

**MINUTES OF THE
IUP UNIVERSITY SENATE**

January 27, 2009

Chairperson Broad called the December 2, 2008, meeting of the University Senate to order at 3:37 p.m., in Eberly Auditorium.

The following Senators informed the Senate Leadership that they could not attend: Alman,

Chairperson's Report

Welcome back. I trust everyone had a restorative break. We're going to need all the energy we can muster to make it through the rest of the academic year. It was nice of whoever it was to name this term "spring" semester so that we can at least have the illusion that things will soon be better.

We have a short and straightforward agenda today, so I trust we will be able to move through it quickly. There are, however, a few things that I think we all need to keep before us as we move ahead to future meetings.

The most crucial of these is, of course, Liberal Studies and the reform thereof. I can't emphasize enough the critical nature of this undertaking. Between Middle States and state mandates, both from PASSHE and the Department of Education, we are at a point where our future viability as an institution of higher learning is at stake. We are looking at provisional acc

Vice-Chairperson's Report

Josh thanked the Senate for their votes and is looking forward to the spring semester. A Speak Up event will be held on February 16 where students will have the opportunity to ask questions to a panel of administrators. If there are any questions, please contact Josh.

Dave Tiscione from the GSA reported that the GSA will be involved in a fundraiser for

3. Department of Economics—Program Revisions

APPROVED

Current Program:

Bachelor of Arts - Economics

Liberal Studies: As outlined in Liberal Studies section with the following specifications:
Mathematics: MATH 121 (1)
Social Science: ECON 121
Liberal Studies Electives: 6cr, no courses with ECON prefix

College:
 Foreign Language Intermediate Level (2)

Major:
Required Courses:
 ECON 122 Principles of Microeconomics 3cr
 ECON 355 Statistics for Economists (3) 3cr
 ECON 421 Macroeconomic Analysis 3cr
 ECON 422 Microeconomic Analysis 3cr
Controlled Electives:
 Five other ECON courses (4, 5) 15cr

Proposed Program:

Bachelor of Arts – Economics

54 Liberal Studies: As outlined in Liberal Studies section with the following specifications: **54**
Mathematics: MATH 121 (1)
Social Science: ECON 121
Liberal Studies Electives: 6cr, no courses with ECON prefix

College:
0-6 Foreign Language Intermediate Level (2)

Required Courses:
27 ECON 122 5

University-Wide Graduate Committee (Senators Piper and Baumer)

FOR ACTION

APPROVED

1. New Course: BTED/COMM 609 Innovations in E-Learning
Sponsoring Departments: Technology Support and Training and Communications Media

Accordingly, the ILR Department proposes that, as of the start of the Fall Semester, 2009, the word “employment” be substituted for the word “industrial” to result in the “Department of Employment and Labor Relations” as well as the “Master of Arts in Employment and Labor Relations” to denote the degree conferred. The acronym “ILR” would thereafter be “ELR.” Implementation of the aforesaid changes will also bring the titles associated with the ILR program into conformity with trends noted in competing academic programs as well as relevant professional organizations. One such professional organization, the University of California, Berkeley Institute of Industrial Relations, as of April 4, 2007 became “The Institute for Research on Labor and Employment (IRLE)”. Similarly, the Industrial Relations Research Association (IRRA), the premier professional association for practitioners in this field, became the “Labor and Employment Relations Association” (LERA) in 2003.

In addition to expanding the focus from “industrial relations” to “employment relations,” there is a trend among competing graduate programs toward a requirement of fewer than 42 credits for the degree. In addition to this external comparison, a survey of other graduate programs at IUP further supports the conclusion that there is a trend toward requiring fewer than 42 credits. It is proposed that the number of credits be reduced

The deletion of ILR 613 as a prerequisite is proposed to bring the curriculum into conformity with reality. It is presently waived in all circumstances and with no discernable detriment to the waiver recipients. Due to the small size of the ILR program, ILR 613 is only offered in the fall semester. Enforcing ILR 613 as a prerequisite would serve to effectively exclude any student desiring to start the ILR program in either the spring or summer semesters as a fulltime student.

Catalog Description:

From page 58:

The College of Health and Human Services offers Master of Arts degrees in Criminology and Employment and Labor Relations; Master of Science degrees in Food and Nutrition, Sport Science, Nursing, Health Services Administration, and Safety Sciences; and a Master of Education degree in Health and Physical Education. A Graduate Certificate of Recognition program is offered in Safety Sciences. Three of the six programs hold national accreditation. Doctorates are awarded in Criminology and Nursing.

From pages 63 and 64:

Department of Employment and Labor Relations

The Master of Arts in Employment and Labor Relations is a multidisciplinary graduate degree program designed to prepare professional practitioners in the field of employment and labor relations in public and private management, unions, government agencies, and neutral and service organizations. The 36-semester-hour program consists of a required core of 21 semester hours and elective course offerings totaling 15 semester hours.

Each student will individually build the elective sequence of the program of study by choosing 15 elective semester hours from among employment and labor relations courses. Courses offered by other departments may be used for elective hours with approval of the advisor and chair.

