INDIANA ACADEME

NEWSLETTER OF THE INDIANA CONFERENCE OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS WINTER 2006/07

President's Report

As I embark on my two-year term as president of the Indiana State Conference I would first like to thank K. Vinodgopal (Vinod) for his outstanding work as our president these past four years. Under his leadership and through his indefatigable efforts the Conference has maintained and expanded its presence in the state, particularly at the level of lobbying our state's legislature.

I would also like to introduce our new officers: Ione DeOllos of Ball State University is our new vice-president. Ione brings dedication and wide experience at the state level to her post. She is a past member of the Indiana Commission for Higher Education (ICHE) and present Chair of ICHE's Statewide Articulation and Transfer Committee. Rebecca Mullen of Vincennes University and Perry Kea of the University of Indianapolis continue as executive officers. Kevin Hunt of Indiana University's Bloomington campus and Maryanne Wokeck of IUPUI join Dan Murphy of Hanover College and David Vollrath of IU's South Bend campus as at-large members of the Executive Board.

For the upcoming year our state conference will continue to pursue an agenda inherited from the past but will supplement that work with several new initiatives and emphases. Building on the work of past presidents Joe Losco and Vinod, we will continue to maintain contact with friendly legislators and lobby the state government on matters of concern to faculty. These matters include the Conference's bill to add a nonvoting faculty member to the boards of trustees of our state's public universities and colleges and more general concerns, such as the Conference's response to the Governor's initiative to use state lottery proceeds to finance higher education needs and the monitoring of new threats to academic freedom, such as that emanating from the recent Spellings Commission Report. To that end, the Conference has retained the lobbying firm of Lambda Consulting Inc.

It is also imperative for our AAUP body to step up efforts to recruit members to maintain a strong presence at our campuses and at the state level. Too many younger faculty members do not realize the work AAUP is doing to protect the principles and practice of academic freedom, tenure, and shared governance. To that end we will be initiating an ongoing campaign to educate and recruit faculty on our various campuses, bring lapsed members back into the fold, and start new chapters where feasible. Part of this process will include establishing a state-wide membership email list to facilitate communication; another is to update and refurbish our website. The state body is committed to doing anything in its power to help campus chapters grow.

Finally, we must keep our attention focused on the continued absence of tenure and academic freedom at Ivy Tech and its erosion elsewhere. About three-quarters of all faculty at that institution are part-time, and the rest are full-time. But, all are hired on year-to-year contracts. At Vincennes University, which until recently was part of a community college partnership with Ivy Tech, no one has been hired on the tenure-track in ten years, except in the small number of baccalaureate programs. At Ball State University large numbers of faculty work on contract. Nationwide, 65 percent of all faculty are now off the tenure track, a percentage that has grown continuously since the 1970s.

The state conference has an initiative regarding Ivy Tech—"Investing in Indiana: New Priorities for Quality Education"—which calls for increasing the percentage of fulltime faculty, establishing a tenure process, creating faculty senates with power and authority over academic matters, and a substantial pay increase for all faculty. In the rest of state we must redouble our efforts to educate faculty, administrators, legislators, and the public at large about the need for tenure and academic freedom in creating and transmitting knowledge. That is AAUP's historic mission.

Academic freedom is not free.

There is strength in numbers and it is time to make our voices heard, by joining AAUP today!

Your membership helps combat attacks on academic freedom, works to lobby legislators at the state and national level on the behalf of educational initiatives, and connects you with colleagues from around the state.

For more information visit the web site of the Indiana Conference of the AAUP at www.inaaup.org.

Suggested Changes for Governor's Higher Ed Plan

The state conference of the American Association of University Professors (AAUP) welcomes Governor Mitch Daniel's new initiative, which promises an infusion of much-need funds into Indiana's system of higher education. We applaud the Governor for turning his attention from road-building, which dominated his first two years, to higher education.

The Governor's initiative involves leasing the Hoosier Lottery for 30 years in return for an upfront payment of $1 billion and yearly payments of $200 million. The latter would fund teacher, police, and firefighter pensions, while the former would be earmarked in the form of two endowments to institutions of higher education. Sixty percent of the $1 billion would fund $5000 Hoosier Hope scholarships, which would not have to be repaid if their recipients worked in Indiana for three years following graduation. The other 40 percent would be used to attract to the state top researchers and professors. AAUP would like to make known its reservations and propose alternatives to the Governor's plan.

First, creating a $600 million endowment to bring in faculty "stars" may not do much more than raise institutional prestige, and it will not do anything to raise

Tenure Chill at VU

At Vincennes University, the tenure freeze (among other issues) has demoralized many faculty. In late 1997 or early 1998, VU's Board of Trustees 'froze' tenure as a way to give us wiggle room as enrollment continued to drop. Of about ten who were caught in the freeze, about half decided to move on elsewhere. Two years later, when the freeze order was lifted, there were only four or five left who went on and restarted their tenure track(the intervening years were not counted!!). In the meantime, only a small handful of faculty have been granted tenure.

