

To: FACULTY MEMBERS

From: Marlene Shaw, Chairman
Faculty Council

Date: December 8, 1980

Re: FACULTY COUNCIL MEETING: Session #9

The ninth session of Faculty Council will be held:

Friday, December 12, 1980
Faculty Reading Room
2:00 pm

Agenda:

1. Minutes of Session #7.
2. Minutes of Session #8.
3. Council Meeting Schedule - Spring Semester 1981.
4. Promotions Committee Membership.
5. Old Business.
6. New Business.
7. Reports.
 - a) University Meeting - January 6, 1981.
8. Adjournment.

SESSION #9
MINUTES OF THE 1980-81
FACULTY COUNCIL MEETINGS

Time: Friday, December 12, 1980; 2:00 p.m. in the
Faculty Reading Room

Members Present: Marlene Shaw, Chairman; Professors P. Bennett,
J. Davis, W. Hopkins, D. Kinsey, D. Swope (for
D. Lux), H. Van Over, M. Waitman, H. Sands

Ex-Officio Present: Vice President Reid

Others Present: Dr. Abshier, Mr. Goss, Dr. D. Miller

1. The minutes of Session #7 (November 11, 1980), and Session #8 (November 21, 1980) were approved as amended.

2. A list of approved merit pay recommendations will be sent to all faculty members in addition to the approved minutes.

3. Council Meeting Schedule for Spring Semester, 1981

Dr. Shaw noted that the only time that all Council members are not scheduled to teach during the Spring Semester is Monday afternoons. Dr. Reid indicated that the Division Chairmen's Meeting can be rescheduled. The first Council meeting of the Spring Semester will be held on Monday, January 12, 1981 at 2:00 p.m. in the Faculty Reading Room.

4. Promotions Committee Membership

Dr. Shaw stated that she had spoken with Dr. DaRosa regarding his roles as Acting Chairman of the Division of Social Science and Chairman of the University Promotions Committee. She reported that Dr. DaRosa volunteered to step down from the Promotions Committee if he were notified as being appointed Acting Division Chairman.

Dr. Hopkins stated that internal adjustments regarding personnel decisions within the Division of Social Science have made it possible for Dr. DaRosa to maintain both positions of Acting Division Chairman and Chairman of the Promotions Committee during Spring, 1981.

Dr. Miller read from the minutes of the October 8, 1980 Division of Social Science meeting in which Dr. DaRosa was announced as Acting Division Chairman while Dr. Miller is on sabbatical. Dr. DaRosa will have one-fourth release time. Dr. DaRosa had requested and Dr. Miller agreed to retain all personnel decisions (promotions and salary) during the sabbatical. Dr. Miller felt that Dr. DaRosa's Acting Chairmanship should not affect his position on the Promotions Committee.

Dr. Abshier stated that during the time he was Acting Division Chairman and a member of the University Promotions Committee, Dr. Settle continued to make decisions regarding salary. At the time no one in the Division was being considered for promotion, therefore, there was no conflict of interest concerning the two positions. Dr. Abshier expressed concern for the personal burden on someone teaching a three-fourth load, being Acting Division Chairman and Chairman of the University Promotions Committee.

Dr. Hopkins stated that Dr. DaRosa is aware of the load. In Dr. Hopkins' opinion the participation of Department Heads in the Division leadership and Dr. DaRosa's groundwork on the Promotions Committee would lighten his work load. Dr. Sands supports Dr. DaRosa if he is willing to accept the load.

Dr. Hopkins cited the issue as whether or not Dr. DaRosa's role as Acting Division Chairman is defined to avoid conflict of interest in regards to being Chairman of the Promotions Committee. Dr. Hopkins noted that the precedent with Dr. Settle/Dr. Abshier created no problems, so why give special consideration with Dr. Miller/Dr. DaRosa.

Dr. Davis stated that the precedent should not be continued. Should something happen to Dr. Miller, then Dr. DaRosa would need to make the Division's personnel decisions. She stated that the risk should not be taken.

