00 P.M., LAW SCHOOL, ROOM 116

Present: Vice President Glenn W. Irwin, Executive Dean Schaller. Deans: Bepko, Grossman, Nagy, Pierce, Renda, Stonehill, Yovits. Director: Fischler. Professors: Allmann, Besch, Biegel, Bowman, Cecere, Cutshall, Doedens, Foegelle, Fredland, Graham, Goodwin, Hamburger, Harper, Hutten, Karlson, Keck, Lees, Leibman, Mannheimer, B. Mitchell, Mullen, Nelson, Norton, Palmer, Passo, Peva, Rothe, Salama, Sharp, Sidhu, Sondhi, Sparks, VanAllen, Vermette, Wahlstrom, Wappner, Welker, Wellman, Yokomoto, Yu, Yum, Beck.

Alternates: Deans: Daniel P. Benford for Steven C. Beering, Jeff Vessely for Nicholas Kellum, R. L. Bogan for Ralph E. McDonald, Hugh A. Wolf for Howard D. Mehlinger, John Werenko for Arthur Weber. Professors: James A. Baldwin for Clayton Baker, Aare Truuma for Judith Campbell, Ruth Holland for Michael Cohen, Judy Miller for Myron Weinberger, Charles J. Palenik for Susan Zunt.

Absent: Deans: Bonser, Compton, East, Wentworth. Professors: Aldo-Benson, Appledorn, Aronoff, Beardshear, Brandt, Britton, Carley, Casebeer, Cournoyer, Deets, Faris, Felten, Fife, Fleener, Hazer, Hull, Hutton, Leapman, Lindemann, Lingeman, Maxwell, Miller, Minton, M. Mitchell, Penna, Reed, Roeske, Roman, Toben, Tolle, Tubergen, Wallihan, Boaz, Smith, Mueller.

Visitors: William Chumley, IUPUI Purchasing Department, Rebecca Porter, Allied Health Services, John Williams, IUPUI Communication Services.

Agenda Item 1
Approval of Minutes - March 10, 1983

VICE PRESIDENT IRWIN: Good afternoon, ladies and gentlemen. The first item on the agenda today is the approval of the minutes of our March 10 meeting. Is there a motion to approve? Seconded. Are there any discussion, corrections, additions or deletions? All in favor of the motion to approve the minutes, say "Aye." Opposed? Motion carried.

Agenda Item 2
Presiding Officer's Business

VICE PRESIDENT IRWIN: I have a brief report regarding the Indiana General Assembly session. As you know, the budget is in the Conference Committee. They worked on it during the past 2-3 days and will continue to work on it this weekend. There are a few positive notes coming from the Conference Committee. For example, they are considering increasing funds for line charges for IHETS. As you can imagine, costs for telephone lines across the state have gone up substantially and funding has not kept pace with the increases. They also have discussed adding to the operating budget of the Natatorium and the Track, which neither House had recommended prior to the Conference Committee. They have also discussed adding funds for new degree programs, which had not been added by either House. This is very important to us because we have 10 new degree programs that have been approved by the Commission but for which there has been no funding. Several of these are in the School of Nursing where they have approved but unfunded programs at Northwest, South Bend, Kokomo, Richmond, and Southeast. There are also quite a few important non-health new degrees. Yesterday, I contacted every member of the Marion County delegation to call their attention to how important these new degrees are. Hopefully, we will see funding for new degree programs remain in the budget.

At the present time, there has been very little discussion of the capital budget. There was some discussion in the Conference Committee that perhaps they would put up \$25 or \$30 million worth of cash for new facilities. They apparently are reluctant to go the route of bond authority as they have in the past. The discussion has centered on a 3.5 percent increase for personnel compensation and an equal amount of increase for supplies and expenses. The universities are trying to increase that percentage. It is quite likely that the General Assembly will wind up its business by next Tuesday or Wednesday. We should have some good signals on what the University budget will be like.

DEAN SCHALLER: As many of you know, a committee has been working this year to plan a special program this summer for gifted and talented young people in this community. They have progressed to the point where they have what I think is a good plan and it has been adopted. A one-page flyer announcing the existence of the program has gone out. A more detailed brochure is being prepared and will be released soon and the News Bureau is in the process of putting out a news story. There will be two two-week sessions to the program. It will be called the IUPUI Young Scholars Program. It is for gifted and talented youngsters who will be entering grades 5-9 this fall. The program will consist of modules that are longer intensive courses that run the entire two weeks. One of those will be on Computer and Design that the Herron School faculty, along with some of the computer people, are planning. I think it promises to be very interesting. There will be one on Urban Planning in Indianapolis, raising the question of what the city will look like in the year 2000. The young people will get some experience in model building and computerized economic forecasting, etc. There will be a module dealing with theater and television production in which the students will actually produce their own shows. In addition to that, there will be other short courses that are part

of the Indiana University College for Gifted and Talented. This is a program that has been run for two years in Bloomington on a residential basis by Professor Spicker in the School of Education. He has joined in with us and our School of Education here to offer some of that work as part of the IUPUI Young Scholars Program. We won't know, of course, until we actually begin operation how successful it is going to be, but it does show promise of being a successful venture. Our plan is for this to be self-sufficient financially. We are quite hopeful about this program because we think it will provide a valuable service to the young people of the community. It will be bringing a group of talented young people to this campus to see what's here and what kind of faculty we have. Obviously, not all of those will enroll later on this campus but they will, of course, be talking with their peers after the program. It will probably bring the parents to the campus. The program is being housed in the Honors Program office. It is being administered by that staff with the help of some others. Miriam Langsam who is director of the Honors Program, will be responsible for the program and she and colleagues will be glad to answer any questions you might have and send you literature when it is available.

Agenda Item 3
Executive Committee Report

VICE PRESIDENT IRWIN: The next item on the agenda is the Executive Committee Report.

PROF. SHARP: You have in your agenda the results of the IUPUI Faculty Council elections. [IUPUI Circular 132/82-83] We have distributed the results of the University Faculty Council election. [IUPUI Circular 133/82-83] I know of at least three resignations or rumors of resignations so the membership will change. We will get the membership list out next fall.

Agenda Item 4
Student Affairs Committee Report

VICE PRESIDENT IRWIN: The next item on the agenda is the Student Affairs Committee Report with Barbara Fischler reporting.

BARBARA FISCHLER: I want to preface this presentation of the Student Affairs Committee with my thanks to the members of the committee. I have never had a more hard working committee than this. Some members are members of the Faculty Council. We had two students on the committee which I think is marvelous and, in particular, the secretary of the committee, Dr. James McAteer, was an absolute brick. I don't know what I would have done without him.

The topic of academic integrity is of great concern throughout the Indiana University system and many other academic institutions. Quite independent of each other, our Student Affairs Committee and the Bloomington Faculty Council Student Affairs Committee chose to address the problem this year. We decided to direct our study toward learning the level of faculty awareness of and the amount of education that was taking place concerning the policies in the Academic Handbook and the IUPUI Faculty Handbook. We distributed a questionnaire to 14 schools on our campus and 13 of the 14 responded. The results are being distributed to all 14 schools. Some of the important points that emerged from this questionnaire are:

1. That only the professional schools indicate that they have a published source of their policies separate from the handbooks.
2. Only a handful of the schools are making any effort to educate new faculty to their responsibilities and the procedures.
3. Few schools make any direct effort to inform their students of the importance of good academic conduct or their rights and responsibilities.
4. The administrative process for dealing with this problem differs among the schools. Some schools were completely unable to tell us what their procedure is.
5. There are differences on how the penalties are assessed, who does the assessing, the level at which the decision is determined, and the severity or the form of punishment.

IUPUI Circular 134/82-83 shows the official reporting lines for an incident of student misconduct. It begins with an incident occurring. The faculty member observes this incident and informs the student of the charge and the evidence. The student then presents the facts of his defense of what has taken place. If he is not guilty, the matter is dropped. If he is found guilty, then the faculty member assesses the penalty and reports, in writing, to the department head and the academic dean of the school or division. From there, the academic head reports to the Dean of Student Services to have a report placed in the student's file. If it happens to be a repeated violation, the Dean of Student Services may choose to take action. If there is disagreement on the results of the inquiry, either on the part of the faculty member

or the student, an appeal could be made to the department chairman. If we are fortunate, then the matter is resolved. If not, then the appeal goes to the academic head of the school or the division. Once again, the matter may be resolved. If not, the next appeal is to the Dean of Faculties, who convenes an ad hoc faculty/student review committee. This is an all-campus committee, made up of representatives from students and the faculty. After that, we have our final resolution.

