

# AAUP NEWS

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS - INDIANA UNIVERSITY, BLOOMINGTON CHAPTER

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## The President's Column:

THE UNIVERSITY AS A COMMUNITY:  
TROUBLING SIGNS OF CONTINUED EROSION  
OF FACULTY POWER AND PAY

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President, IU Chapter, AAUP

This has been a trying year for state universities, and especially for I.U., in competing with other priorities for funding in the state legislature. President Ryan and the central I.U. administration have made forceful budget presentations and effectively criticized the trend evident in IHEC's actions of supplanting the university's expertise in making educational decisions. Nevertheless, the funding package is below what a quality university needs to retain its reputation, and the erosion of faculty pay in terms of real dollars after inflation continues.

These events lead us to ask whether the I.U. budgetary problems in Indianapolis are not related to the central administration's lack of involvement of the faculty in decision-making. The central administration has grown increasingly more isolated from I.U. faculty and students. As the number of administrative positions has mushroomed, the administration has tended to rely upon its own resources rather than tapping those of the faculty. In contrast to the Bloomington campus administration, which has made a genuine attempt to involve faculty and students through task forces and (although only time will tell with certainty) to give weight and deference to their findings, the central administration seems often to have operated in a vacuum. Faculty council committees and the faculty at large have often been informed of decisions already made by the administration rather than being involved in a meaningful way in the decision process.

## AAUP, BLOOMINGTON CHAPTER, ANNUAL MEETING

Wednesday, April 27, 12:30 p.m.

Coronation Room, off Tudor Room  
in Indiana Memorial Union.  
(Either order from the Tudor  
Room menu or have the buffet  
lunch.)

Short business meeting, including  
election of officers

Panel Discussion on "The Faculty:  
Power and Pay"

Prof. Gus Liebenow (Secretary,  
Bloomington Faculty Council)

Prof. Ken Gros-Louis (Chairperson,  
Bloomington Faculty Council  
Budgetary Affairs Committee and  
Co-Chairperson, University  
Faculty Council Budgetary Affairs  
Committee)

All faculty are invited.

The inevitable result of this trend is to weaken the common purpose to which we all--faculty, students, and administration--are committed. Some have sensed for some time a certain lack of vision in the way in which the case for I.U. is made to the public. Too often there seems to be a holding-pattern type of mentality in administrative thinking, a tendency only to respond to outside pressures and influences rather than to attempt to inspire and excite.

The administration obviously is not solely to blame, and we faculty must bear our share of responsibility for ultimate failures to inspire and innovate. But what should be a joint enterprise--a sense of community--is undercut

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by failure of the administration adequately to recognize the faculty role in governance. A university, no matter how large, should strive to be a community of scholars in which the two central groups, faculty and students, play a critical role in policy-making.

Three examples out of many this year will indicate AAUP's concern over lack of consultation and involvement of faculty by the central administration:

1. Student Organization Fee Collection

On December 9, 1975, the University Faculty Council, by a vote of 26 yes, 1 no, and 6 abstaining, voted to endorse the report of a "fee collection committee" previously appointed by President Ryan which recommended that student activity committees on each campus decide whether student organizations can use fee check-off at registration. President Ryan instead presented to the Board of Trustees a proposal forbidding check-off, and the Board adopted his proposal. Last fall, the Bloomington Faculty Council unanimously passed a resolution supporting the recommendation of the "fee collection committee" and expressing concern over the failure of the administration to comply with the "Statement on Government of Colleges and Universities," jointly issued by AAUP, American Council on Education, and Association of Governing Boards of University and Colleges (of which I.U. is a member). The "Statement" provides that the faculty has "primary responsibility" as to "those aspects of student life which relate to the educational process" and its judgment as to such matters should be overruled only "in exceptional circumstances and for reasons communicated to the faculty" and upon "opportunity for further consideration." No such reasons or opportunity for further consideration were provided. As of this time, no action has been taken by President Ryan or the Board of Trustees to reopen the matter, other than the ordering of a long-term study of student life.

2. Faculty Involvement in the Budgetary Process

The University Faculty Council Budgetary Affairs Committee reported this month that it has doubts as to its continued viability because of lack of certain kinds of data necessary for analyzing the central administration's budget. It also reported that it has not been included in budgetary decisions, generally being informed of such decisions after the fact. This contrasts with the broader cooperation given the Bloomington Faculty Council Budgetary Affairs Committee by the Bloomington administration. The University Faculty Council Budgetary Affairs Committee recommended that it be made a standing committee and be involved in the budget process from the beginning through presentation to the legislature.

