

# AAUP Report

SPRING 1988

American Association of University Professors  
Bloomington Chapter

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## FACULTY MUST BECOME INVOLVED

This academic year has brought many changes to Indiana University. Thomas Ehrlich has been inaugurated as President of the University, bringing new vigor to the entire University. We have proposals for changes in faculty retirement plans, a faculty salary policy is being debated, a responsibility-centered budgeting process is being established, and seven administrative committees issued draft reports in the April 4th issue of The IU Newspaper on major aspects of the fundamental mission of Indiana University. Many of the developments at our University have parallels at other colleges and universities across the country.

This is a critical time of change in higher education. None of us can afford to sit on the sidelines. We must rise to the challenges before us and make our voices heard. We all must work to develop a common vision for Indiana University and act to make that vision a reality.

N. John Castellan, Jr.  
President, AAUP-IUB

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## ANNUAL MEETING OF AAUP-IUB

The annual meeting of the Bloomington Chapter of the AAUP will be held at 12:00 noon, Monday, April 18th in the Coronation Room at the INU. At 12:15 p.m. there will be a brief business meeting and election of officers for the coming year. At about 12:30 p.m. members and guests shall have the pleasure of hearing Ms. Ann H. Franke, Associate Secretary and Counsel for the National AAUP talk about retirement issues. The topic of her talk is: RETIREMENT, ACADEMIC FREEDOM, FACULTY CHOICE: WILL PROFESSORS, WHETHER SHY OR NOT, STILL BE RETIRING. In view of the proposed changes in the 18-20 Plan at IU and the uncapping of mandatory retirement ages, her knowledge and experience should be invaluable.

We hope that the membership will join the Executive Committee in welcoming Ms. Franke. If you are not a member of the AAUP, you are still welcome to attend as well as to hear Ms. Franke and learn more about how and why the AAUP looks after your best interests.

## STATE AAUP MEETING

In May or early June the Indiana Conference of the AAUP will host a retreat for representatives from all chapters of the AAUP in the State of Indiana in order to discuss common matters. A focus of the retreat will be the ways in which the various chapters of the AAUP may collectively deal with the state legislature on matters involving higher education. AAUP believes that a strong, unified voice can have a positive influence throughout the State of Indiana. In view of the long legislative session scheduled for next year, a strong and effective state-wide organization is deemed essential.

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IUB FACULTY SALARIES AND COMPENSATION REMAIN IN BIG TEN CELLAR IN 1986-87

Average number of dollars whereby IUB lags behind:	Professor		Assoc. Professor		Asst. Professor	
	Salary	Compensation	Salary	Compensation	Salary	Compensation
Purdue University	-3300	-3100	-1900	-1800	-1400	-300
Mean of Nine Public Universities in Big Ten	-2000 (6)	-600 (5)	-2500 (9)	-1800 (6)	-2300 (9)	-1800 (8)
Mean of 172 U.S. Universities in "Category I"	-1800	-400	-1900	-700	-1200	+100

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--Entries in parentheses are the rankings of IUB among Nine Public Big Ten Universities.  
 --Category I Universities are those institutions that grant at least thirty doctoral level degrees annually and which offer at least three doctoral level programs.  
 --These data are from the March-April 1987 issue of Academe and have been organized and summarized by Eugene Weinberg (Medical Sciences).

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**BFC FACULTY SALARY POLICY**

During this Winter-Spring term there has been much discussion of the BFC Faculty Salary Policy (BFC Circular B13-88) proposed by the BFC Faculty Affairs Committee. We know that there are strong feelings on the part of the faculty on many aspects of the proposed policy. The Executive Committee of the AAUP discussed the document at length and made two recommendations which the committee believes strengthens the proposed policy.

Faculty and librarians often express concern about their personnel files and the accuracy of reports passed on by salary committees, chairs and unit heads, and deans. The Executive Committee has proposed an amendment to the proposed policy that reads as follows: "The responsible administrator shall provide each faculty member with a copy of any written comments on which determinations of salary are based." This amendment encompasses any memo or report and would include comments made by administrators on the individual's Annual Report to the Dean of the Faculties.