Viewing this problem from what we consider an informal and humane aspect, the committee would like to suggest the following possible approach to a misconduct incident. First of all, take a calm approach to the situation. Try to resolve it at the lowest possible level, between you and the student. Be sure to obtain as much written documentation as possible to support your allegations. Review your observations carefully and, if possible, with an objective, uninvolved person. Inform the student, alone and with the door open. Present all of your evidence to the student, sticking to the facts of the case and keeping records of all that transpires for your files. Keep copies of documents which are to be handed over to your particular department chair. Let the student then explain what has happened. Listen for the truth of the situation and also listen for the cause. There is a feeling on the part of our committee that many of these things take place because of pressures placed upon the students. Then, assess the penalty, if guilty.

Since our efforts to learn about the level of awareness began, several very noteworthy publications and actions have occurred. Just about the time we sent out our questionnaire you may or may not have seen The Campus Report which was put out by William Lynch, Acting Dean of Faculties at IU Bloomington. After our committee started, Pat Boaz, Assistant Dean of the School of Science, published explanations of what is involved in cheating and plagiarism and what are the associated rights and responsibilities. School of Science distributed a memo to the faculty on the subject of academic integrity. This is the term that we prefer rather than "dishonesty." The School of Liberal Arts faculty also received a memo outlining the procedural steps for initiating the charge of academic misconduct from their Acting Assistant Dean, Susan Hammersmith. I'll say that the committee is pleased with the constructive steps that we see being made on this campus. Sound academic integrity is absolutely essential for the well being of our University. It is our hope and recommendation that both the students and the faculty become better informed. We suggest the use of formal newsletters, special reports, and improved orientation sessions at all levels for both faculty and students. This committee will recommend to next year's committee that they continue to pursue the investigation, at least into what is the true definition of academic misconduct and what its causes are.

DEAN NAGY: Did your committee consider a procedure for a student who might have a grievance against a particular faculty member?

BARBARA FISCHLER: No. We chose to start with this one first on the faculty side. This is another step that needs to be made. Everything is very nicely outlined in these handbooks. As I said, we have two students on the committee and they felt, first of all, "Let's approach it from the faculty standpoint and awareness." It is our hope that we will next have some discussions with Dean Mannan and others to see what we can do to make sure that students know what their rights and responsibilities are. Their rights and responsibilities are just as important as the faculty's as far as we are concerned.

PROF. KARLSON: First, you assume that the original complaint was observed by faculty members. What happens if a third party relays an "I have heard" type of situation to a faculty member? In other words, someone else reports it to you. Also, I believe that the last time I looked at the Student Rights Handbook, the student had a right to remain silent and to advise that the faculty had informed them of this right which they had been given by the Student's Handbook.

BARBARA FISCHLER: We have not informed anybody. These are all the things in our more detailed response that is going to go back to each of the schools about this. I should say that, when we looked over the student's rights and responsibilities, there are some sections in there that are not in agreement with each other and need to be addressed.

PROF. KARLSON: Do you suggest that the student be, when it is not something observed by the instructor himself in which he steps in to the exact scene, like a police officer observing it, be notified as to what he is going to be questioned about when he comes in? That could lead to quite a bit of confusion and misunderstanding if he is not aware of what his rights are.

BARBARA FISCHLER: Let me backtrack on something that you asked earlier. We did not address the possibility of a third party -- not another student or faculty member, having observed a situation. That is hearsay. I could only speak from the top of my head if somebody gave a report to me as hearsay. I would be reluctant to accept it. I would watch for another incident to follow.

PROF. KARLSON: You suggested that you interview them with the door open. I would like to suggest that you have a tape recorder if at all possible going. That is the safest technique that I have been aware of. It also prevents disputes as to what transpired.

BARBARA FISCHLER: As I said, keep a record of the transaction. You could do this in any form and this includes written notes and a tape recording. I rely on tape recorders. I don't think I answered one of your questions thoroughly, but the committee basically was just working from the questionnaire's standpoint.

I hope that next year's committee will follow up on our recommendation and deal with this. I know that the Bloomington faculty are looking at the definitions. I also sit on the University Faculty Council's Student Affairs Committee and we are expecting it to come to that committee.

PROF. ROTHE: Must we inform the student that the conversation is being taped?

PROF. KARLSON: It is not technically illegal. I inform them, though. However, I find that people act in a much more orderly and restrained manner when they know they are being recorded.

Agenda Item 5

Academic Affairs Committee Report [IUPUI Circular 126/82-83]

VICE PRESIDENT IRWIN: The next item is the Academic Affairs Committee Report.

PROF. FREDLAND: We will begin with section 1, the Grade of Incomplete. It is up for action today. Those of you who were here last month heard the arguments. The rationale is printed in a very abbreviated form before you on page two of the minutes of the March meeting. I am here for your comments and constructive questions.

PROF. WELLMAN: I question why you insist on a non-academic reason.

PROF. FREDLAND: You name an academic reason.

PROF. WELLMAN: An unduly heavy student load that cannot be completed.

PROF. FREDLAND: That should have been taken care of. This package of three proposals, and probably one or two more that may come out of this committee, have to do with the business of academic responsibility. What we are suggesting to students is, before you embark upon this enterprise, get your ducks in a row. Let's think about this at the beginning of the semester rather than making adjustments as the semester goes along.

PROF. WELLMAN: These suggestions can be made.

PROF. FREDLAND: Of course, and appeals can be made.

PROF. SIDHU: The only problem is, if we are going to make it a rule, the flexibility disappears and it becomes binding on the part of the teacher as well as on the student.

PROF. FREDLAND: You're right.

PROF. SIDHU: I think because of the nature of our students and of the nature of this University, there can be some other reasons besides non-academic reasons.

PROF. FREDLAND: I would like to think that the academic integrity that we have here can be the equal of any institution and that our rules have been eroded. I believe that I represent the committee in suggesting that we would like to establish a fairly responsible level of integrity. We feel very strongly, and I underline the word very, that we need to take steps to protect ourselves and the integrity of the academic process. These are the steps that we recommend.

PROF. FOEGELLE: In this case, we are trying to eliminate abuses caused by the confusion of the Incomplete.

PROF. FREDLAND: If you aren't teaching freshman level courses regularly, it may be difficult for you to appreciate the abuse that Walt has alluded to. I think that we could say that it is something that faculty who teach freshman with great regularity, see to a depressing degree. It is a matter of morale to the faculty that we should address.

PROF. WELLMAN: You referred to the appeal process, but the appeal process doesn't appear here. What is the appeal process?

PROF. FREDLAND: Any academic decision can be appealed to an academic dean. I had a student come into my office the other day and tell me that the dean had given him an 'FX.' I looked in all of the pieces of paper I could find and there was no place that said the dean could give a student an 'FX.' He had a sad tale to tell and I had no problem with that. Therefore, if you have a problem, we will deal with it.

PROF. SIDHU: Is it not the instructor who knows about the progress of his student rather than the dean? I think the authority should ride with that instructor, and he should see what the reasons are. Instead of sending every student to the dean, why can't the instructor take action himself?

PROF. FOEGELLE: It is a procedural matter.

PROF. SIDHU: I think we should decide the procedure. With whom does the authority lie? The dean or the

instructor?

PROF. FOEGELLE: It begins with the instructor.

PROF. SIDHU: Are we going to end up with the instructor or are we going to the dean?

PROF. FOEGELLE: I think that is a procedural matter. I don't think we need to clarify that. That depends on each academic unit.

PROF. ROTHE: It seems to me that this recommendation will force us, as faculty, to plan our assignments. It is very easy to procrastinate as the students who procrastinate, but then comes the end of the semester and things aren't done and we would like to give an 'I'. I tend to favor this because it will force the faculty to be more careful in planning our assignments.

VICE PRESIDENT IRWIN: Since this has been recommended by the Academic Affairs Committee, it is on the floor for a vote. Are you ready for the question?

PROF. FREDLAND: I want to mention that this has got to go to the University level because it is an All-University decision. We will not make a final decision today. We are simply sending something to the All-University Faculty Council by our vote.

VICE PRESIDENT IRWIN: All right! All in favor of Section 1 of the Academic Affairs Committee proposal, say "Aye." Opposed, same sign. Motion carried.

PROF. FREDLAND: The next item is Section 2. If you believed us when we said I's are abused, then you should have no trouble in accepting that W's are abused. For many of the same reasons and in the same way that we explained this last time, we propose two different modifications to the policy of W. One is to limit the amount of time and the second is to limit the number of W's which can be given. Again, this is in the interest of intensifying the sense of responsibility, in the implicit contract that takes place in the classroom.

DEAN SCHALLER: Dick, isn't this supposedly what the policy is now? That the student can withdraw during the second half of the course, if they present a compelling reason for doing so and get a grade of W?

PROF. FREDLAND: Yes, this really refines the language that intensifies it.