Dr. Shaw stated that the issue is whether or not one person should serve in two overlapping positions in the promotions process. She noted that concern has been expressed by some faculty members regarding the role of the Vice President for Academic Affairs on the University Promotions Committee and then as an individual who makes separate recommendations on promotions. She urged that persons be consistent in their philosophy.

Dr. Reid stated that one must also consider the relationship of the Division Chairman and the Division Promotion Committee, the relationship of members of the Division and University Promotions Committee, as well as the relationship of the Vice President for Academic Affairs and the University Promotion Committee.

Dr. Kinsey said that the integrity of the persons involved is not at issue, but rather that Dr. Miller will really not be on sabbatical. He stated that the situation is not in the best interest of the two persons involved -- one is not free to be on sabbatical, the other is not free to be Acting Division Chairman.

Dr. Hopkins questioned whether Dr. DaRosa's Chairmanship or membership on the University Promotions Committee is at issue.

Dr. Abshier stated that at the end of his semester as Acting Division Chairman, Dr. Settle asked him for his recommendations regarding salaries. Dr. Abshier said that he had an influence on Dr. Settle's decisions because he (Dr. Abshier) had observed faculty activities all semester whereas Dr. Settle had not.

Dr. Waitman noted that Dr. Gottcent applied for promotion and tenure while serving as Acting Division Chairman. Dr. Blevins wrote the recommendations and a touchy situation worked satisfactorily.

Dr. Van Over agreed with Dr. Davis. He further stated that any decision made by Dr. DaRosa will be continuously open to second guessing. It would be an injustice to Dr. DaRosa and the two positions. Dr. Reid stated that the Division Promotions Committee Chairman should be on the University Promotions Committee.

Dr. Hopkins moved that Dr. DaRosa be retained on the Promotions Committee while serving as Acting Chairman of the Division of Social Science during Spring, 1981, with the understanding that he will not be making personnel decisions. The motion was seconded by Dr. Michael Waitman.

Dr. Sands moved to amend the motion to read: Dr. DaRosa be retained on the Promotions Committee in the position of Chairman while serving as Acting Chairman of the Division of Social Science, with the understanding that he will not be making personnel decisions. Dr. Waitman seconded. Dr. Shaw broke a 4 to 4 tie in favor of the amendment.

Dr. Davis moved to amend the amendment by changing the word "chairman" to "member". Dr. Kinsey seconded. Dr. Shaw broke a 4 to 4 tie in favor of the amendment.

A vote was taken on the amended motion: Dr. DaRosa be retained on the Promotions Committee in the position of member while serving as Acting Division Chairman of the Division of Social Science, with the understanding that he will not be making personnel decisions. Dr. Shaw broke a 4 to 4 tie by opposing the motion. The motion was defeated. Dr. Shaw stated that in her opinion it is important to prevent conflict of interest, or the possibility of conflict of interest posed by overlapping roles in the promotions process. She stated it is not always possible for individuals of integrity to keep promises made in good faith.

Faculty Council agreed by consensus to defer the selection of a new Promotions Committee Chairman until the January 12th meeting.

Dr. Hopkins nominated Dr. Pitzer as the Social Science representative on the Promotions Committee. Dr. Waitman seconded, and Dr. Pitzer was elected unanimously. This election was made with the understanding that Dr. Pitzer is a one semester alternate while Dr. DaRosa serves as Acting Division Chairman. Dr. DaRosa is to complete the second year of his Promotions Committee term during 1981-82.

5. Dr. Waitman reported that Eric vonFuhrmann, the representative from the Humanities Division, had resigned his position on the Advocacy Committee. Dr. Waitman proposed that Fredericka Schmadel be appointed to this committee. Dr. Sands seconded the motion. Motion carried unanimously.
6. At the request of Dr. Bigham, Dr. Hopkins moved that completion of the Faculty Annual Report by March 31 be one of the bases for merit pay determination. Dr. Sands seconded. Dr. Shaw indicated that the Annual Report would then serve as one common factor, university-wide, in merit pay determinations.

