

USI Faculty Senate Minutes

15 April 2016

Senators present: Cindy Deloney-Marino, Chuck Conaway, Gabriela Mustata-Wilson, Joanne Artz, Heather Schmuck, Marilyn Ostendorf, Nick LaRowe, Perry Burnett, Jason Fertig, Rob Millard-Mendez, Brandon Field, Rex Strange

Visitors present: Ron Rochon and Shelly Blunt (Provost's Office), Gabi Wy (Shield), Amy Chan-Hilton (CETL), Ben Luttrull (News and Information Services), Rich Bennett (Economic Benefits), Stephanie Walden-Schwake (Admin. Senate), MT Hallock Morris (Core Director), Matt Hanka and Kevin Valadares (Strategic Plan Committee)

Called to Order, 2:08pm

- Motion to approve minutes; a discussion ensued about regarding what was recorded about the calendar committee, wording amenable to all was decided upon.
 - Unanimously approved with 1 abstention.
- Chair's Report:
 - President's council:
 - Brought the Assessment of Auxiliary Units recommendation. President Bennett thought that the formulation of a teaching mission by every unit would be burdensome because we are not solely a teaching institution; even the responsibilities of the USI faculty is not exclusively teaching.
 - In response to the idea of a mechanism to provide feedback, Kat Draughon brought up the Bright Idea mailbox.
 - There are overlap between these recommendations and the Strategic Plan, so some of this recommendation may be made moot once the plan is completed.
 - College elections: all the four colleges have different methods of elections
 - The University Handbook says that all the elections are to be completed by April 1st. (This was to allow for the nomination of people who had run in the College elections and not been elected to the at-large elections by the all-faculty Faculty Senate meeting in April.) For next year, we should encourage the Colleges to follow this schedule.
 - Faculty Affairs Committee: there is currently only one member per college on this committee; two of the colleges were under the impression that they were electing two people to this committee.

- The Faculty Handbook does not list the *Ex Officio* members of the University Committees; in the past they have. This should be fixed in the executive meetings over the summer.
 - In the past, the Librarians have been left off of the voting lists for the At-Large elections, Rex will ensure that they are included this year.
- Executive Committee of Faculty Senate (summer session) are suggested to meet the last Wednesday of the month at 10am: 25 May 2016, 29 June 2016, 27 July 2016. One member from each College should be a part of the Executive, including the chair-elect and the out-going chair.
- Dr. Rochon report:
 - Attended the Pott College meeting to go over the process of the Dean Search. No concerns or questions were expressed. The goal is to have a Dean selected by the Spring Faculty Meeting of 2017. Search committee will start April 22; he will present the committee with a charge. He asks all of us to utilize our professional networks to encourage people to apply to the position.
 - Promotion and Tenure discussion continues. Dr. Chan-Hilton has met with the deans, will be presenting portfolio review guidelines and recommendations to the Department Chairs at their fall retreat. Department Chairs and Deans will move the process forward and bring the results to the Faculty Senate next year. As we interact with non-tenured colleagues, please be informative of the process to assuage concerns and fears.
 - He has had a Faculty Fellow, Staff Fellow, and/or Student Affairs Fellow working in his office for the last few years. They have been helpful in developing multiple projects during this time. He wants to have a Faculty Fellow next year, the call for application will come out next week.
 - Thanks to everybody. Thanks to Rex for his leadership this year. Please encourage other colleagues to become Senators.
- Stephanie Walden-Schwenke: Administrative Senate is discussing the policy in the handbook that forbids employees from outside employment; there is already a policy in place about conflict of interest, there is already a policy forbidding use of University property for personal work, so this policy seems to be redundant.
 - Dr. Rochon recommends that we clarify terms with HR.
- Strategic Plan update: Kevin Valadares and Matt Hanka