DEAN SCHALLER: Dick, there are some schools that already have a procedure for dealing with W's during the second half of the semester. The one, of course, that I am the most familiar with is the School of Business. An instructor in the School of Business, during the second half of the course, cannot award a W to any student. If the student wants to withdraw, they must petition a faculty committee which hears the petition and then decides whether the student can withdraw with a W. That rule was adopted to get some kind of uniformity because the interpretation varied widely among faculty members of what the W was for and how it was to be used in the second part of the semester. There is nothing in here that will iron out those variations among faculty members. When you have a large number of part-time instructors, as does the School of Business and other schools, it frankly relieves part-time instructors who aren't as well acquainted with the campus scene, who haven't had the experience with students, from making judgments of this kind. I am a little concerned here that we will have no enforcement procedures or not allow schools who want to have some sort of an enforcement procedure to do their own thing. Would this preclude a school from setting up means to enforce this basic policy?

PROF. FREDLAND: First, we didn't have anyone on our committee from the School of Business, so this is news to me. You describe it as gaining more uniformity. It strikes me that it is diverting from the policy here by setting up an explicit school process. That's the implementation of the policy.

DEAN SCHALLER: It is the way they implement that policy. It's the only way that a student can withdraw during the second half of the semester.

PROF. FREDLAND: I see no problem with that.

DEAN NAGY: I think this policy here sets the minimum.

DEAN SCHALLER: May I raise a question at this time? Do we have to vote on A and B at the same time? I would like to be in a position to vote for A and against B. Is that going to be possible?

PROF. SHARP: Are there any objections to dividing the two separate questions? [No objections.] This will be discussion for A only.

VICE PRESIDENT IRWIN: Any discussion? Are you ready for the question? All in favor of the 2A proposal, say "Aye." Opposed, same sign. Motion carried. Section 2B is up for discussion.

PROF. PALMER: I would like you to review why the appeal must go through the Dean of Faculties rather than to the dean of the school.

PROF. FREDLAND: Well, we did that to get everyone's attention and to suggest that we really did not want it to be taken lightly. As we said last week, we are perfectly prepared to accept the fact that it could go to the deans of the schools as opposed to the Dean of Faculties. There are certain offices around that, I am told, were not particularly impressed with that proposal at all.

PROF. PALMER: I move to amend the motion by deleting the last sentence of Section 2B that states "Appeals of this rule may be taken to the Dean of Faculties."

VICE PRESIDENT IRWIN: Is there a second to that motion? [Seconded.]

PROF. SALAMA: Does that mean the student has no right to appeal?

DEAN NAGY: No, this is a procedural matter that is being amended. As it remains, with deletion, it is a policy statement with regard to the grade of W. It is a procedural matter which probably belongs to the Student Affairs committee.

PROF. KARLSON: I have to disagree with your interpretation. As it is stated "without any ability to appeal," the rule becomes final. There is no indication that there is any other system of approval in affect. My understanding, as it is written, is once a student has accumulated 15 hours of W, all future grades must be academic grades. No appeal! That is as the amendment would have it read.

VICE PRESIDENT IRWIN: The question has been called for on the striking of the final sentence in 2B. All in favor of that, say "Aye." Opposed, same sign. Motion carried.

PROF. SIDHU: I move to amend the motion by adding the sentence "Appeals of this rule may be taken to the dean of the school concerned."

VICE PRESIDENT IRWIN: Is there a second to that? [Seconded] Discussion?

PROF. HAMBURGER: Would the amender please tell me whether it is the school that he is talking about or the school that the student is registered in or the school which the class is registered in?

PROF. SIDHU: What I meant was the School of Science, School of Medicine, School of Physical Education. That is what I had in mind.

PROF. VESSELY: A student in the School of Medicine could be taking a course in the School of Science.

PROF. NORTON: I am curious why we need to outline an appeal process for the grade of W when it was suggested that we didn't need an appeal for the grade of incomplete.

DEAN SCHALLER: There will be some special circumstances surrounding the enforcement of this rule.

PROF. NORTON: Without an appeal process, would it not be assumed that the same course of action would be used with any student?

DEAN SCHALLER: I would say no. He would go to the department chairman first and then to the dean. They do that now without anybody telling them.

PROF. BESCH: I would like to speak against the amendment on the basis of there being an appeals process generally for all academic positions. This being an academic procedure would follow that; in spite of what our Parliamentarian just suggested. I think that, in the absence of saying that there can be no appeals, all academic decisions that I know of are appealable by some means or other. I don't think that we need an additional amendment to this rule. I think it should stand as it is currently now without any further additions.

PROF. SIDHU: Henry, when you read this, this must mean that there is no appeal.

PROF. BESCH: I think if a student goes to the department chairman, the department chairman could go to a dean, the dean could go to the executive dean and so on up the ladder.

PROF. HAMBURGER: This is a question for the Parliamentarian. If the word 'must' were removed and the word 'will' substituted, would that get rid of your objection?

PROF. KARLSON: It would go a long way toward it because the language as it is stands would be mandatory with no indication that anyone has the ability to change the result. "Should be" would be appropriate. "Must" is mandatory language. I don't care who you appeal it to, if this is the policy of the University, they can't change it.

DEAN SCHALLER: How about "Appeals can be made?"

PROF. HARPER: The word "must" also appears in the first section concerning Incompletes.

PROF. ROTHE: Am I correct in assuming this is something that will have to go to the University Faculty Council and the Trustees? It seems to me that this would give them a sense of overriding it and they can look at the question at what should be "must" or "will" on the appeal process and look at the total package. I suggest that you vote on the amendment.

VICE PRESIDENT IRWIN: Are you ready for the question on the amendment? All in favor, say "Aye." Opposed, same sign. Opposed have it. So we will strike it.

PROF. BESCH: I would like to know why you chose 15 credit hours and not, for example, say twice that number as the number of permissible Ws?

PROF. FREDLAND: Why do we have 122 hours for our degree requirements? So, this is the tradition of one semester load.

PROF. BESCH: I remind you that there have been a number of comments made that it is not infrequent that a single tragic semester befalls a student.

PROF. FREDLAND: Which leads to an appeal.

PROF. BESCH: Yes, but it is not infrequent. That means that it is often necessary to come to some kind of appeal. Once you get to 15, if that is the case, then perhaps a rule would be easier to administer if the exceptions didn't occur frequently.

PROF. FREDLAND: I think the more important question is the one that Dean Schaller has. Maybe, the whole issue ought to be dealt with as opposed to that and come back to that and deal with that.

DEAN SCHALLER: Since he brought it up, let me say that I oppose this on the grounds that many times, and particularly with good students, the accumulation of Ws is to some extent beyond their control. Working students who suddenly have a change in their job assignment and have signed up for, say 3, 4, or 5 courses as some of them do, are suddenly assigned by their company to work in Houston for six months. There is nothing they can do, if they want to stay employed. The way to handle it is by Ws. For many of the students Ws would be gone by one act. Or, it could happen because of a family illness. There are all kinds of reasons in the type of student body we have. We are lumping in the students who accumulate Ws, say 15 of them, for those kinds of reasons, which I would submit is probably a fairly large number of those who get up to 15, with those students who admittedly do it because they are irresponsible, they don't think, they don't plan, or because of the financial aid situation, etc. I can very much appreciate the rationale of the committee in wanting to do this, but what I am afraid of is a rule like this that relies so heavily on the appeals process for equity. That is not the way we should administer our student program. I have no quarrel at all, Dick, with the rationale or the intent of the committee. I would be willing to try to think of other ways that we could deal with this but I am very concerned about adopting this rule to try to solve this problem. I didn't have a chance to ask the Registrar, but I think he attended one of your meetings. He has some strong reservations about the mechanics of all of this.

PROF. FREDLAND: This is really a mechanical problem. When your 15 hours are exceeded, the computer calculates differently, and the instructor still awards a W. The W is there but the calculation has been made.

DEAN SCHALLER: Suppose the instructor insists on a W. Is the computer going to give an A, B, C, D, F, or I?

PROF. FREDLAND: No, it isn't going to give an F necessarily. It is only calculated as an F.

UNKNOWN: We see many of these students come in with random W's. You can see things got tough for them, they dropped out, etc. It would seem to me the sensible thing that we would want to do here would be to discourage that. There are two different problems. Could we formulate this in a way that the individual would have to drop classes or courses as a block? It would be different as a W than those that drop W at random. It is the random dropping that I would like to see discouraged.

PROF. FREDLAND: I see the time is late, and I don't think we are going to resolve this in the time that is left.

PROF. SHARP: Since I don't know which way this is going to go, I move that we send this back to the committee and let them decide which way they want to go on it and take up Section 3 at the May meeting.

VICE PRESIDENT IRWIN: We can take that by consent. All right?