Dr. Waitman moved to amend the motion to read: the Faculty Annual Report be completed by March 15 so that it could be considered as one of the bases for awarding merit pay. Dr. Hopkins seconded. The vote was 2 YES and 6 NO. The amendment was defeated.

A vote was taken on the original motion with 1 YES, 6 NO, and 1 ABSTENTION. The motion was defeated.

7. Reports

Dr. Shaw reported that she had received the recommendations from the Economic Benefits Committee regarding tuition waiver. These will be considered during Spring Semester. Petitions received from the Curricular Committee will also be considered early next semester.

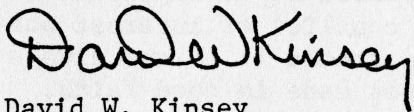
Dr. Shaw noted that several faculty members on the Advocacy Committee had talked with local state legislators at an informal gathering with educators.

Dr. Reid reported that the Spring University Meeting will be January 6, 1981. Dr. J. P. Lisack, Director of Manpower Studies at Purdue University, will be the guest speaker. He will discuss the college going rate, enrollment trends, and SAT and ACT scores of Indiana students. A reactor panel will consist of Dr. Everett, Mrs. Follis, Mr. Goss, Mr. Harper, and Dr. Pitzer.

Dr. Reid expressed his appreciation to the faculty and students for their endeavors during the Fall Semester. These included the Madrigal Dinners, Humanities Forum, math contest, speech activities, club projects, and athletic endeavors.

8. The meeting was adjourned at 4:00 p.m.

Respectfully submitted,

A handwritten signature in black ink, reading "David W. Kinsey". The signature is written in a cursive style with a large, stylized "D" and "K".

David W. Kinsey
Secretary, Faculty Council
1/12/81

TO: Faculty Members

DATE: December 12, 1980

FROM: Marlene Shaw, Chairman
Faculty Council

SUBJECT: Recommendations Concerning Merit Pay

A. Throughout the decade of the seventies, the erosion of the economic status of the academic profession has been repeatedly documented. In light of this crisis in academia, Faculty Council voted on November 21, 1980 to make the following recommendation regarding merit pay:

The concept of merit pay increases is valid and supported. However, when compensation increases fail to match the rate of inflation and fail to compensate for years of lost purchasing power, merit pay increases should not be awarded - not even as a separate budget item.

B. In the event that merit pay is mandated by the Board of Trustees or the State Legislature, Faculty Council voted on November 21, 1980 to make the following recommendations.

1. Base Annuity. Merit pay should be added to the salary base of the recipient rather than awarded as a bonus.
2. Criteria. Identification of merit pay recipients requires that criteria and their relative weight first be established so that an assessment of faculty members can be made. In view of the varying nature of different academic areas within the University, these criteria and their relative weight would best be established at the Division level by the faculty members of each Division. Evaluation of faculty members should be based upon their performance during the previous twelve months or the current academic year.
3. Identification and Selection of Recipients. The process for identifying candidates for merit pay and for determining the merit increases for various levels of performance should be decided upon annually by the full-time faculty of each Division, with the Division Chairman making the final decision. This proposal would permit processes to vary widely among Divisions. Such processes could range from the involvement of all Division faculty, or involvement of a committee chosen by Division faculty/Division Chairman, to placing the process solely in the hands of the Division Chairman. This list does not preclude other processes agreed upon by the Division faculty.
4. Decision Deadline. A March 31 deadline at the Division level for selecting merit pay recipients should be part of the University's annual calendar. The intent of a fixed deadline is to ensure ample evaluation time within each academic year for selecting merit pay recipients.
5. Notification. After approval by the Board of Trustees, each merit pay recipient should be notified by letter from the Division Chairman. The letter should include the major reasons for the awarding of merit pay. A copy of the letter should be placed in the individual's personnel file. (The letter would provide positive reinforcement for a faculty member's achievements and would provide supportive data during evaluation for promotion and/or tenure.)