

## **USI FACULTY SENATE FALL RETREAT**

August 22, 2013 | 8 a.m. – 2 p.m.

Evansville YWCA, 118 Vine Street

Meeting Secretary: Kristalyn Shefveland

Meeting Called to Order: 8:09am CST

Meeting adjourned: 1:54pm CST

**PRESENT:** *Faculty Senate Members:* Rex Strange, Brandon Field, Daria Sevastianova, Marilyn Ostendorf, Ethel Elkins, Tony Maria, Jennifer Williams, Jason Fertig, Perry Burnett, MT Hallock Morris, Peter Cashel-Cordo, Peter Whiting, Kristalyn Shefveland, Garret Merriam, Frank Ward; *Ex-Officio Members:* Shelly Blunt (Assistant Provost) and Linda Bennett (University President)

**CALL TO ORDER:** The meeting was called to order at 8:09am CST.

**APPROVAL OF MINUTES:** Kristalyn Shefveland moved to approve the minutes from the April 26, 2013 meeting. Daria Sevastianova seconded. The minutes were approved with three abstentions.

**ELECTION OF SENATE VICE- CHAIR AND SECRETARY:** Discussion was held over eligibility and a question posed referred to whether the Senate Vice-Chair had to be a tenured member or if that was a suggestion rather than a formal change to the Senate Bylaws. Faculty Senate Chair Mary Theresa Hallock Morris indicated that it was not a formal change to the bylaws.

Jennifer Williams nominated Jason Fertig for Vice Chair, Peter Whiting seconded. The Senate voted unanimously for Jason Fertig as Senate Vice Chair.

For Secretary Garret Merriam nominated Kristalyn Shefveland, Brandon Field seconded. The Senate voted unanimously for Kristalyn Shefveland as Secretary.

### **REPORT FROM SENATE CHAIR, MARY THERESA HALLOCK MORRIS:**

- President's Council: Summer Meetings and Fall Retreat:
  - Starting in July, Mary Theresa Hallock Morris began attending President's Council which in discussion of a recent Board of Trustees Meeting, Dr. Bennett made the suggestion that we needed to engage the Board of Trustees more so that we hold their attention in meetings.
  - At the August 9 Fall Retreat, a number of concerns were brought forth. First Issue: Undergraduate Enrollment at the University was projected to be down by 6%, since the meeting it is 4.7% down, Graduate Studies is level, retention of incoming freshmen is a problem. Among the areas of concern is the fact that there are 225 pre-nursing students for 110 spots. Second Issue: Consulting firm, Noel Levitz, will be here three years to consult on admissions, enrollment, and retention. The firm will cost about \$500,000. They are being paid for from bookstore profits. In the short time they have been here they have commented that our admissions practices are antiquated (1990s). Of issue soon is that Eric Otto Admissions Director will be retiring and how and by whom he will be

replaced. Third Issue: Marketing Concerns- Cone and the University Identity. Fourth Issue: Spoke with Sheree Seib about the university website for the Senate archives; will be meeting with her in two weeks to redesign the website; prefers that documents do not include hyperlinks and that the font be Arial for pdf. Peter Cashel Cordo made the recommendation that we document and archive our material through the library, Peter Whiting will look into this. Concerns expressed by other members of Senate about the loss of data and institutional knowledge with the new website.

○ Assessment Information:

- Per a request from Dane Partridge that the Faculty Senate “re-Charge” the Assessment Committee to recommend an Assessment Data Management System, Peter Cashel Cordo made a motion which was seconded by Brandon Field and the Faculty Senate unanimously approved the motion.
- Per a request from Dane Partridge that the Assessment Committee consider developing Institutional-level Learning Outcomes (campus wide): Brandon Field discussed that it was already part of the new core. Discussion between Jason Fertig and Brandon Field about Goals, Objectives, and Outcomes. Request made for clarification. Peter Cashel Cordo spoke to the importance of this for assessment and that it should be a larger discussion among the faculty and not for a smaller committee. Jason Fertig reminded us that we need to build a culture of the core not just assessment. Invitation will be extended to Dane Partridge for next meeting for clarification.
- Request from Dane Partridge for Faculty Senators to encourage their departments to submit their course petitions for the new University Core Curriculum as early as possible. Mary Theresa Hallock Morris noted that it will be online very soon with implementation next Fall, thus she strongly encouraged Faculty Senators to remind their departments to submit.
- Request from the Library to have an ex officio member on the Assessment Committee- Met with over the summer to discuss this concern. Peter Whiting discussed that the library wants to be involved with assessment on campus because they are purchasing material for the courses involved and want to be part of the University campus to make sure they are meeting the needs of the students. Brandon asked for clarification of who is on it. MT defined that there are 5 elected members and ex-officios Kat Draughon and Dane Partridge. According to the by-laws ex-officios are non-voting members. Discussion over whether the library should be ex-officio non-voting. Peter advised that he did not know if it was important that they were voting. Peter will check on what the library wants and we will vote on it at the next meeting. Kristalyn Shefvland motioned to table and seconded by Brandon Field. MT mentioned that it is important to include the library in our discussion as they are a part of our faculty and that there may be future discussions of librarians and tenure eligibility. Librarians are eligible for promotion but not for tenure, guidelines are “loose” per Peter. Promotions last

held 2005 or 2006. Document produced by Marna Hostetler outlining tenure eligibility is currently being reviewed by the Provost's Office. Question posed by Brandon and Garret about the stability and protection that tenure would afford to the librarians, and Jason Fertig asked what value would this have towards faculty recruitment.

## 1. OLD BUSINESS:

- Charge Log: The Faculty Senate undertook a discussion and review of the Charge Log from the 2012-2013 Senate. Discussion ensued regarding the follow up by the Faculty Senate with the Provost's Office about the outcome of a number of charges. Mary Theresa Hallock Morris will meet with Provost Ron Rochon to discuss. Peter Cashel-Cordo noted that it was absolutely imperative that the Provost's Office respond and give reports on the outcome of the various charges that have been referred to their office. Brandon Field made the suggestion that the charge log have a new column that has the Provost Response and that it could be a part of future meetings agenda. Mary Theresa Hallock Morris will follow up with the Provost's Office.
- New University Core Curriculum Implementation Task Force Final Report: Tabled to next meeting, Kathy Rodgers will be there to discuss. Mary Theresa Hallock Morris made the request that we as a Senate make sure that we are well prepared to discuss and vote on this at the next meeting.
- Full Professor Promotion Task Force Report: Jennifer Williams briefly discussed the issue of scholarship and the definition of scholarship. Tabled to next meeting when Stephen Spencer will be available for further discussion and clarification.
- Final Report from Promotions Committee: Tabled to next meeting.

## 2. NEW BUSINESS:

- Report from USI President Linda Bennett: President Bennett asked the Faculty Senate to address the question: What is an issue that you believe is critical for us to address in the coming year for this University that has implications for its future? The Faculty Senate and President Bennett discussed a variety of topics.
  - President Bennett commented on Recruitment and Retention and noted that Noel Levitz will answer many of those questions and concerns. She strongly encouraged the Senate examine the Institutional Snapshot distributed at the Fall Meeting, particularly the New Student Applicant Funnel (which showed a ten year period change of admits from 93% to 72% admitted). She also expressed a desire to limit the number of conditional admits and highlighted that last fall our conditional admits were 1%, 4 years it was 8% of the Freshmen class. Many of the late admits in the past were conditional admits. President Bennett is concerned but not panic stricken about the drop in enrollment. President Bennett believes we are the right course for our admissions policy. We do not have the resources to continue with the conditional admits. According to Noel Levitz: Our recruitments practices are passive and we need to be active. We cannot continue to operate the

way we have been, with separate units not working cohesively together, all pieces are critical. We have to start grappling with “Who are we? Who do we want to be when we grow up?” We are reactive adaptors, we need to be proactive, we cannot be everything to everyone. Who we are is our people, we are optimistic, a change is coming based off the Noel Levitz study. Further discussion as follows:

- Peter Cashel Cordo and President Bennett discussed short term enrollment issues that we need to address and concerns over long term response, in particular a discussion of “who we are and what can we do.” President Bennett brought up the concept of USI responding to trends and being proactive, in particular, that USI will become a “future thinking” University.
  - Shelly Blunt noted that faculty have wondered when/how they will be involved in the Noel Levitz Team. President Bennett responded that a faculty team is in the process of formation. Shelly Blunt also asked about the Noel Levitz Team and whether we are in a holding pattern this year waiting for the final report or are we to change in areas that we feel we can strengthen? President Bennett advised that we are in a moving change, we are implementing changes as we go. Example: A responsive website (that can identify mobile, etc.) Full report from Noel Levitz expected at end of academic year but we are already making changes as they suggest them along the way.
  - President Bennett spoke briefly about the IU Med Center developments and noted that we will be making a report to suggest it built on campus with all the benefits we can offer.
  - Mary Theresa Hallock Morris advised President Bennett on the stall of material in the Provost Office and having a monthly meeting with the Provost Office to follow up with a response. President Bennett made the point that we need to decide what is most important to us and then provide the data. Cited that we did not provide data on the gender inequity. Prioritize. Shelly Blunt also pointed out that if the Faculty Senate moves forward with resolutions that have budget implications then we should include in the report all anticipated costs they may require. Daria Sevastianova made the point that a report was documented for gender inequity by a finance faculty member.
- Report and Discussion with the Provost’s Office (Shelly Blunt):
- Mary Theresa Hallock Morris asked Shelly Blunt about the pay period policy from the charges log as well as other concerns from the charges log. Shelly Blunt commented that handbook changes are in process, the consensual relations policy is still under review by University Lawyer, and the 1-hour overload is still under review.
  - Mary Theresa Hallock Morris advised that the Faculty Senate will be posting committee reports to website and include a link to the faculty morale survey. Mary Theresa Hallock Morris posed a question about the Summer Teaching Load

Policy and advising that there will be a formal charge coming from faculty who teach more than the 30%; Blunt advised that they should meet with Donna Evinger. Mary Theresa Hallock Morris also addressed the formal charge brought forth by Daria Sevastianova about the Children's Learning Center and indicated that she would be asking Dean Scott Gordon come in to discuss.

- Mary Theresa Hallock Morris also informed Shelly Blunt above the earlier discussion regarding the Charge Log and a need for clearer communication on the status of recommendations.
- Set times and places for Fall semester meetings: 3pm Fridays in the University Center. September 6, 27; October 11, 25; November 8, 22; December 6
- Faculty Senate Appointments to University Committees, 2013-2014: Voting was held by paper ballot.
  - EEO Appeal and Hearing Board (2013-2016) – Wayne Rinks
  - Student Publications Committee 2012-2014-Patricia Ferrier; 2013-2015-AnnaLisa Halling
  - University Athletics Council (2013-2014) – Austin Anderson
- Curriculum Committee Request:

From previous April 26 meeting minutes- “Rex Strange presented a preliminary report from the Curriculum Committee. In his presentation, Strange noted that the committee would like to change its fall deadline from November 15 to October 1. Paul Parkison noted that would require a change to the Handbook; thus, the request may become an action item in the fall. As this was a preliminary report, the Senate considered it as an informational item and will wait to receive the final report before taking additional action.”

  - Per Mary Theresa Hallock Morris: A final report will be available from Glenna Bower at the next meeting; Rex Strange advised that the change in date would allow the committee 6 weeks to review new courses.
- Discussion of a general Senate agenda for 2013-2014: Peter Cashel Cordo- Faculty compensation, new faculty tenure track lines, we should continue on those. MT advises that we need to fully define what full time faculty (contract, clinical, tenure track, adjunct) means. Brandon pushed for university identity committed to tenure track faculty. Kristalyn suggested that as we define our identity we put together a statement from the faculty senate and that we meet with Kindra Strupp for marketing our faculty achievements, she will be invited to the second meeting of the semester. MT asked that we discuss compression. Peter Cashel Cordo- defining scholarship is necessary, to expand that definition to be more inclusive, MT suggests that we discuss that with Stephen Spencer and the Full Professor Task Force. Jason Fertig- We need to discuss online and distance offerings, what it is and what it could be.
- Review roster for Senate committees- MT would like us to confirm the committee list that she sent out to us.

- Notes from MT: Requests for help and input on the Spring Meeting breakout sessions, Angela Batista will be coming to a future meeting about DOSO, Academic Integrity Taskforce issues will be coming up again. Discussion over whether we should have a retreat in the Spring. Discussion over CORE implementation and that our retreat should focus on this as well as the breakout sessions.