The Executive Committee concurs that information of this sort is important to every faculty member or librarian.

A second issue which concerned the Executive Committee was the extent to which salary policies are implemented by individual units, but are not effective in addressing issues of primary concern to the individual faculty member or librarian. Therefore the committee has proposed an amendment to this effect: "The unit's policy shall provide for reviews by the unit's faculty, at least once every three years, (a) to determine whether the salary policies are being followed, (b) to evaluate the policies, and (c) to recommend changes."

These proposed changes have been communicated to the Faculty Affairs Committee, and it is the understanding of the Executive Committee that its recommendations for changes will be introduced by the Faculty Affairs Committee during discussion of the proposed salary policy at a future meeting of the BFC.

JP ON FACULTY COUNCIL AUTHORITY

As is fairly well known, the BFC voted to approve the Herman B Wells Program for Outstanding Young Scholars earlier this Winter-Spring semester. The extended discussion of the program and the decision-making process that led up to the BFC debate and vote also prompted various statements and consideration of the role of the BFC in academic program initiatives. The Executive Committee of the local chapter of the AAUP drafted a position paper and a proposal for consideration by the BFC. Both were entertained; the proposal was seconded and referred to the Agenda Committee for further consideration and referral.

The text of the Executive Committee's statement on "Faculty Council Authority over Campus-wide Academic Programs" and its accompanying proposal run as follows:

"The discussions of the Wells Program that have taken place for over a year raise a fundamental issue just as important as any particular aspect of the Wells Program itself. It is the question of how new academic programs should be instituted at Indiana University. In this statement we reaffirm the AAUP and campus guidelines which make clear the faculty's authority over campus-wide academic programs.

"The problem of approving campus-wide programs may not have been discussed previously by the Council, in part because academic programs are generally initiated by an academic unit or by a group of faculty from various academic units through a proposal to the appropriate curriculum committee(s). For a campus-wide initiative like the Wells Program, however, problems arose because there was a lack of shared understanding on the proper procedures for development and approval. Faculty Council participation was sought only after the fact and in order to implement a program already under way. Appropriately authorized faculty bodies did not participate in the formulation of the program itself. We believe strongly that the procedures followed for the Wells Program must not be taken as a precedent.

"According to the 1966 AAUP Statement on Government of Colleges and Universities, a document central to AAUP policy and one endorsed by Indiana University, "the faculty

has primary responsibility for such fundamental areas as curriculum, subject matter, and methods of instruction." The faculty has this responsibility because its "judgment is central to general educational policy." This means that the campus administration should not implement a campus-wide academic program without first gaining the approval of that program from the faculty as a whole or from its representative body, the Faculty Council. While the advice of Council committees may be sought on all such matters, this advisory role of Council committees is not a satisfactory substitute for action by the Council itself.

"The faculty may have failed to assert its right to give such approval in the past, but it nevertheless does have this right by virtue of the 1966 AAUP STATEMENT and sections 7 and 16 of the Bloomington Faculty Constitution, both of which place within the legislative jurisdiction of the Bloomington Faculty Council general matters of educational policy, including "standards of admission and retention of students" and the "determination of curriculum."

"This is not to say that only the faculty can initiate academic programs. But when an administrator or other officer of the University proposes an academic program, there must be, to quote the same 1966 STATEMENT, "full opportunity for appropriate joint planning" of that program by administrators, faculty and students, prior to the approval process.

"We therefore propose that the Council adopt the following motion: New campus-wide academic programs will not be promulgated or instituted without prior approval by the Bloomington Faculty Council."

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#### AAUP SPEAKS OUT ON 18-20 PLAN

In early March the Executive Committee of the IUB chapter of the AAUP conveyed to the Board of Trustees its position on several matters being raised in the current report on the University's 18-20 retirement plan. One of the committee's concerns is substantive and the other is procedural.