Agenda Item 6
Old Business

VICE PRESIDENT IRWIN: Is there any old business? [None]

Agenda Item 7
New Business

VICE PRESIDENT IRWIN: Is there any new business? [None]

Agenda Item 8
General Good and Welfare of the University

VICE PRESIDENT IRWIN: Is there anything for the general good and welfare of the University? [None]

Agenda Item 9
Adjournment

VICE PRESIDENT IRWIN: We are adjourned.



Kent Sharp, Secretary
IUPUI Faculty Council

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IUPUI FACULTY COUNCIL MEETING
MAY 5, 1983

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MINUTES
IUPUI FACULTY COUNCIL
MAY 5, 1983
3:30 P.M., LAW SCHOOL

Present: Vice President Glenn W. Irwin; Executive Dean Schaller. Deans: Beering, Bepko, East, Grossman, Kellum, Pierce, Renda, Weber. Professors: Allmann, Appledorn, Beardshear, Beck, Besch, Boaz, Carlley, Cohen, Cutshall, Deets, Doedens, Faris, Fife, Fredland, Graham, Hamburger, Harper, Hutten, Karlson, Lees, Leibman, Lindemann, Mannheimer, Maxwell, Minton, B. Mitchell, Mueller, Mullen, Nelson, Norton, Palmer, Penna, Reed, Salama, Sharp, Sidhu, Smith, Sondhi, Sparks, Tubergen, Vermette, Wappner, Yokomoto, Yu, Yum, Zunt.

Alternates Present: Carol Nathan for Paul Nagy; Frank Brey for Barbara Fischler; Niles Standish for Ralph E. McDonald; Hugh Wolf for Howard Mehlinger; Georgia Miller for Jack Wentworth. Professors: Jeanne Mueller for Sally Bowman; Aare Truuma for Judith Campbell; John Bonner for Roger A. Roeske; Judy Miller for Myron Weinberger; Dolores J. Hoyt for Kathy Welker.

Members Absent: Deans: Bonser, Compton, Stonehill Yovits. Professors: Aldo-Benson, Aronoff, Baker, Biegel, Brandt, Britton, Casebeer, Cecere, Cournoyer, Felten, Fleener, Foegelle, Goodwin, Hazer, Hull, Hutton, Keck, Leapman, Lingeman, Miller, M. Mitchell, Passo, Peva, Roman, Rothe, Toben, Tolle, VanAllen, Wahlstrom, Wallihan, Wellman.

Guests Present: Janet Griffith, IUPUI Faculty Council Faculty Affairs Committee; Rebecca Markel, IUPUI Faculty Council Faculty Affairs Committee (Chairperson); Glen Sagraves, 1983-1984 Faculty Council Secretary; Carla Totten, Dental Hygiene.

AGENDA ITEM 1

Approval of Minutes - April 7, 1983

VICE PRESIDENT IRWIN: Good afternoon, ladies and gentlemen. Item one is the approval of the minutes of our April 7 meeting. Is there a motion to approve? Is there a second? Any discussion? All in favor of the motion, say "Aye." Opposed? Motion carried.

AGENDA ITEM 2

Memorial Resolutions

VICE PRESIDENT IRWIN: We have a memorial resolution for Warren Andrew, IU School of Medicine (IUPUI Circular 137/82-83). (Catherine Palmer, IU School of Medicine, read the resolution and a moment of silence was observed.)

VICE PRESIDENT IRWIN: We have a second memorial resolution that is not on the agenda which is on behalf of Rebekah Fisk from the School of Dentistry (IUPUI Circular 140/82-83). (Carla Totten read the resolution and a moment of silence was observed.)

AGENDA ITEM 3

Presiding Officer's Business

VICE PRESIDENT IRWIN: Since our last meeting the Indiana General Assembly has completed its work, including the budget bill. I think most of you are familiar with the highlights of it. The bill allows for a 3.5 percent increase in personnel compensation and a 3.5 percent increase in supplies and expenses. It is based on the principle that the universities will increase student fees by a little over five percent. There were some corrections in the budget to correct mistakes made a year ago. Limited dollars were provided for make-up of capitation funds. However, the schools that are eligible for it did not have it made up for last year and the year before. There also was a small amount of increase for the non-health divisions at Indianapolis because of enrollment adjustments.

On the capital side, very little was approved. The Cyclotron Building at Bloomington was approved, as were one-third of the farms at Purdue and a building at Vincennes University. Repair and rehabilitation funds were approved. It will probably come to around \$3 million for this campus. About one-half of that was repair and rehabilitation that was frozen in the current biennium. We spent a little of it before the freeze. As you can imagine, \$3 million doesn't go very far on this campus in a four-year period but at least it was there. The General Assembly also provided \$2 million for start-up of new programs. The budget agency will receive recommendations from Commission on Higher Education and State Board on how to distribute this. How much of the \$2 million will be made available for new programs is still undetermined because the state projects a \$10 million deficit for this year in its last fiscal economic report. I think we have to assume that the budget for the universities this year is at a maintenance level. Unfortunately, this campus had about ten new programs, many of them in Nursing, for which, as of today, we have no start-up funding. Hopefully, in the near future, we will know more about

our ability to start those programs. No decision has yet been made by the administration or the Trustees on what student fees will be.

EXECUTIVE DEAN SCHALLER: I would like to bring to your attention the fact that Vice President Irwin has appointed a Summer School Task Force to review the way we are organized, our budgeting procedures and our scheduling for delivering credit work during the summer. This applies primarily to undergraduate courses which have grown to the point that we feel that we need a more systematic approach to the summer session. As you may know, we have experienced a great deal of difficulty with being able to provide the right kinds of summer courses at the right times in the past few years. This Task Force has been appointed by Dr. Irwin and is being chaired by Richard Slocum, the registrar. The complete membership of the committee is Dr. Richard E. Slocum, IUPUI registrar, chairman. Committee members are: Dr. Patricia Boaz, Dr. David Bostwick, Dr. James East, Mr. John Krivacs, Mr. George Lindle, Dr. Georgia Miller, Dr. Paul Nagy, and Dr. Edward Robbins.

Meanwhile, in the event that any of you have a specific interest in it or want more information, I recommend that you call Dick Slocum because they hope to get started soon.

The second matter that I would like to call to your attention is the report of the Graduate Services Review Committee which was appointed last November by Vice President Kenneth Gros Louis. The committee was directed to study the structure and delivery of graduate education. The report has been delivered and the Review Committee considered the problems that they felt existed with the present system. They proposed a new system. Specifically, they recommended the elimination of the existing Graduate School and the establishment of a dean for graduate studies. The dean of graduate studies would be advised by a Coordinating Graduate Council, made up of representatives from all schools that offer graduate programs. The dean and the Council would coordinate, review, and exercise advisory control over all graduate programs. The only graduate programs exempted from this coordination, review, and advisory control would be the M.D. and J.D. degrees. This is a proposal for a major revision to the Indiana University system. As a result, in Vice President Irwin's opinion and certainly mine, it is one that will have to be subjected to considerable scrutiny and debate over a long period of time. I think that the interested faculty committees and certainly the Faculty Council would have to be involved in this consideration. Obviously, this campus has a big stake in graduate programs. This report has been distributed on the Bloomington campus. There are copies of the Graduate Review Committee's report here. If you would like to have one, please pick it up at the end of the meeting. I simply report that to you at the present time and, if you would like to have comments on this issue, we can discuss them during the spot on the agenda for 'Good and Welfare of the University.'

VICE PRESIDENT IRWIN: This is not on the agenda but I would like to call on Patricia Boaz who has a special presentation.

PROF. BOAZ Kent, may I ask you to join me? I have a statement that I am about to read, and because Kent and I are both from Purdue schools, it comes wrapped in a black folder. However, since it is truly an IUPUI message, I assure you that it has the seal of both Purdue and IU. It comes from the Executive Committee and therefore bears the names of Henry Besch, Patricia Boaz, Michael Cohen, Walter Foegelle, Jean Hutten, Steven Mannheimer, Hitwant Sidhu, and Susan Zunt. This is the inscription:

"Today we express our appreciation of Kent Sharp: For two years of devoted, tireless work for IUPUI and its Faculty Council. For being our voice at the University Faculty Council. For dedicated effort to organize our Faculty Council to function more efficiently. For thoughtful selection of committees, their chairmen, secretaries and liaison representatives prior to the beginning of the academic year. For development of goals for each of the committees and for the Faculty Council before their first meeting. For the ability to laugh when everyone else is ready to cry or curse. For all of these reasons, we ask the entire Faculty Council to join us in an expression of gratitude to Kent."

That is not quite all. This will fit neatly in a drawer, but we thought you would like something with more visibility. Steven Mannheimer has a presentation.

PROF. MANNHEIMER: I am going to read this.

