

## Highlights from the Spring Conference, April 26th, IUPUI



State Representatives Jeb Bardon and David Orentlicher update members on the just concluded legislative session.



State Senator Vi Simpson receives an award for her service to higher education.

## Highlights from the Fall Conference, November 1st, IUPUI



Keynote luncheon speaker: Democratic gubernatorial candidate Joe Andrew .



Notre Dame Prof. of Economics, David Ruccio receives an award for his contributions to academic freedom.



To take advantage of AAUP services at the state level or to establish or reactivate a campus chapter, please contact:

Daniel Murphy  
 Director of Chapter Services  
 Indiana Conference of AAUP  
 Department of History  
 Hanover College  
 (812) 866-7222  
[Murphy@hanover.edu](mailto:Murphy@hanover.edu)

# Indiana Academe

## In memory of the late Frank O'Bannon

The Indiana Conference of the American Association of University Professors mourns the tragic and untimely passing of a friend of higher education in the state of Indiana. Governor Frank O'Bannon leaves a legacy on education in this state both in K-12 and in higher education which will be remembered for many generations.

His legacy in education was mentioned in nearly every newspaper editorial in the state following his tragic demise. In K-12, he created the Education Roundtable which bought together everyone involved in K-12 education and led to the creation of tougher academic standards and enabling the means to make students and schools meet these expectations. We were indeed honored when he turned to the AAUP and picked one of us, Professor Dan Reagan from Ball State, to serve on the Roundtable.

In higher education his legacy is equally immense. Despite the intense opposition of nearly every public University President in Indiana and

the constraints of a tight budget, Governor O'Bannon created a community college system in Indiana to help more Hoosiers attend college and get affordable higher education. The AAUP takes particular pride in our outspoken defense of the Community College of Indiana and the Governor's choice of creating it as a partnership between the Ivy Tech colleges and Vincennes University. The CCI is still a work in progress and significant problems remain. But Governor O'Bannon more than anyone in a long time made higher education accessible to thousands of Hoosiers both young and old around the state. The AAUP is an active participant in the Governor's State-wide Transfer and Articulation Committee (STAC) which will help students transfer their credits smoothly from the CCI to four year institutions



## Officers

K. Vinodgopal,  
 President  
 Indiana University  
 Northwest  
[kvinod@verizon.net](mailto:kvinod@verizon.net)

Richard Schneirov,  
 Vice President  
 Indiana State University

Perry Kea,  
 Secretary  
 University of Indianapolis

Ann Gellis,  
 Treasurer  
 Indiana University  
 School of Law

**WE'RE ON THE WEB!**  
[HTTP://WWW.INDIANA.AAUP.ORG/](http://www.IndianaAAUP.org)

## President's Report

Indianapolis was the host this year for the 2003 AAUP meeting on faculty governance. The focus of the conference this year was academic reform and control of intercollegiate athletics and was organized in cooperation with the newly formed Coalition on Intercollegiate Athletics and the National Collegiate Athletic Association. The plenary sessions on the opening day Thursday October

9<sup>th</sup> were held at NCAA headquarters in Indy and the conference was formally opened by the President of the Indiana Conference of the AAUP, Prof. K. Vinodgopal. In a plenary address, Myles Brand, the president of the NCAA asked faculty to overcome their cynicism and reach out to college coaches and players so that they can re-exert

academic control over athletics. An important feature of the conference was the participation by faculty senate presidents (both past and present) from a number of universities. Most speakers during the day stressed that the moment was ripe for reform and the need for concerted action ...Continued on page 3.

## Indiana State University: A Progress Report

By  
Paul Burkett and Richard Schneirov  
ISU AAUP Chapter

A year ago the Faculty Senate of Indiana State University voted "lack of confidence" in the administration of President Lloyd W. Benjamin III and Provost Steven K. Pontius. The vote was a response to a climate survey, which showed plummeting faculty morale and an overwhelming lack of confidence in the existing administration. The critical issue, which led over 80 percent of the Senate to support the resolution, was "a management style incongruent with collaborative decision making and shared governance." In view of the administration's unwillingness to govern collaboratively, the Senate asked to open discussions with the Board of Trustees.

Since that period there has been notable progress and hope for the future but also disappointment and frustration. The Board of Trustees declined to meet with the duly constituted representative body of the faculty, but did direct the President to take steps to restore confidence. The following are some highlights. Since last fall a university-wide compensation committee was established to recommend ways ISU salaries could be improved. The university has also taken steps to adopt a policy to grant for the first time due process protections to contingent faculty and has quietly abandoned its attempts to cut back on sabbatical leaves. The most important harbinger of hope was the dismissal by the President of the Provost at the beginning of the 2003-04 academic year and the appointment of an interim provost who had the confidence of the faculty.