Then came the Community College Initiative, which involved a partnership between VU and Ivy Tech. Almost two years after the partnership was dissolved, and enrollment continues to decline, VU is still trying to regain its balance. The administration received ICHE permission to inaugurate at least three baccalaureate programs, and offered tenure to newly hired faculty who would run those programs. Some of the existing faculty were given time and money to return to obtain PhDs—much to the chagrin of others who had been working on PhDs themselves, and at their own time and expense. Since the majority of our bread and butter comes from our two-year and transfer programs, there is concern among faculty about the potential for a two-tier faculty system being created.

Presently, the Provost is considering creating a committee to review further implementation of VU's policy concerning tenure and credentials (presumably of both faculty and administration). It is our hope that the Provost will make tenure available to not only new hires, but to those veterans who have excellent teaching records and who have been active in the campus community for a number of years. Many of these people were not hired tenure-track, but replace faculty who were tenured. And while it is assuring that the solid credentials of all faculty are important, allowing flexibility to hire the best teachers (since teaching is our main and most important mission) should remain at the department level.

Chapter Report from ISU

Relations between ISU faculty and administration are strained. The recent forced resignation of the Dean of our College of Business, the attempt to force a merger between the College of Nursing and the College of Health and Human Performance, and a proposed radical restructuring of the College of Arts and Sciences are actions that have exacerbated already existing tensions. Also contributing to tension is the failure of the administration to provide pay increases adequate to match inflation over the past three years, although the President received a 12 percent increase. The majority of faculty and staff are working now for about 9 percent less pay in real terms, compared to 2003-2004.

The chapter has pursued the following activities:

1. We organized of a fall forum to investigate the potentials and pitfalls of pursuing collective bargaining by the ISU faculty and support staff. On 18 October we hosted two speakers, Pat Shaw from the national AAUP and K. Vinodgopal from the Indiana AAUP conference, who addressed a small audience of interested faculty. Energetic presentations by the speakers and active audience participation made the forum a success. We had a jump in membership soon after the forum.

2. In response to an initiative to radically restructure the College of Arts and Sciences, the local chapter wrote an open letter to Interim Dean Thomas Sauer and Provost Jack Maynard asking for clarification on the motivations and requesting that traditional shared governance procedures be followed in place of the ad hoc approach designed by the Dean. We held a brief press conference to announce the letter to the public. Media coverage included the ISU student paper, the local Terre Haute paper, and a short story on local television news.

3. The Executive Committee of the local chapter will be engaged in strategy planning for further activities in support of faculty and public interest in Indiana State University. Here are issues that will receive out attention:

a. Increasing membership in AAUP

b. Formulating additional steps to take in opposition to the proposed restructuring

c. Developing a task force to

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Plan

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lagging and uncompetitive faculty salaries at Indiana's public colleges and universities. To cite several examples, faculty at Ball State and Indiana State universities are last among their peer groups in salary; and there is no indication that Indiana or Purdue universities are uncompetitive in attracting quality faculty.

Paying salaries competitive with our peer institutions to attract and retain a large core of highly qualified, innovative, productive faculty at all public institutions throughout the state will do more to raise educational outcomes than paying salaries two and three times the norm to a tiny number of stars. Trying to raid other universities also raises the prospect of a bidding war in which all institutions will be the losers. And it values state prestige over quality education.

Make no mistake, uncompetitive low faculty salaries in our state—largely due to a long-term decline in state funding and increased reliance on tuition—do affect educational quality. National figures show that student-faculty ratios fell at private research universities from 17.3:1 to 15.7:1 between 1971 and 1997, while they have risen slightly at their public counterparts. Even worse, public universities have shifted to part-time and full-time temporary faculty without tenure or other protections for academic freedom and without the highest attainable degree. Across the nation, 65 percent of all faculty in 2003 were off the tenure track. In Indiana, virtually no faculty at the Ivy Tech campuses have tenure and three-quarters are part-timers. Studies show that graduation rates decline and drop-out rates rise when the numbers of part-time and temporary faculty rise. It is simply common sense that students gain most, when they are taught by faculty who are schooled in the latest knowledge, enjoy full institutional support, and have a long-term commitment to their institution. This is where new state money should go.