"Kent Sharp, Secretary of the Faculty Council, IUPUI. In this often thankless task, you have been tireless, dedicated and impartial. Thank you." The Executive Committee.

VICE PRESIDENT IRWIN: I now call on Executive Dean Schaller.

EXECUTIVE DEAN SCHALLER: I would like to present this plaque to Kent on behalf of the entire faculty of this campus and also the administration. This is to Kent, for your excellent service and tireless duty as Secretary of the Faculty Council. It reads:

"To Kent Sharp, In appreciation of your dedicated service as Secretary of the Faculty Council at Indiana University-Purdue University at Indianapolis for the 1981-82 and 1982-83 academic years."

On behalf of Dr. Irwin and myself, we would also like to thank you for the many hours that you put in with us to help us understand the issues coming before the Council, to keep us educated on what was going on. We think you did an excellent job as an advocate of the faculty to make sure that we understood the issues of concern to the faculty.

PROF. SHARP: Thank you very much. I guess that I am a little overwhelmed right now. I have seen these sessions where they give out one but never did I expect three. I am not exactly sure how to respond except to say that it certainly has been a pleasure to serve the faculty here at IUPUI. It certainly is going to be a time in my life that I will look upon very fondly. I think one of the things that is very important to me to try to do a good job is the excellent cooperation and the dedication of the faculty here at IUPUI. To some extent, thank yourselves because I have received excellent cooperation from you as faculty. It has been very stimulating to me to continue to work with the faculty here.

As Pat says, there is a Purdue seal here, but I would like to think that I am really IUPUI equally at the IU campus as well as the Purdue campus. I try not to favor one over the other. I praise IU when they are doing good and I kick them in the rear when they are not. I praise Purdue when they are doing good and I kick them in the rear when they are not. I like to think that I work for high quality education.

AGENDA ITEM 4
Executive Committee Report

VICE PRESIDENT IRWIN: The next item on the agenda is the Executive Committee Report with Kent Sharp.

PROF. SHARP: First, I would like to introduce you to your new Secretary of the Faculty Council, Glen Segraves. I have worked with Glen during this past month and I know that he will serve you well. I should tell you that I have discovered a problem with Glen. The problem is that when you say 'Glen', it should be clear whom you mean. We have two Glens. Glenn Irwin and Glen Segraves. There is a difference that might help. Glen Segraves spells his name with one 'n' and Glenn Irwin spells his with two 'ns.' We have a one 'n' Glen and a two 'n' Glenn.

You will find a tentative list, and I stress tentative, of the IUPUI Faculty Council standing committees for next year. In general, most of these individuals have either been contacted or they have indicated on the preference form a willingness to serve. The Executive Committee would like to review with the standing committee chairmen and their secretaries, that the membership list is accurate and is ready to go. It is for your benefit and, if you see any errors, we would like to know them. We won't publish this with the minutes of this meeting. We will be publishing this list, I presume, in the fall after it has been corrected and the Executive Committee has reviewed it. There is one modification to the committee list that the Executive Committee is implementing which will enhance communication. This will place the chairman of the appropriate standing committees in each one of the schools on the appropriate IUPUI standing committee. Last March I wrote a memo to the deans and the faculty leader of each school pointing out the standing committees that the IUPUI Faculty Council has and requested them to submit names of their appropriate chairmen of their similar standing committees for next year so that they could be included on next year's committees. We have received some responses. Several schools were hampered because they do not know the chairmen for the standing committees for next year and I suggested that, in this case, this year's chairmen be put on next year's standing committee. As a result, we selected two committees to attempt to start this. They are the Academic Affairs Committee and the Faculty Affairs Committee. I emphasize that this is an experiment and I think that it is worthwhile for us to try for a year or so. If it helps out the schools, so much the better. We have listed about four or five individuals from the schools. There is an asterisk at the bottom that says "Committee chairmen of the appropriate school committee" for these individuals. Each school is entitled to submit their appropriate school chairmen for these committees. The schools not listed will have an opportunity to submit their appropriate chairmen. The rest of the committee list is similar to last year. If you find any corrections, please contact the Council office.

The third item is just that I will spend a minute or two on my experiences as Secretary of the Faculty Council. My tenure as Secretary of the Faculty Council has changed some of my thinking in the past two years. I thought I would share with you some of the ways that I see I have changed. This might be of some benefit to you in the future. I guess the first question I could ask myself is "How have I changed?" Two months ago, I felt that I hadn't really changed that much. Glen Segraves, your new Secretary, asked me a lot of questions and I can see that they are basically the same questions that I asked Miriam two years ago. I know that he will grow as I grew with you in the last two years. It is easy for me to recognize that I have changed, but it is difficult to express some of these changes.

The first item that I had on the list is that I found that I didn't have as much time as I would liked to have had to do this job. This is not unusual or unique for we all face a similar situation. We all would like to have more time but a lack of time means that there were many issues that I thought this Council should be addressing but that I let go because I did not have enough time.

The administration is limited in time just as we are limited in time. They, too, are covered up with many many issues. I am sure they see issues that ought to be addressed, but they don't have the time. This is an area where, to a great extent, the faculty can be of benefit. The faculty need to be able to develop an expertise in these areas to develop issues that need to be addressed.

The next item is that I know the administration much better than I did two years ago. The faculty, I am sure, is interested in what the administration is like. I am not sure how I can tell you. I have enjoyed working with you and the openness of the administration and the ease of working with the administration. I have seen them wrestle with difficult issues and I think they try to do their best for the faculty. I disagreed with them, but I have to agree, that I think they were operating in what they thought to be the best interest of the faculty for the given situation. I found out that they were far more accepting of the controversial issues than I had expected. We discussed the issues. I always tried to get the administrative point of view on the issues. They generally provide me with the information. I tried to communicate it in an appropriate manner to the various committees, the Council and the faculty. I think that, if there was one thing that they seemed to stress on the issues, it would be that they would like to see good legislation. A lot of times the Council submits motions and legislation and I found them able to pick up, at least from their point of view, some holes in the legislation. They normally have to administer the legislation and they want to see it well written. I encourage you, in the future, to make sure that your legislation is well written. As a faculty member, every semester I am called upon to give my students a grade. I feel that I have a degree of expertise in grading others. If I were to receive a grade sheet at the end of this semester with the names of Vice President Irwin and Dean Schaller on it, I would give both of them an A.

Another issue that I hear from the faculty is the desire of the Council to do more in the Council. It is my opinion that the success of this Council is dependent on the faculty's identifying with and participating in the activities of the Council. That is a huge task. It breaks down to "How do I communicate?" Many times we don't do the job that we need to do. I have tried to develop better lines of communication. One example that I am pleased with is that I believe we develop our best legislation in small groups and committees. As a result, I have been encouraged by the success of a number of the small subcommittees which are issue-oriented. I have visited, at their request, a number of these committees and several of them were very positive about the future. I am encouraged by all of the documents and the way a number of the subcommittees and committees seem to be working. There appears to be significant legislation in the pipelines for you next year. I believe that we will be more successful with small subcommittees, relatively large standing committees and a large Faculty Council. The large Council and committees help our communication to properly prepare the legislation. I stress the quality of the issues. I feel that it would be desirable if, instead of requiring a majority vote to pass legislation, it would be desirable to require a 2/3 or 3/4 vote to pass legislation so that we would have a greater degree of unity among the faculty to demonstrate that the faculty is united on the issue. An example of this is the University Faculty Council's "Policy on Access to Records." They had a vote and it was 17 to 14. It divided the faculty and will probably make it more difficult to administer.

As a last item, I have tried to keep off the committees next year. I recognize that I have experience and insight that might be helpful to the standing committees. I want to make it known that I am willing to assist the standing committees on issues that they feel I can be of help. If there are standing committees that feel I can be of help, please feel free to contact me and I will try to assist you.

VICE PRESIDENT IRWIN: Thank you very much Kent.

AGENDA ITEM 5
Nominating Committee Report

VICE PRESIDENT IRWIN: The next item is the Nominating Committee Report with Marie Sparks.

PROF. SPARKS: We have elections for this afternoon. We have the election for the Executive Committee, Nominating Committee and the Tenure Committee. There are two lines for write-ins on the Tenure Committee and the Nominating Committee. There are no write-ins allowed. (After holding the election, the results are as follows:

Nominating Committee Results:

Kathryn Wilson, School of Science
Donna Dial, School of Liberal Arts
Patricia Blake, School of Nursing (Will be chair in the second year which will be 1984-85.)

Executive Committee Results:

Jean Gnat, University Libraries
Steven Mannheim, Herron School of Art
Richard Turner, School of Liberal Arts
Charles Yokomoto, School of Engineering & Technology

Tenure Committee Results:

Paul Galanti, School of Law
Betsy Joyce, School of Nursing
Lawrence Wheeler, School of Medicine

AGENDA ITEM 6

Academic Affairs Committee Report

VICE PRESIDENT IRWIN: Let's continue with item 6, the Academic Affairs Committee Report with Prof. Fredland.