Students are strongly encouraged to elect an internship to integrate theory and practice in the field. Certain students with exceptional background in relevant work experience or previous course work may qualify for exemption from some courses. As part of their professional growth, students may also participate in the research and training activities of the Pennsylvania Center for the Study of Labor Relations.

Course Requirements for the M.A. Degree

I. Required Core (21 cr.)

ELR/HSAD 610 Employee Rights Under Law 3 cr.

ELR 613 Fundamentals of the American Labor Movement: Theory and Practice 3 cr.

ELR 615 Dispute Settlement 3 cr.

ELR/HSAD 619 Advanced Research in Employment Relations and Health Services Administration 3 cr.

ELR 625 Processes of Collective Bargaining 3 cr.

ELR/HSAD 631 Human Resources Management in the Public Sector 3 cr.
ELR 641 Contract Administration 3 cr.

II. Elective Area (15 cr.)

Fifteen semester hours shall be chosen from other elective courses in employment and labor relations or from related departments with the approval of student's advisor and the department chair.

Summary of Proposed Changes

Present	Proposed Change chair.
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Summary Curriculum Comparison

“Old” Curriculum	Curriculum After Proposed Changes
<p>Course Requirements for the M.A Degree I. Required Core (27 cr.)</p>	<p>Course Requirements for the M.A Degree I. Required Core (21 cr.)</p>
<p><u>ILR/HSAD 610 Employee Rights Under Law 3 cr.</u> <u>ILR 611 Development and Theories of the Labor Movement 3 cr.</u> <u>ILR 612 Labor Relations Practice and Administration 3 cr.</u> <u>ILR 613 Fundamentals of American Industrial and Labor Relations 3 cr.</u> <u>ILR 615 Dispute Settlement 3 cr.</u> <u>ILR/HSAD 619 Advanced Research in Employment Relations and Health Services Administration 3 cr.</u> <u>ILR 625 Processes of Collective Bargaining 3 cr.</u> <u>ILR 641 Contract Administration 3 cr.</u> <u>ECON 530 Labor Economics (or approved substitute) 3 cr.</u></p>	<p>ELR/HSAD 610 Employee Rights Under Law 3 cr. ELR 613 Fundamentals of the American Labor Movement: Theory and Practice 3 cr. ELR 615 Dispute Settlement 3 cr. ELR/HSAD 619 Advanced Research in Employment Relations and Health Services Administration 3 cr. ELR 625 Processes of Collective Bargaining 3 cr. ELR/HSAD 631 Human Resources Management in the Public Sector 3 cr. ELR 641 Contract Administration 3 cr</p>
<p>II. Elective Area (15 cr.) Fifteen semester hours chosen from other elective courses in <u>Industrial</u> and Labor Relations or from related departments with the approval of student’s adviser</p>	<p>II. Elective Area (15 cr.) Fifteen semester hours chosen from other elective courses in Employment and Labor Relations or from related departments with the approval of student’s adviser</p>
<p><u>ILR 526 Case Studies in Labor-Management Relations 3 cr.</u> <u>ILR 581 Special Topics in Industrial and Labor Relations 3 cr.</u> <u>ILR 618 Seminar: Current Issues in Industrial and Labor Relations 3 cr.</u> <u>ILR 621 Labor Relations in the Public Sector 3 cr.</u> <u>ILR 622 Discrimination in Employment 3 cr.</u> <u>ILR 623 Structure and Government of Unions 3 cr.</u> <u>ILR 624 Comparative Labor Relations 3 cr.</u> <u>ILR/HSAD 631 Human Resources Management in the Public Sector 3 cr.</u> <u>ILR 632 Compensation Administration 3 cr.</u> <u>ILR 640 Negotiations 3 cr.</u> <u>ILR 642 Concerted Activity 3 cr.</u> <u>ILR 650 Alternative Work Styles 3 cr.</u> <u>ILR/HSAD 751 Conflict Resolution 3 cr.</u> <u>ILR 681 Special Topics in Industrial and Labor Relations 3 cr.</u> <u>ILR 698 Internship 3 cr.</u> <u>ILR 699 Independent Study 3 cr.</u> <u>ILR 795 (Previously ILR 850) Thesis</u></p>	<p>ELR 526 Case Studies in Employment Relations 3 cr. ELR 581 Special Topics in Employment Relations 3 cr. ELR 612 Employment Relations Practice and Administration 3 cr. ELR 618 Seminar: Current Issues in Employment Relations 3 cr. ELR/HSAD 616 Health Law 3 cr. ELR 621 Employment Relations in the Public Sector 3 cr. ELR 622 Discrimination in Employment 3 cr. ELR 624 Comparative Employment Relations 3 cr. ELR 632 Compensation Administration 3 cr. ELR 640 Negotiations 3 cr. ELR 642 Concerted Activity 3 cr. ELR 650 Alternative Work Styles 3 cr. ELR/HSAD 751 Conflict Resolution 3 cr. ELR 681 Special Topics in Employment Relations 3 cr. ELR 698 Internship 3 cr. ELR 699 Independent Study 3 cr. ELR 795 Thesis</p>

Brief summary of each major change:

Currently, however, this Center does not have a director. The music department just lost two faculty members through attrition, and they are not permitted replacements. One more faculty member is retiring this year as well.