The other part of the Governor's plan for higher education involves scholarships based on the well-known "Hope" model originating in Georgia in 1993. These scholarships are merit-based, rather than need-based. They benefit those whose family income allows them to graduate from the best high schools and go disproportionately to middle and upper middle class families. In Georgia more than 90 percent of expenditures went to students who would have attended college anyway, and the program was responsible for an increase in the gap between African-American and white students in college attendance. During the same period, federal need-based Pell Grant aid has fallen woefully behind sharply rising tuition costs. Thus, the Bush administration's recent Spellings Commissions Report on higher education advocated an increase in need-based aid in relation to merit-based aid, though it is doubtful the federal government will shift direction anytime soon. It would be a mistake for Indiana to follow in lockstep the misguided state policies of the early 1990s that have increased inequality.

So, while AAUP supports increased funding for salaries and student scholarships, we will only support increased funding where it will accomplish the most good and for the greatest number of Hoosiers. We look forward to working with the Governor to improve his plan.

Schneirov is president of the Indiana State Conference of the American Association of University Professors.

This op-ed article appeared in the Indianapolis Star January 7, 2007.

Academic Freedom Concerns at Indiana University South Bend Raclin School of the Arts

> *"Faculty members are given punch cards, which they have to give to students; they must then follow up to make sure that the students attend the required number of events."*

This fall, a simmering issue of required student attendance at events in IUSB's School of the Arts has come to a boil. Students and faculty have been complaining about student events attendance for some time, but the actions of Dean Tom Miller (Prof. Theater) have caused an outcry. According to a fall area coordinators' meeting minutes, "The Dean stated that faculty non-compliance with events attendance policies and procedures will result in financial penalties to the area in which the non-compliant faculty members reside."

The Events Attendance handout from the Dean's office states: "If a student fails to attend the required number of events stipulated, the instructor is required to automatically reduce the course grade by one full letter grade." Faculty members are given punch cards, which they have to give to students; they must then follow up to make sure that the students attend the required number of events. A number of non-tenured faculty members complain that they were pressured to go along with the Dean's program. Other faculty members complain that his policy violates academic freedom, and the Dean has retaliated against them for objecting.

Students in a number of required general education courses taught by Arts faculty are required to attend four events each semester from a list chosen under the authority of the Dean, Associate Dean, and their non-teaching staff. Faculty members teaching these courses are mostly non-tenured. They would have to add content-related events (museum exhibitions, plays, music performances, etc.) to their course requirements. Faculty argue that they should have the academic freedom to individually choose events appropriate to their course content. In a related issue, students complain that they have to spend their own money for some events, despite the fact that $40,000 is budgeted by the Student Government Association for support of the School of the Arts students' events attendance.

Vice Chancellor Guillaume has met with some faculty on these issues but has chosen to do nothing about these violations, despite the fact that Indiana University has adopted the AAUP guidelines on Academic Freedom. Faculty members have started meeting without the Dean or Associate Dean to discuss their objections. The Executive Committee of the Indiana Conference of the AAUP has agreed to support the faculty's efforts to change the Dean's policy to comply with Academic freedom guidelines.

IUSB AAUP Chapter

ISU

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evaluate the ISU budget and devise critiques of misguided spending

d. Establishing a newsletter to inform faculty of issues that affect the working lives of faculty and staff at ISU and related AAUP activities

e. Developing relations with the print and broadcast media

f. Developing relations with elected officials and others in state government

Rick Lotspeich
Chapter President

A New Threat to Higher Education

The Spellings Commission Conference

On November 13th and 14th, the Midwestern Higher Education Compact held a "policy summit" in Indianapolis to discuss the Spellings Commission Report. The conference included a wide sampling of Midwest college and university administrators, higher education association leaders and policymakers, and state legislators. The report is an initiative of Margaret Spellings, Education Secretary in the Bush administration. An antigay activist and advocate of vouchers, Spellings has been quoted as saying that the work of the Commission is a natural extension into higher education of the reforms carried out under the "No Child Left Behind Act," which she helped write. In this sense, the report represents a federal attempt to create strategic goals and coordinate a system of incentives and disincentives to bring America's educational system into line with national standards defined in large part by business needs.

The Chair of the Commission, Charles Miller is Chair of the Board of Regents of the University of Texas system and a Bush/Cheney transition team member. It was notable that a split existed on the commission between consultants who wrote the report and the commissioners, with the former being much more critical of higher education and emphasizing its weaknesses rather than its strengths. Thus, David Ward, president of higher-education's umbrella lobbying organization, the American Council on Education, left his name off the report because he said it projected

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David Horowitz visits BSU

David Horowitz, author of The Professors: The 101 Most Dangerous Academics in America, was on campus to present his ideas in November. Prior to his presentation, a student attacked Horowitz, throwing a pie at him. The Chief of Campus Police, stepping in front of Horowitz, was the one hit with the pie, leaving Horowitz unscathed for his presentation. The Ball State AAUP responded by writing a statement for the campus newspaper condemning the action of the student while not supporting Horowitz or his ideas. The full text of the comment can be found on the Conference's website at http://www.aaupatbsu.org.