PROF. FREDLAND: This is absolutely the last time. We are dealing with the item that appears in your minutes from the last meeting, IUPUI Circular 126/82-83. First, is the second portion of the Grade of W which is item 2B which reads as follows:

Once a student has accumulated 15 credits of W, all future grades recorded must be academic grades, i.e., A, B, C, D, F, (or I). Appeals may be taken to the Dean of Faculties.

I put that before you as a committee report for your consideration.

PROF. PALMER: Why do the appeals go to the Dean of Faculties instead of the Dean of the appropriate school?

PROF. FREDLAND: That was raised in here on a previous occasion. We said that we were just trying to get people's attention to the fact that we really felt that this was a major concern. We would be perfectly willing to accept an amendment to suggest the Dean of the school.

PROF. PALMER: So moved.

VICE PRESIDENT IRWIN: Is there a second? (Seconded) Is there any discussion?

EXECUTIVE DEAN SCHALLER: I would like to repeat my objection from last time that, given the nature of the student body here, many students can get several W's in one semester because of a change in work assignment or because of family difficulties. It has nothing to do with poor planning, or with their trying to use the financial aid system. Again, I appreciate the rationale of the committee in trying to deal with the problem, but I really oppose a system that forces many good students to rely on an appeal process. We should be able to administer our student program in better fashion than by very rigid rules and an appeal process.

PROF. FREDLAND: If I might reply to that, I tried to get from Dick Slocum some data to document exactly what you are saying. The form in which I received the data wasn't particularly helpful for either your side or my side of the argument. I would argue in response, however, that in recent semesters -- the fall of 1982 through the fall of 1981, going backwards -- 19 or 20 percent of our grades were W's. The committee thought that was an exorbitant proportion, even taking into account the nature of our student body. Secondly, it has been estimated to me by an authority whom I will not quote, because he is not here to defend himself, that, if this policy were enforced, it would not make a great deal of difference because the average student does not graduate with more than 15 hours of W. What we would be doing is simply sending a message to the students who are casual about the W's, and who are not subject to the problems that you have cited, that we would like to see them plan more carefully. The student who needs to withdraw and used up his 15 hours in one semester, can appeal to the dean if his job changes twice. We feel that this policy is flexible enough to take care of that problem.

PROF. REED: It seems to me that the strongest rationale you have is that people are using the current system to retrieve their money. It seems to me that otherwise we get into areas of personal liberties and somebody might sue. If that is the main concern, why not make the recommendation that once a subsidized student has accumulated 15 credits of W, all future grades recorded must be academic grades, i.e., A, B, C, D, F, (or I). Appeals of this rule may be taken to the Dean of Faculties?

PROF. FREDLAND: That doesn't seem to be the major problem. That is a measure of dishonesty and I have

no problem with that.

EXECUTIVE DEAN SCHALLER: Dick, is this "W" problem more prevalent in some schools than in others?

PROF. FREDLAND: Something like 90 percent of the W's that are awarded on this campus come from the School of Science, School of Liberal Arts, and, I think, the School of Engineering and Technology. But, those are the three largest aggregates of undergraduate students.

EXECUTIVE DEAN SCHALLER: I have examined the grade statistics on this campus and I noticed that. I am wondering whether we shouldn't, rather than adopt this rigid rule to apply across the board on the campus, defer action on this and ask the faculties of the three schools that have the biggest problem with the W's to consider a plan whereby they can handle the matter?

PROF. BOAZ: From the data applying to the early part of the semester, repeated collection of data from the exit counseling of students shows the number one reason for withdrawing was, in fact, a change of work schedules.

PROF. FREDLAND: As I say, the Registrar's Office did not have that information and we were not privy to that specific piece of information. It just runs counter to the general collective wisdom of the committee. If that's accurate, fine.

DEAN NATHAN: May I say, in relation to the general collective wisdom of the committee, that the Academic Procedures Committee looked at this after it was proposed and they are 100 percent against this part of the recommendation for some of the reasons that Dean Schaller has made. I would also suggest that we look at it further before we pass it.

PROF. SHARP: I think we discussed this to some extent last month and ran out of time. As I recall, the comments were rather negative at that time so I would move that we send it back to the committee and let them look at this a little further.

PROF. SALAMA: I second that.

VICE PRESIDENT IRWIN: Is there any discussion on the motion to send it back?

PROF. BOAZ: I oppose sending it back to the committee because we will be sending it to a new committee which did not formulate this policy. Therefore, I would not be receptive to it.

VICE PRESIDENT IRWIN: The question is to refer this back to the committee. All in favor of that, say "Aye." Opposed? The ayes have it.

PROF. FREDLAND: After that resounding vote, let's go to the next item. Item #3 - Tuition Refund. We have discussed this subject in the Academic Affairs Committee to the proposal that appears here, to modify the numbers slightly to conform to Federal regulations having to do with financial aid which require that at the end of at least 25 percent of the semester, at least 25 percent of the fees be available for refund. If you follow our proposal, we missed it by a week so we changed the numbers from 100, 75, 50, 25 to 85, 65, 45, 25 the first four weeks of a regular semester and proportionately different for other kinds of semesters so that the student never receives a 100 percent refund on the theory that, among other things, there 'ain't no such thing as a free lunch' and that there is a cost for processing a student into and out of a class, which 15 percent of the tuition would cover in a short amount of time. This would discourage the changes of classes that come for reasons other than the kind of rationales we have talked about. This must go to the Board of Trustees, which sets fees. It is only a recommendation.

PROF. PALMER: I would like to object to a 100-percent rule. In spite of everyone's efforts, the student may get into the wrong course. There are computer errors and numerical errors. Many of these errors may not be the student's errors. Therefore, I don't think the student should be penalized for them. I think, other than that 100 percent, the others are appropriate.

PROF. FREDLAND: I can't imagine that, for computer errors, the Bursar is going to charge the student for University mistakes.

PROF. PALMER: This is a very rigid rule the way you have written it. I think perhaps you should have some amendment to it to allow for that kind of thing. You say "No refund".

FREDLAND: Not, not "No refund." Eighty-five percent the first week instead of 100 percent.

PROF. PALMER: It states that "No student will receive 100 percent refund."

PROF. FREDLAND: Eighty-five percent is what we are switching to.

PROF. PALMER: I still think that it is likely not to be the student's fault.

PROF. MAXWELL: Two points. It doesn't cost anything to get a look at the menu, which is the course catalog. It does, however, cost to taste the food, which is to take a course. I think the 15 percent penalty is fine. However, in spirit of what was previously said, we ought to modify it so that the student is entitled to 100 percent refund if the computer or someone else makes an error. I know when I was an undergraduate, occasionally you got courses that you didn't have the prerequisites for. That was the University's fault, not yours, and you got the money back. So, I would say that, when the University makes a mistake, we ought to refund.

PROF. HAMBURGER: I would address the same thing by simply saying that the removal of the comment that there will be no 100 percent refund, would do that. The rest of the things should stand. If you do not know that on day one or when you receive this schedule, you know the first day that you are in trouble. You don't have to attend class for a week to find that out.

DEAN NATHAN: You are allowing the University to make a mistake, but, you are not allowing the student to make a mistake. It seems to me that a student can be allowed to make a mistake and still get a 100 percent refund within a certain period of time. I think it is very inflexible.

DEAN WEBER: I also think counseling errors have become far too common to enforce that.

PROF. MANNHEIMER: There is the situation where a faculty member may be switched in the last minute and the students who sign up think they are getting so and so and instead they get someone else.

PROF. MAXWELL: I will make a proposal that we say that after the first completion of the second class session that we apply the rule. If you don't know by the end of the second class session whether you belong in there or not, you can't get your act together and get petitioned out of there, you have got to pay.

PROF. BECK: I want to go to the last item which is on shorter courses. What is a shorter course? Is that a regular semester?

PROF. FREDLAND: The present policy has five- to eight-week courses, two four-week courses, and one-week courses. There are other categories, in addition to the regular semester, for which refunds are made.

PROF. BECK: Is that proportional?

PROF. FREDLAND: Leave it to the Bursar to proportionate it. It gets complex beyond the general semester.

PROF. PALMER: I would like to see this go back to the committee and get the wording worked out more clearly. We are not sure what percentages we are talking about. Now, you are going to leave it to the Bursar. I would like a firm proposal that will have the numbers given to us so that we can vote on something that we know exactly. This has been changed and we don't have a written statement.

VICE PRESIDENT IRWIN: This is a motion to send this back to the committee. I haven't heard a second.

PROF. NORTON: I will second it.