The substantive issue concerns the possible adoption of an alternative policy for faculty members retiring before they reach the current mandatory University retirement age. Fairness dictates that the University keep its word to all faculty members hired while the present 18-20 Plan has been in effect. That group should be able to count on the continuing availability of the present 18-20 Plan as it now stands, whatever alternative options may be available to them or to faculty members hired in the future. Any effort to reduce announced or expected benefits for long-serving faculty would be viewed as a breach of mutual trust.

The procedural issue involves the need for the faculty and its representatives to be able to know about and address changes in the Plan that may be under consideration by the Board of Trustees. While we appreciate that the faculty has had access to the Long-Lindman Report, we are concerned about the possibility that important new arrangements not contained in its recommendations might be considered by the Board of Trustees without the faculty knowing about them in time to be able to respond prior to Board action. With that possibility in mind, the AAUP chapter suggested strongly that the Board's deliberations be scheduled in such a way that faculty members can respond to all proposals affecting future 18-20 Plan revisions.

#### REMEMBER: ANNUAL MEETING OF AAUP-IUB

MONDAY, APRIL 18, 12 NOON

CORONATION ROOM, INDIANA MEMORIAL UNION

Lunch  
Business Meeting  
Election of Officers

Guest Speaker: Ann H. Franke  
Associate Secretary & Counsel, National AAUP

#### AAUP-IUB ADVISES ON BUDGETARY DEAN

This past Fall semester the Executive Committee of AAUP-IUB discussed the ongoing search for a new Dean for Budgetary Administration and Planning for the Bloomington campus. The committee drafted, deliberated, and approved the following statement and directed it to Professor V. J. Shiner, Jr., Chair of the Search Committee for the new dean:

"The Executive Committee of the Bloomington Chapter of the AAUP unanimously agrees that the Dean for Budgetary Administration and Planning should be a tenured member of the Indiana University Faculty. This dean must be qualified to make decisions and give advice regarding matters of academic policy and must have the stature, credibility, and security inherent in regular faculty status. These qualifications are necessary for accomplishing the position's tasks and for maintaining faculty confidence in campus budgetary administration.

"While the Office of the Dean for Budgetary Administration is burdensome, we believe that the job can be structured to be acceptable to a qualified faculty member. We also believe that filling this position with an individual not so qualified would be a disservice to the Bloomington campus."

#### AAUP-IUB OFFICERS, 1987-88

N. John Castellan, Jr., President  
Richard Carr, Vice President  
Myrtle Scott, Secretary  
Gary Wiggins, Treasurer

#### AAUP REPORT EDITORIAL COMMITTEE

Brian Caraher (Editor)  
Richard Carr  
Myrtle Scott

**AAUP MEMBERSHIP APPLICATION (SHORT FORM)**

Name \_\_\_\_\_

Dept/School \_\_\_\_\_

Mailing Address \_\_\_\_\_

National Dues (See below.) \_\_\_\_\_

Optional Indiana Dues (\$5.00) \_\_\_\_\_

Optional Bloomington Dues (\$10.00) \_\_\_\_\_

Total Dues: \_\_\_\_\_

My check for \$\_\_\_\_\_ (payable to AAUP) is enclosed.

Please charge \$\_\_\_\_\_ to VISA\_\_ Mastercard\_\_  
Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_

**National Dues Schedule (1987-88):**

- Active, Full-time: \$74.00
- Part-time: \$19.00
- Active, Entrant: \$37.00 (pre-tenure)
- Active, Joint: \$37.00 (2nd member)
- Grad. Stu.//Emeritus: \$19.00

Please mail form and dues to:  
Gary Wiggins, Treasurer AAUP-IUB  
Chemistry 001, IUB

AAUP-IUB EXECUTIVE COMMITTEE, 1987-88

N. John Castellan, Jr. (Psychology), President  
Richard Carr (French and Italian), Vice President  
Myrtle Scott (Education), Secretary  
Gary Wiggins (Chemistry Library), Treasurer  
Brian Caraher (English)  
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