Spellings

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a "false sense of crisis" and blamed higher education for problems with multiple origins. He also said it failed to recognize the diversity of missions among establishments in higher education and offered a "one size fits all" approach to improving it. These concerns were shared by four of the other five higher education associations and resulted in a rewriting of the report to soften its language.

For those not familiar with it (for a longer discussion see the national AAUP website), the Spellings Commission Report starts out by asserting that higher education as it now operates is in crisis because it cannot meet the needs of the twenty-first century knowledge economy. American higher education is said to be excessively rigid and tradition-bound; and having become a "mature industry" is resistant to innovation. To ensure greater "accountability" the report made five recommendations: 1) In order to increase opportunity it recommends that government commit to improving student preparation, persistence, and need-based student aid. It also calls for removal of barriers to student transfer. 2) It recommends that any government financing of higher education be tied to new measures to control costs and improve "productivity." 3) It calls for higher education to develop a culture of transparency and accountability and judge itself not on reputation but on performance, which in turn would require new metrics measuring student outcomes, which could be applied universally. From further discussion, it is clear that the Commission favors a controversial plan to keep long-term records on students to track performance from the time they enter the system in grade school through their years in college. 4) It recommends that higher education serve the needs of the knowledge economy by embracing continuous innovation and quality improvement in curricula, pedagogies, and technologies; and 5) It supports "a national strategy for lifelong learning."

The conference itself was full of diverse viewpoints—with the exception of those from full-time faculty, who were virtually absent from all panels. Few speakers supported the Report without significant reservations. In a 45-minute introductory speech Charles Miller criticized the growth of a class separation among institutions of higher education and termed prestigious institutions "predators" who thrived in a Darwinian situation. He made many of his points about the flaws in higher education, in which he included the undervaluation of teaching, by quoting liberal arts critics of the university. However, the overall thrust of Miller's presentation was that higher education was hidebound and in need of radical surgery. He pointedly said that "the autonomy of the faculty" was a barrier to serious public discussion of higher education's problems. Miller, along with Travis Reindl of the Lumina Foundation's College Costs Initiative, who helped write the report, later argued that any increase in funding for Pell Grants must be accompanied by cost control in higher education and implementing new metrics that would track student success. As Reindl put it, "We can't buy our way out of the crisis. We need disruptive innovations." To Reindl, cost control must come first.

Nonetheless, there was little specificity about what such cost control would entail. No one attempted to disaggregate the causes of rising costs such that a distinction could be made between research, student services, and instruction; and there was no discussion of the continuous decline in state funding. Morgan Olsen, Treasurer of Purdue, stated that administrators had to take a look at the "production function" in higher education, by which he meant the instructional budget. Neither he nor the others were concerned about the ongoing deprofessionalization of the faculty taking the form of the steady rise in the percentage of low paid contingent faculty. Neither did anyone mention that much of the increase in the cost of higher education came from the production of new knowledge in fields of science and technology, which serve as the social capital for our economy and society. Stan Jones of the Indiana Commission of Higher Education made a positive contribution by mentioning that the state contribution to higher education has declined from 67% to 50% of higher education spending. He also pointed out that the easiest way to improve productivity was to improve graduation rates. He called for less emphasis on accessibility and more on student success.

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On the second day, the tone of the panels was more critical. Belenda Wilson, President and CEO of Nellie Mae Education Foundation, after commenting that the panelists on Monday had been kind to the Spellings' Report, commented that the report's goals were obscure and didn't contain anything new. Referring to Monday's conversations, Ms. Wilson made the observation that the Pell Grant program had not kept up with rising costs, with the result that much of the cost of higher education had been transferred to the students and their families, many of whom cannot afford it. Richard Hersch, Senior Fellow at the Council for Aid to Education argued that the Spellings Commission report should be understood in the context of an older debate about whether higher education serves a public good or a private good. Mr. Hersch noted that a university degree is increasingly viewed as a commodity to be possessed by the student achieving it.

Despite the evident opposition to the report's depiction of higher education and some of its recommendations, AAUP members should not be complacent. It would be naïve to think that the report will be shelved due to opposition from administrators' associations or because of the recent election of a Democratic Congress. It is possible that the Bush administration will bypass the Congress and implement many of the changes recommended by the Commission through executive rule-making. Meanwhile, accreditation agencies are putting pressure on administrators to institute many of the recommendations of Spellings Commission, notably new assessment measures. We must beware of the administrative rationale that such "reforms" must be implemented to forestall even more drastic intervention. There is a very real threat that the faculty's control over the curriculum and the teaching and learning process will be overridden by these new initiatives. In the same vein, higher education's culture of intellectual diversity and innovation is endangered by a push toward test-driven standardization. The need for a powerful AAUP presence in the state and in the nation has rarely been more necessary.

Richard Schneirov and Ione DeOllos