PROF. FREDLAND: Of course, this would go to the Board of Trustees. What we are doing is suggesting no 100 percent refund and to do something else. I don't think precise language is terribly important to send a message to the Board of Trustees. I am sure that the committee could come up with precise language. The more precise it gets, the more difficult it gets.

PROF. MAXWELL: I think this is an unwarranted intrusion on the Bursar's and the administration's approach. The committee is proposing that nobody receive a 100 percent reimbursement. We don't agree with that. We think that there are cases in which students ought to get a 100 percent refund. Let's say at the end of the first class session or when the computer makes an error. Now, we are all told that computers don't make mistakes, but they do. Beyond that this is a mere technical matter dealing with the percents and the various short courses. I think that, if we have competent people, and we appear to have them in the Bursar's Office, they ought to be allowed to pass it on. All we are doing is setting policy. What you want to do is all the detail work and that is ridiculous!

DEAN BEERING: Do we have a drop-and-add fee now?

VICE PRESIDENT IRWIN: Yes. In fact, there is a new one coming in tomorrow.

DEAN BEERING: Wouldn't that take care of it?

EXECUTIVE DEAN SCHALLER: If you were in at the end of the second day and you discovered that you were in

the wrong course, you could drop and add for a fee.

DEAN BEERING: In other words, if we agree that the University makes a mistake, the student doesn't have to pay the drop and add fees. If that is not the case, then regardless of the timing and the semester, he has to pay that because that represents an administration charge?

EXECUTIVE DEAN SCHALLER: Right. There is a specific drop-and-add period. If you do it within that time, then it is a drop and an add, or it may be just a drop or just an add.

DEAN BEERING: What I am asking is, isn't this the same thing in part of the time frame?

EXECUTIVE DEAN SCHALLER: There is an overlap.

PROF. FREDLAND: How much is the drop/add fee? I am not aware of it.

VICE PRESIDENT IRWIN: We have a motion to send this back to the committee. Is there any discussion on that issue? Are you ready for the question? All in favor of sending it back to the committee, say "Aye." Opposed? The nays have it. Is there any additional discussion on this main motion?

PROF. MANNHEIMER: I move that we amend the motion by deleting the first part about the 100 percent and send it back to committee.

VICE PRESIDENT IRWIN: That is an amendment. Is there a second? (Seconded) Is there discussion of that amendment? The question has been called for. All in favor of the amendment, say "Aye." Opposed. Motion carried. The 100 percent has been deleted. Are you ready for the motion as amended? All in favor of the amended motion say "Aye." Opposed? The motion passes.

EXECUTIVE DEAN SCHALLER: As a postscript to this discussion, I would like to say to Professor Fredland and the committee that I very much appreciated their efforts during the year, particularly with their attempts to deal with what we might call academic rigor in the grading and our evaluation of students. I heartily applaud that. I regret, Dick, that I had to take exception on one or two occasions. I hope that that committee next year will continue this consideration.

AGENDA ITEM 7

Faculty Affairs Committee Report (IUPUI Circular 120/82-83)
Review of Deans and Directors

VICE PRESIDENT IRWIN: The next item on the agenda is the Faculty Affairs Committee Report with Janet Griffith.

PROF. GRIFFITH: I believe this is up for a vote at this time. It's been up before this body before. What has been added to your minutes is a preamble from which the committee that developed the policy and procedures addressed, and hopefully answered, the questions that you and the Executive Committee have raised. I think that I should point out that, in your minutes, the second part is just a suggestion for implementing the policies. I do not believe that it should be part of the policy upon which you are voting. But that would be up to you to determine.

VICE PRESIDENT IRWIN: Is there any discussion of this issue?

PROF. SIDHU: I think this proposal was referred back to your committee. Could you tell us what changes were made in this report or is this the same proposal that we discussed last time?

PROF. GRIFFITH: This is the same. The questions that you asked of the committee are discussed in the rationale.

PROF. SIDHU: I think that on the basis of that expression we requested of the committee last time, that the report should be revised. I was wondering if the committee made an effort to revise the suggestions made in the last discussion?

PROF. GRIFFITH: All of us looked through the minutes from the Council meeting and some of the Executive meetings and did not obtain a clear direction as to what kinds of revisions were desired.

PROF. SIDHU: The questions involved time consumption and money.

PROF. GRIFFITH: That is addressed in the preamble.

DEAN BEERING: I didn't have a chance to participate in the earlier discussion, but I would like to submit for your consideration the fact that I have participated in at least three of these reviews -- at

the presidential and the vice presidential levels -- and found them to be, not only costly and time consuming, but also quite cumbersome, bothersome and destructive of morale and reputations. I am purposely using those strong terms because I believe they were that. It took us quite a while to recover from the process. I would like to suggest to the assembly that we seriously consider not having academic reviews of deans. But, by way of friendly amendment, I would like to suggest a substitute motion and that is that we have periodic, comprehensive reviews of academic units at IUPUI. That is a practice which is assumed within the periodic accreditation reviews in many instances, but it is a good management practice which I have found in our school and recently at Purdue University to be of great value. As you do that, you learn a great deal more than merely reviewing a single administrative officer. With your permission, Mr. Chairman, I would like to move an amendment by way of substitution to substitute for the periodic reviews of deans periodic, comprehensive reviews of academic units.

VICE PRESIDENT IRWIN: Is there a second to that? (Seconded)

PROF. GRIFFITH: I would like to respond to that. I guess my immediate thought, when I heard of your motion, is that I call that "accreditation." That's the process by which units are examined through their self-evaluation reports. From where I stand, units are already doing that. The problem that the committee sees is that, as you just mentioned, we have the top-level administrators reviewed, the President and the Vice President, and then we have a gap. The faculty are subject to review, but the administrators, chairs, and deans in the middle, are not subject to a systematic formal review.

PROF. HAMBURGER: I would like to say that I share some of Dr. Beering's conclusions because I also was on the University Faculty Council for the last four years and received these reports in Executive Committee. I can't tell you how much time, money, etc. went into this. Question #7 says you are already paid. Question #7 doesn't point out that you should be paid for teaching and other such things rather than the reviewing. There are so many man hours for so little productivity that I would question doing this again for 17 people.

VICE PRESIDENT IRWIN: I am going to call on our Parliamentarian.

PROF. KARLSON: We had the original motion. It is to have periodic reviews of deans. I really believe Dr. Beering's attempt to amend this into a completely different topic fails the test. It is not germane. It really completely changes the meaning of the motion and it would be an improper amendment. I think this is obvious, because what we have had is people speaking first on whether or not we should be reviewing deans and really not speaking to the review of schools. This is really a different topic that has not been considered by this committee. I would have to advise the chairman to rule that Dr. Beering's attempt to amend is out of order.

DEAN BEERING: It doesn't rule out the evaluation of deans. That is why I termed it purposely an amendment. It is an amendment to include the entire school, including Bloomington deans.

PROF. KARLSON: If your amendment is meant to include the entire schools instead of just the deans, then that would be in order.

DEAN BEERING: It would include everybody in the school, the dean, the faculty, directors, and chairmen.

DEAN EAST: It would be in order to move the substitute motion? Is that what you are saying?

PROF. KARLSON: If the statement is, he wants to add an entire school and not just the dean, that would be in order.

PROF. BECK: It occurs to me that that would be even more expensive. (laughter)

PROF. BOAZ: The two Purdue schools routinely receive such reviews. There is no cost connected with it. However, each department undergoes a self-examination and the result of all this is tabulated. We find the self-examination process is extremely helpful.

PROF. BECK: I am in the Purdue school and when she says it doesn't cost anything, that means that I sit there for whatever amount of time it takes to do my part and the next person, etc. You count up all the time. Probably more time is involved with people on these committees.

PROF. COHEN: It seems to me that all of this amounts to worrying about money. We are all worried about money, but I never hear this mentioned when other problems come up and when committees have to meet. I really can't understand why it is that, when we discuss reviewing deans, all of a sudden it becomes a cost problem.

PROF. SIDHU: Actually, the size of it is, I think a problem is that some of the schools already review their deans. I don't see any reason to have to go to such an elaborate thing. There is no formal review process of the deans and the directors at IUPUI. I think that the administration does review the deans

although not on the basis suggested in this resolution. I think it is a waste of time and money. As for Dean Beering's amendment, I think we need to review "What is the main purpose?" Are we going in the right direction? Seventeen schools are appointing 17 committees and then evaluating them.

PROF. GRIFFITH: I think you have multiplied the fact that there are 17 deans. They are not going to be reviewed annually. The suggestion was that in the fourth year those people who have been in office for four years would come up for review. It averages out to about 3-4 deans. In response to your other question, why not let the schools that are already doing this, continue? Item #4 in the preamble does not say that this document mandates any form of review -- only that it addresses the composition of the review committee. There is not going to be necessarily a major change.