The department is currently looking for a director and funding opportunities so they can offer music activities, lessons and training to the community.

The committee will meet on Tuesday, February 17 at 2:00pm in Keith 123.

Library and Educational Committee (Senator Jozefowicz)

FOR INFORMATION:

LESC met on December 9, 2008.

Major topics of discussion included

- the Winter Session offering of distance education courses and the corresponding impact on both IT and library services,
- the relatively new IUP anti-spam system blocker option that can be accessed via the IT Support Center web page (<http://www.iup.edu/itsupportcenter/default.aspx>),
- ACPAC's sponsored Technological Exploration and Innovation Fund RfP that has been distributed at the college level and is supposed to be further disseminated from there (see below), and
- ACPAC's December 3, 2008 recommendation to the Provost regarding the replacement of WebCT with a substitute learning management system.
 - As directed by the Provost, the original charge of the ACPAC Online Learning Committee (OLC) was to review the adequacy of Sakai to replace WebCT. Because PASSHE had an exclusive contract with Blackboard, only open source alternatives could be explored. At the request of OLC members, that charge was expanded to a comprehensive review of the functionality of Sakai, Moodle and Blackboard in order to make a recommendation to the CIO and Provost on the next Learning Management System (LMS).
 - The OLC conducted an in-depth functional evaluation of these three LMS, including hands-on pilots and test accounts, workshops, demos, consultant and vendor visits, webinars, and literature review. Based on this evaluation, the OLC recommends that IUP move to Moodle as the new enterprise Learning Management System.
 - More details from the Provost's office are expected to be forthcoming regarding what action IUP will take in moving forward with the adoption of a new LMS.
 - Migration to a new LMS is expected to begin during summer 2009 and must be fully completed by summer 2010.

ACPAC TECHNOLOGICAL EXPLORATION AND INNOVATION FUND

December 2008

The Funds Review Subcommittee of ACPAC (Academic Computing Policy and Advisory Committee) requests proposals from the colleges for the use of the ACPAC Technological Exploration and Innovation Fund. Each of the six academic colleges and the University Service Faculty (Library, Student Affairs, Military Science, etc.) has \$4,000 available to support projects that explore the use of technology. An 8th category will be reviewed directly by the Funds Review Subcommittee. This “Inter-disciplinary” category emphasizes collaboration and interdisciplinary activities, particularly those activities that involve faculty members from multiple colleges. Therefore, a faculty member may apply for funding through the college or directly to ACPAC. Awards will be made to faculty members who propose projects that meet the criteria below.

The ACPAC college representatives will contact the college dean to announce the availability of this funding. The college dean and the chair of the college technology committee should review and submit proposals from the college. The college may determine the appropriate process to review proposals within the college. Each college may recommend one or more projects for funding. For each project, a written proposal should be submitted to the ACPAC Funds Review Subcommittee by 13 March 2009. Each proposal should be one page or less in length and include the name of the faculty member, a description of the project, a budget, and a justification for the use of the funds. Faculty members applying for the “Inter-disciplinary” portion of the funding should submit proposals directly to ACPAC.

The ACPAC Funds Review Subcommittee will validate that the proposed projects meet the criteria for the use of the funds. Awards will be announced by 1 April 2009. Any unused funds will be used for future awards.

All successful recipients will be required to submit a final report of the project including a final budget. Recipients will also be asked to participate in a poster session during the 09-10 academic year.

Criteria for use of ACPAC Technological Innovation Fund

- The ACPAC funds will be used to foster exploration of technological innovation, particularly technology which does not yet exist at the university.
- The use of the ACPAC funds is to encourage innovation and exploration (i.e. “Thinking out of the box”).
- Use of the funds will be permitted for but not limited to travel, training, and professional development necessary to support the evaluation and utilization of new technologies.

- An activity utilizing ACPAC funds may be an appropriate and necessary investigation prior to application for other technology funding (ESF, Technology Fee, grants, etc.).
- Collaboration with colleagues is supported and encouraged.
- Although the funds are not intended to be used to acquire hardware or software, appropriate purchases will be considered that are consistent with the overall intent of exploring emerging technology.

Please address questions or comments to J. Richard McFerron (jr.mcferron@iup.edu) or to other members of the ACPAC Funds Review Subcommittee (<http://atssrv1.ats.iup.edu/acpac/subcommittees.html>).

College proposals should be submitted electronically by 13 March 2009 to J. Richard McFerron (jr.mcferron@iup.edu).

Research Committee (Senator Sciulli)

FOR INFORMATION:

The committee met on December 9, 2008 and awarded \$7,993 in Small Grants to the following individuals:

- Dr. Francis Allard
- Dr. Kimberly Burch
- Dr. Carmy Carranza
- Ms. Nayda Collazo-Llorens
- Dr. Waleed Farag
- Dr. Theresa Gropelli
- Dr. Sue Rieg
- Dr. Timothy Runge
- Dr. Marveta Ryan-Sams
- Dr. Cheryl Wilson

The committee will meet on Tuesday, February 3 at 3:30pm in G35 Stright.