- In January, the University community was engaged at the Spring Faculty meeting, and other times as well through the semester. In March, the Board of Trustees approved the three goals of the plan: Excellence in Learning; Access and Opportunity by Design; Purposeful and Sustainable Growth.
- In the standard planning process, there are heterogeneous planning meetings, where everyone from all over meets and discusses together. The present phase of the plan development is to have a discussion *within* the individual units/departments on these goals, to see what it means for each unit. This starts with a short video of Kevin and Matt explaining the process, and examples of the goals of the plan. The units will then provide feedback to the Strategic Planning committee, and their committee will put the pieces together. The units should also be developing their own plans in conjunction to the overall strategic plan.
- Strategic threads: Inclusion, Intentionality, Interdisciplinarity [sic]. These three things will be interwoven throughout the plan.
- The final plan will be presented at the Fall 2016 meeting.
- Core Council: MT Hallock Morris
 - Lots of work done by lots of different people throughout campus.
 - Eight courses add to the Core this year. Another course has been tentatively approved; waiting syllabus with on requested changes.
 - MT has prepared a flow chart with the process of getting a course approved for the Core; she will post that shortly.
 - Six courses were withdrawn from the Core this year.
 - Formal procedures for withdrawing a course from the Core had not been developed, and this will be developed in the near future.
 - Withdrawing a course from the Core could have serious effects on different programs throughout Campus, and these need to be considered.
 - New procedures in place for applying for Core; dates have been coordinated with the Curriculum changes.
 - Assessment: have overcome lots of difficulties, including TK-20. Schedule for data collection is published. Lots of improvements and developments have been made.
 - Expect to have everything ready to go for assessment before next Fall.

- Question was asked about the structure of the Core: is the Core a living document? Yes, of sorts. It will be reviewed periodically. The discussion then degraded into particular problems of implementation.
- Core director was requested to continue to present each semester to the Faculty Senate, to keep the Senate abreast of what is going on.
- Committee reports:
 - Rich Bennett: Economic Benefits Committee Chair
 - Faculty salary data came out that we are above average compared to our peers this year. Previously, the faculty data came from the AAUP faculty salary data, which had been free of charge. The Chronicle now gets their data from the Dept. of Education; we bought a report of faculty data from an independent source. We should look into being able to purchase that data every year, perhaps with a longer-term subscription, we could get a price break. Dr. Bennett will confer with the Provost's office on that point.
 - Long term care insurance: going to ask HR to look for pricing for this and make a recommendation next year.
 - Supplemental Retirement Account payroll contributions charge: Had been charged asking that the payroll contributions be spread over 12 months instead of 10. However, since summer paycheques are for money that has already been earned, the 10 month period allows for the money earned to be in the investment account earlier. The Economic Benefits Committee recommends that the 10 month period continue.
 - Grievance committee: did not need to meet; no report.
 - Promotion Committee: met and concluded their work. The people who have been recommended for promotion will be invited to the Board of Trustees meeting where their promotion will be voted up.
 - Curriculum committee: over 115 petitions addressed.
 - Faculty and Academic Affairs Committee report submitted. Much of their material has been reported at previous meeting by Peter. Plan to annually update and perfect the methods regarding to the hiring practice charge about faculty compared to administration.
 - There is still a question as to whether there should be one or two members per College; the committee will discuss this question in the fall, and report back to Senate.

- Faculty Awards for Service, Teaching, and Research Committee: Members of the committee are not allowed to apply for the awards, and this requirement should be clearly communicated to all our colleagues who are running for this committee.
- Student Affairs Committee: Submitted their report.
- Rex is going to send a Thank you letter to members of the University Committees to acknowledge their service.
- Committee nominations:
 - Rex has received some names for nominations of the at-large member of Faculty Senate. One nomination was made from the floor.
 - Assessment Committee: Two names were sent to Rex, one more from the floor.
 - Promotions Committee: Two names were given to Rex, one more was made from the floor.
 - University Athletics Council: Austin Anderson is concluding his term, has asked to be re-nominated for another term, and the chair also asked for him to be re-nominated. Motion made, seconded, and unanimously approved.
 - Names for the ballot will be sent by Rex to OPRA, who will send out the votes. In the past, Librarians have been excluded from the voting, so we will remind OPRA to be sure to include all the eligible voting faculty in the vote this year.
- Meeting adjourned, 3:50pm.