PROF. SIDHU: I think a motion is on the floor. Let us verify whether the motion is accepted or not. If it is acceptable, we should take action on it.

PROF. FREDLAND: I am amazed, along with Mike Cohen, as to how much difficulty we have in looking at this review on the dean's level. I can understand Dean Beering's concern about the difficulty of reviewing administrators of multi-campus units. I think there may be some genuine questions about that. We are essentially talking about multi-campus activities for this campus for the people's responsibility on this campus. It seems to me that the enormous amount of time that we have spent reviewing individual faculty members certainly warrants spending a similar amount of time or less on people who have much less responsibility.

EXECUTIVE DEAN SCHALLER: This says 'all deans reporting to Vice President Irwin.' That means that the Dean of Education would not be reviewed as part of this process. It also means that the Dean of the School of Business would be reviewed by this process. Many faculty members of their school are based in Bloomington and this body is going to set a review process without representation of those faculty members in that decision. It also means that Medical School's faculties on other campuses will not be involved. This is not a representative group. I brought up that issue two or three times and it has never been addressed.

PROF. SHARP: Since this issue was brought up in the January 13 meeting, a lot of people have discussed it with me. I know that the faculty are in favor if it in one form or another. However, I think it has a number of flaws in it and I am concerned that we are sitting here about five minutes until five in our last Faculty Council meeting of the year trying to perfect it. I would rather that it be addressed by next year's Faculty Council when they have had an appropriate amount of time to debate this issue.

VICE PRESIDENT IRWIN: The question has been called for and that is regarding the Beering amendment to review schools instead of deans..

DEAN BEERING: It was academic units and the presumption is that an academic unit has a dean as its head and as you review the school, you review everybody in that school starting with the dean.

PROF. COHEN: Could you tell me if the amendment passes, do we then vote on the other motion? If it fails, we also vote on the other motion?

VICE PRESIDENT IRWIN: That's right! We are voting on the amendment to review academic units. All in favor say "Aye." Opposed? We have got to count hands. All in favor of that amendment, raise your hands. (32 hands raised) All opposed, raise your hands. (18 hands raised). The ayes have it 32-18 on the amendment.

UNKNOWN: In view of the complexity that this amendment introduces into the question, it seems to me that the issue has to go back to the committee. How can we vote now when the resolution asks for consideration of evaluating whole units?

VICE PRESIDENT IRWIN: Is that a motion to send it back to committee?

UNKNOWN: Yes, it is. (second)

PROF. BESCH: What would go back to committee would be Dean Beering's motion?

PROF. KARLSON: Yes.

VICE PRESIDENT IRWIN: It has been duly moved and seconded.

UNKNOWN: I would like to speak in favor of sending it back to the committee because the amended proposal now is, in many ways, very similar to the accreditation process of all units. Therefore, I would like to see this refined further and make sure that it is not redundant to the accreditation process.

VICE PRESIDENT IRWIN: We are ready to vote on the amended motion to send it back to the committee. All in favor say "Aye." Opposed? Motion carried. (Unanimous)

AGENDA ITEM 8

Standing Committee Reports

VICE PRESIDENT IRWIN: Do any of the standing committees wish to make a report?

PROF. FREDLAND: Due to the hour, I will read just a couple of brief sentences from my report.

We met eight times this year. We have had five policies appear before this body all of which have been dealt with. We have three still pending for next year's Faculty Council that have not come onto the agenda. I would just like to read the last couple of paragraphs which are the opinion of the chairman and not necessarily the committee. Regarding the future, the recently established liaison with the Academic Procedures Committee should prove fruitful in addressing procedural problems and communicating problems which the committee has identified, particularly in the admissions area. The one area that the committee did not address this year and would like to refer to next year's committee is the area of admissions. We would like to encourage your attention to those questions. Finally, I would just observe one more time, the disparity that I see between the problems that require adopting academic policies for undergraduate and graduate units. Many of the concerns which have been addressed have been policies which we have recommended that really have to do with differences between academic undergraduate units and graduate units. It seems to me, that indicates some kind of academic legislative procedures, so that the undergraduate schools individually can deal with their problems in ways that are suitable to them that doesn't constrain policies and activities of the graduate units.

VICE PRESIDENT IRWIN: Thank you, Dick. Does the Athletic Affairs Committee wish to report?

PROF. REED: I will cut down on our version. You can probably read most of the background information which will come out with the minutes. Maybe as a preface, there were two major areas of consideration that the committee dealt with this year. We really didn't make any progress until we realized that it is difficult, if not impossible, to consider these two simultaneously. We ended up with subcommittees having both issues, one being the dual nature of the control of the facilities across the street and the second being the Natatorium on the south half of the building and the School of Physical Education on the north half of the building. Recommendations will be specifically made with respect to that. A second area involves the recreational intramural activities provided by the School of Physical Education. As indicated, there was a subcommittee which met with the Natatorium Board expressing our concerns. I will just read the last sentence to that which is "The committee strongly recommended that the Natatorium Board address itself to the subject of campus recreation for the campus community of which it is a part." What came out of that meeting was that a subcommittee was set up, including Marilyn Reinhardt, the chairman of our committee, to look into this problem. Unfortunately, the committee has not yet met. As a result, we recommend that, due to a lack of input by the IUPUI faculty into the decision-making process concerning the usage of the Natatorium section of the School of Physical Education/Natatorium facility, the Athletic Affairs Committee be represented on the Natatorium Board.

The second recommendation has to do with the make up of our committee. The committee recommends that the Director of Intramural and Recreational Sports become a permanent member of the Athletics Affairs Committee. This will provide a direct line of communication from the committee to the department. Jeff was a member of our committee during this last semester, and, believe me, it made it a lot easier having him there. Finally, here are some specific recommendations with respect to the use of the facilities in recreation and intramurals. The Athletic Affairs Committee is deeply concerned over the lack of recreational/intramural opportunities for faculty and staff on the IUPUI campus. More specifically, we deplore the relative lack of accessibility to the current facilities, the virtual non-existence of opportunities for participation of spouses and children, and a fee structure that provides a disincentive for all but those on a daily exercise regimen. We recommend: (1) that an alternative method for financing of faculty/staff fees be vigorously pursued, (2) that a minimum, beginning with fall 1983 semester, a pro rata fee structure be implemented, to make the facilities more accessible to a broader segment of the IUPUI community, and that provisions be made to include faculty, staff, and student spouses for participation in coed intramural sports when time and space permits, and (3) that there be a review of the basis on which class and recreational times are scheduled so as to facilitate maximum usage of the facilities.

VICE PRESIDENT IRWIN: Is there any other standing committees that wish to make a report?

AGENDA ITEM 9

Athletics Advisory Committee Report

VICE PRESIDENT IRWIN: The next item on the agenda is the report of the Athletics Advisory Committee with Hugh Wolf.

DEAN WOLF: Mr. Chairman, if it would facilitate matters of this body, I would be happy to forego the opportunity to deliver this report in person. I would be willing to submit it to the Secretary and have

it transcribed into the minutes. I would like to make one comment. That is, our women's softball team, which has brought IUPUI to its first state championship, will be playing tomorrow on our softball field at 10 a.m. in a state tournament again.

AGENDA ITEM 10
Goals for 1983-1984

VICE PRESIDENT IRWIN: The next item is Goals for 1983-84 with Kent Sharp.

PROF. SHARP: The Executive Committee put together a set of goals again for the Council for next year. They were distributed last year in the Faculty Council Handbook. I received many favorable comments on it, and we wanted to start developing this earlier this year. I sent to you these goals this year and asked you to make a presentation if you had some suggestions for the following year. In lieu of the lateness of the hour, I am reluctant to spend much time on that issue. We will give you an opportunity, if you wish, to make a rather quick presentation if you have something that you would like to say in that area. I also included, on the back of the agenda for this meeting, a memo asking you to submit goals there. The faculty as a whole should have the opportunity to submit goals and projects for next year. This will all be turned over to the new Executive Committee. I am sure that they will come up with a set of goals for next year.

AGENDA ITEM 11
Old Business

VICE PRESIDENT IRWIN: Does anyone have any old business? (None)

AGENDA ITEM 12
New Business

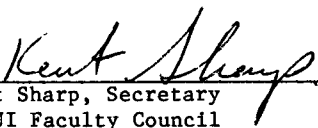
VICE PRESIDENT IRWIN: Does anyone have any new business? (None)

AGENDA ITEM 13
General Good and Welfare of the University

VICE PRESIDENT IRWIN: Does anyone have anything for the good and welfare of the University? (None)

AGENDA ITEM 14
Adjournment

VICE PRESIDENT IRWIN: We are adjourned.



Kent Sharp, Secretary
IUPUI Faculty Council