On the other hand, the univer-

sity has not suspended its "student credit hour" targets for instruction, which were adopted without Senate approval and which are widely disapproved of by faculty, including department chairs. It has refused to raise the salary floors for contingent faculty immediately to \$1000 per credit hour. And during a series of negotiations the President has resisted making any significant, substantive policy commitments to the Senate. At present, the ISU Faculty Senate has not rescinded its "lack of confidence" stance, but continues to be hopeful for further progress toward restoring normal, collaborative governance.

The Indiana State University AAUP is a small chapter of about 40 members (with over 100 on our email list) whose activities can be divided into two categories: regular activities and special initiatives. Our regular activities include ongoing recruitment of new members, helping faculty with grievances, holding semesterly open forums focusing on issues of interest to the campus community, attending the semesterly Indiana AAUP conferences, informing our local members and friends of initiatives being taken by the AAUP on state and national levels, and in general taking an active role in all campus issues bearing on the AAUP's main areas of interest: academic freedom, tenure, shared governance, and professional standards.

On February 27, 2003 the University Senate voted to adopt a "Campus Bill of Rights" as a policy advisory. This statement,

which includes important positions on academic freedom, tenure, shared governance, the right to organize, and the right to a fair wage, was drafted by one of our Chapter Executive Committee members, Rich Schneirov, in consultation with the rest of the Chapter Executive Committee and other local AAUP members.

However, our Chapter's most intense activity has been in the area of improving the rights and conditions of non-tenure track faculty. Our initial work on this issue concentrated on compensation, and this led to the Administration agreeing in principle, in Spring 2000, to raise the minimum salary of non-tenure track faculty to \$3000 per course or the equivalent. Subsequently our efforts have expanded to the development of more pro-active, integrated proposals for making non-tenure track faculty full-fledged members of the university community by ensuring them access to health benefits, grievance procedures, and due process in their hiring and rehiring decisions, and by extending their contract periods to several years, as well as by improving their salaries. A policy proposal bearing on all these areas is currently winding its way through the University's committee structure.



## Chapter Services: New Attorney

The Indiana Conference of the AAUP is happy to announce that we have retained Ida Coleman Lamberti from the legal firm Maurer, Rifkin & Hill P.C. Ida brings a wealth of experience in higher education having successfully defended three faculty members from Vincennes University in their quest for salary equity.

Ms. Lamberti practices law in the areas of employment discrimination, Constitutional issues, and education law. She devotes her practice to civil litigation in federal court and has experience presenting briefs and arguing before the Seventh Circuit Court of Appeals in Chicago. Prior to practicing law,

Ms. Lamberti taught in the Department of English at Butler University in Indianapolis, Indiana, and continues to serve as a visiting lecturer there in the College of Education in the area of School Counseling. She has served as a presenter for both the Indiana Commission for Continuing Legal Education and the Council on Education in Management, and has made numerous presentations to professional and community groups. Her topics have included employment law, Constitutional issues, and issues in education, such as the protections provided under Title IX (gender equity in education) and the Individuals with Disabilities Education Act. She serves as the exclusive referral attorney for the

Indiana State Conference of the American Association of University Professors. She also served as lead counsel in cases involving Title IX issues in the state universities and as co-counsel in a class action suit *Jamerson v. Integrated Marketing Services*, et. al.

This legal service is part of our chapter service program and provides high quality legal advice at subsidized rates to our members. Those seeking legal referral must be chapter members in good standing. Ida Coleman Lamberti can be contacted at (317) 844-8372 or by e-mail at [iclamberti@mrhlaw.com](mailto:iclamberti@mrhlaw.com).

## President's Report—Continued

Since our last newsletter, the Indiana conference of the AAUP has been busy. Our efforts to pass legislation requiring an elected faculty member on the governing boards of public Universities in Indiana have always run into a roadblock in the Indiana Senate where the Senate President remains opposed to such legislation and has used his considerable powers to prevent our legislation from even getting a hearing. Given this adverse context, we are reevaluating our strategies. While we will continue to pursue our legislative efforts, we believe that a gubernatorial appointment of a retired faculty member to the Boards would be a significant step forward. Accordingly, we are urging all our members and supporters to write to Governor Joseph Kernan urging him to make such an appointment at the earliest available opportunity.

Our attempts to register faculty concerns on the political landscape are bearing fruit. Over the past year and a half, we have been inviting the announced gubernatorial candidates to our conferences. Of course, the tragic death of Frank O'Bannon (see our front page memorial) has dramatically altered the political landscape. At the time of writing this newsletter, both Vi Simpson and Joe Andrew, who spoke at our spring and fall state conferences respectively have announced that they will withdraw in favor of Governor Joseph Kernan. At our state conferences, both State Senator Vi Simpson, and Jo Andrew categorically stated their willingness if elected to use their gubernatorial powers to appoint a faculty member to the governing boards

of public universities in Indiana. They reiterated their support for legislation that would require an elected faculty member to serve on the boards of trustees. The question is whether Governor Kernan and the Republican candidates express similar views. We will be sending questionnaires on issues related to higher education to the eventual nominees of both parties so that our members can make informed judgments.



**Myles Brand, NCAA President addresses 2003 AAUP conference on faculty governance.**