3. Collective Bargaining Enabling Legislation

Last November, the Presidents of the Bloomington chapters of the AAUP and American Federation of Teachers (AFT) wrote President Ryan requesting an opportunity to discuss the administration's position on collective bargaining bills. There was no response to the letter for two months, despite phone calls. In late January, President Ryan and other administrators met with some dozen faculty representatives of the two organizations. President Ryan professed unfamiliarity with the terms of the pending collective bargaining bills and stated that the administration had no present position on them. However, he stated that if and when it took a position, he would inform the organizations and provide them an opportunity for discussion.

Two months later, the Presidents of the organizations received telephone calls from newspaper reporters asking for comments on a press release issued that day by the administration stating that, in legislative committee hearings the next morning, it would oppose the provisions of the collective bargaining bill providing for campus bargaining

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units as opposed to one university-wide unit. Four days later, the Presidents of the two organizations received letters from President Ryan stating that he would oppose the unit provisions of the bill.

The collective bargaining bill, after being seriously weakened by a series of amendments including that supported by the I.U. central administration, was reported out by the Assembly committee, but was killed by Speaker Burrous by failing to report it to the Assembly within the required time. It is unknown what role, if any, the I.U. administration played in this result. It now appears that the administration perceives that collective bargaining would be harmful to the university. However, this position has been arrived at without discussion with the two faculty organizations which favor collective bargaining legislation or any open discussion of the issue on

the campuses. A petition was signed two years ago by almost seven hundred Bloomington campus faculty members, well over half of the faculty, supporting collective bargaining enabling legislation. Recent surveys by staff members of the Indiana Daily Student also indicate support for it by a substantial majority of faculty members. The AAUP believes that the proper sense of consultation within the academic community requires that the administration seriously hear and consider the views of faculty on this matter. We also question the use of I.U.'s meagre lobbying resources to support a position on which there is not only no consensus in the university, but which is actually contrary to the views of a majority of the faculty.

AAUP hopes that the shortcomings in consultation and involvement of faculty is a temporary condition, and looks forward to cooperation and work with the administration in the interests of maintaining I.U. as a great university.

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 IU SALARIES FAIL TO KEEP UP WITH INFLATION

Every summer there appears in the AAUP Bulletin information on faculty compensation. Included in the bulletin are the figures for average compensation in each rank (including fringe benefits) for the academic year. Unfortunately, however, the numbers given in the AAUP Bulletin do not take inflation into account. Therefore, below we give the average compensation by rank for the last five years, adjusted to take into account the fall in the value of the dollar during this period. These figures are for IU Bloomington.

Year	Assistant Professor	Associate Professor	Professor
1972-73	15,300	19,100	24,800
1973-74	15,100	17,900	24,300
1974-75	14,000	16,600	22,800
1975-76	13,800	16,500	22,400
1976-77	13,500	16,500	22,000

The numbers in the table are the average compensations divided by the consumer price index, normalized so that 1972 = 1, or, in other words, compensations in 1972 dollars. Because the 1977 Bulletin has not yet appeared, the 1976-77 figures are based on estimated numbers supplied by the IU administration.

DOES RECOMMENDED BUDGET SHORT-CHANGE  
IU BY ACCIDENT?

In a letter to the Bloomington faculty in March, Vice President Robert O'Neil made the point that the House, in its proposed budget for higher education, did not single out Bloomington for especially bad treatment. According to O'Neil, a formula for allocating funds was applied consistently to all the state institutions of higher education. It was only the application of the formula which worked to Bloomington's disadvantage. The previous year, use of the same formula would have worked

to Bloomington's advantage, according to O'Neil. But, unfortunately in the previous year a different formula was applied, and again Bloomington came out on the short end of the stick.

It is easy to discriminate against a campus by devising a formula which changes each year to work against that campus. Is it possible that the members of the legislature, in devising their different formulas each year, are unaware that they are discriminating against Bloomington? If so, why has the IU administration not enlightened them?

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Indiana University, Bloomington Chapter

[Members must be members of the National AAUP]

To: Oleg Kudryk, Library E350

Enclosed are my \$5.00 dues for membership in the IU, Bloomington Chapter of the AAUP.

Name: \_\_\_\_\_

Department/School: \_\_\_\_\_

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