

Faculty Senate Minutes
Wednesday, August 20, 2014
YWCA Conference Room

Meeting called to order: 9:00

Present: Peggy Shields, Cindy DeLoney-Marino, Jessica Garcés Jensen, Julie Evey, Joanne Artz, Jennifer Williams, Rex Strange, Ethel Elkins, Jason Fertig, Rob Millard-Mendez, Marilyn Ostendorf, Gabriela Mustata Wilson, Linda Bennett, Ron Rochon

- 1. Approval of minutes from April 25, 2014:** Cindy DeLoney-Marino made the motion; Jason Fertig seconded. Seven yes-votes, five abstentions.
- 2. Report from Jason Fertig, Faculty Senate Chair:** As per the standing rule, Jason has decided to serve as Faculty Senate Chair, having served as Acting Vice Chair last year.
- 3. Election of secretary:** Tony Maria offered to serve as Faculty Senate secretary. Jason Fertig made the motion; Jennifer Williams seconded. Unanimous.
- 4. Presentation:** Carolyn Wong of Sibson Consulting reported that Sibson Consulting is working with Mark Rozewski on a study of USI's Human Resources department – an HR process assessment. After asking for input from Faculty Senate, the following points were made:
 - Ads for new positions don't get out quickly enough – timing can be critical.
 - The hiring process can be delayed by rigid rules regarding candidate's list of references.
 - In some cases, an ad for an anticipated vacancy is not approved until the person actually leaves.
 - In some cases, contracts are delivered late (frequently several weeks after a verbal offer), resulting in uncertainty about the offer, and eliminating the opportunity for negotiations.
 - Relationship between HR and faculty/staff should be as one between partners. Currently not the case. Some community-building initiatives would be welcome.
 - Green time sheets are a sore point.
 - HR needs to take a leadership role to foster diversity at USI.
 - There seems to be some inconsistency in how summer pay is managed, particularly for those on 10-month contracts.
 - Perhaps a faculty liaison would be helpful.
 - It's difficult to reach HR by phone.
 - Each search committee should be assigned a designated "point-person" from HR.
 - Good candidates have been lost due to moving expenses policy.
 - A policy allowing sick time to be banked toward maternity leave would be welcome.
- 5. Report from Linda Bennett:** USI needs to make some rapid adjustments in response to a 5-6% decrease in enrollment and increasing competition:
 - We need to embrace flexibility in programming and new technology to facilitate student progress and access.
 - Graduate programs such as MS in Education, and MBA, should be online.
 - Admission needs to target nontraditional students, including internationals and veterans.

- Recent tightening of admission standards has resulted in exclusion of high school students with a B average. Part of being a public university is giving these good students opportunity.
- Any open faculty positions will be looked at closely before being refilled.

In response to Jennifer Williams' question about reciprocal relations with Kentucky community colleges, Dr. Bennett said that she is looking at it. Dr. Bennett also announced that construction of Griffin Center will start this fall.

- 6. Report from Ron Rochon:** In an effort to improve retention, we need to give feedback to students sooner. He is mandating non-attendance reporting at 3 weeks, Early Alert reporting for 100- and 200-level classes at 3 weeks, and Progress reporting at 6 weeks.

In response to Joanne Artz' question about reopening the Center for Teaching and Learning Excellence, Dr. Rochon said that he is looking for feedback on the best approach.

Dr. Rochon shifted to discussion of the promotion and tenure process and asked for four names from Faculty Senate for a committee to evaluate the transition toward a system where P&T assessment is made at the college level. Dr. Rochon plans for this committee also to include four members recommended by the deans, and Ernie Hall. Jennifer Williams pointed out that the Senate had not approved disbanding of the Faculty Senate Promotion Committee, and Dr. Rochon said that he thought we had. A look at the minutes (April 4, 2014) indicates that a motion was approved to form a committee "to explore the implementation of college-level promotions/personnel committees and the revisions of the promotions process with the revised process in place for the 2015-2016 year with members identified by members of the Faculty Senate and the Colleges and the Library."

After further discussion, there is general agreement that a committee to evaluate the P&T process and the potential dissolution of a standing Faculty Senate committee should be driven by Faculty Senate. Jennifer Williams made a motion to solicit two names from each college (one Assoc. Prof. and one Full Prof.) to work on this P&T evaluation task force. Seconded by Rob Millard-Mendez. Unanimous approval.

7. Closing Comments:

- Will hold off electing Vice-Chair of Faculty Senate until Liberal Arts elects their senator.
- We should discuss the proposed committee to evaluate P&T with our colleagues to get a sense of their opinions. Jennifer Williams suggested that a faculty vote might be appropriate.
- Julie Evey suggested we discuss whether committees and subcommittees should be chaired by tenured faculty at the next meeting.
- Jason Fertig tentatively scheduled 3:00 Senate meetings on September 5, September 19, October 3, October 17, November 14, December 5, January 16, and January 30.
Revision from JF: Meetings are now scheduled for [2014] 9/5, 9/19, 10/3, 10/17, 10/31, 11/14, 12/5, [2015] 1/23, 2/6, 2/20, 3/6, 3/20, 4/10, 4/24

Meeting was adjourned: 2:25. Next Meeting: 9/5, 3PM, UC 206

Respectfully submitted by: T. Maria