

USI Faculty Senate

Agenda

Friday, October 6, 2017

2:30 p.m.

UCE 2207

1. Approval of minutes - September 22, 2017
2. Report from the Faculty Senate Chair
3. Report from Provost Rochon
4. New Business
 - Catalogue of Faculty Senate Charge
 - Request for Senate Statement on Faculty Representation on Presidential Search Committee
 - Counseling Center Response Time
 - Long Term Health Care Benefits
 - Concentration Definition
 - Family Leave Benefits
 - Lack of Equitable Pay Among LLC Faculty Sponsors
 - Faculty Senate Review of the Composition of the Promotions Committee
5. Adjournment

CHARGE TO THE FACULTY SENATE

Formal Request for Faculty Senate Action

Name: Chuck Conaway

Date of Submission: 09/19/17

Name of Faculty Senate Representatives:

1. Chuck Conaway
2. Wes Durham
3. Nick LaRowe

Complete the following items and submit this form to either your Faculty Senate representative or the Faculty Senate chair for consideration by the Faculty Senate.

1. **Charge Title: Catalogue of Faculty Senate Charges**

2. **Background:**

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

This is not a claim that is being made about any particular person who has served on the Senate, but is rather an observation based on the Structure of the Senate and the process of its operations.

Primarily because of the constant turnover in faculty members who serve on the Senate and its subcommittees, the Senate occasionally runs the risk of losing sight of or inefficiently following up on its charges. Furthermore, because some charges take more than an academic year or two to proceed through the Senate, some faculty members initiate or work on charges, but then lack easy access to feedback on the continued proceedings and decisions related to the charge.

3. **Action Requested and Desired Result:**

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

In order to improve Faculty Senate efficiency and transparency, I would like to propose that the Senate (specifically, the Faculty Senate Secretary) begin keeping a Catalogue of Faculty Senate Charges. Each charge forwarded to the Senate should be given a Title (as per item number 1 above) as well as a number and a date. Perhaps an Excel spreadsheet would suffice, if it included columns for the number, date, and title of the charge, the action(s) taken by the Senate and its subcommittees, and the action(s) taken by the Administration. In order to help complete this last column, perhaps the Senate Chair should meet with the Provost at the beginning of each semester in order to follow up on any open charges that were forwarded to the Administration in the previous semesters.

If we maintained the Catalogue on a calendar-year basis, rather than an academic year basis, it might help to improve efficiency between academic years. We could begin numbering the charges by year. This charge, for example, could be numbered #2017.01, or we could comb through the minutes of the Fall 2017 semester and start there.

I think the Catalogue of Faculty Senate Charges should be updated and published on the Senate website after each Senate meeting.

4. **Potential Resources:**

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

I've attached a simple version of such a Catalogue of Charges using an Excel spreadsheet.

Items 5-7 to be completed by Senate Chair or Secretary:

5. **Senate Comments:**

6. **Action Taken by the Faculty Senate**

7. **Action taken by Administration:**

CHARGE TO THE USI FACULTY SENATE

Formal Request for USI Faculty Senate Action

Name: Jason Fertig (Optional)

Date of Submission: 10/5/2017

Name of Faculty Senate Representative:

1. Dane Partridge
2. Peter Cashel-Cordo
3. Brett Long

Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.

1. Charge Title:

Request for Senate Statement on Faculty Representation on Presidential Search Committee

2. Background:

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

Faculty Senate recently named three faculty members to serve on the Presidential Search Committee for Dr. Bennett's successor. These three faculty members will represent all of the faculty, however the committee does not consist of any representation from CHNP or the RCoB. While many trust those willing to serve on this committee to represent everyone, this is not in line with faculty representation in other instances at USI.

For example, Faculty Senate consists of equal representation from each college, so does the senate subcommittees. If Senate endorses alternative representation for something is valuable as searching for the next chief executive, why have Senate remain in its current configuration? Why not have a few at-large faculty represent everyone? Furthermore, if you allow a little thinking exercise - would Pott or LA be ok if the committee consisted of on RCoB faculty and the Dean of CNHP, no matter how experienced or wonderful those representatives may be? What if all the representatives were male? People would likely complain. That's getting a bit off topic, I know. I want Senate to be aware of how the current committee representation may be fine in theory, but it really needs a public explanation about the committee make-up.

3. Action Requested and Desired Result:

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

You don't have to fight to change the committee (unless of course you want to). I'm requesting (1) Senate send out a formal statement explaining why certain colleges are "underrepresented" (sorry, couldn't think of a better term) on the search committee and (2) explain how it will ensure that the faculty on the search committee with represent all faculty, not just their respective colleges. Feel free to contact me if you need to. Thanks for your consideration of this charge - Jason.

4. Potential Resources:

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

Items 5-7 are to be completed by Senate Chair or Secretary:

5. Senate Comments:

6. Action Taken by the Faculty Senate:

7. Action Taken by the Administration:

CHARGE TO THE FACULTY SENATE

Formal Request for Faculty Senate Action

Name Scott Anderson – Program Coordinator for Computer Science RCOB (Optional)

Date of Submission: 9/20/2017

Name of Faculty Senate Representatives:

1. Peter Cashel-Cordo
2. Brett Long
3. Dane Partridge

Complete the following items and submit this form to either your Faculty Senate representative or the Faculty Senate chair for consideration by the Faculty Senate.

1. **Charge Title: Counseling Center Response Time**

2. **Background:**

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

A potential issue came to my attention this week. A Computer Science faculty member recommended that a student, that appeared stressed, get assistance from the USI Counseling Center. The student did go make an appointment to speak to a counselor. The appointment is six (6) weeks in the future. The faculty member called the Counseling Center and verified that indeed, they are scheduling six weeks out. The Center mentioned that they are understaffed for the demand.

I find this to be an outrageous amount of time for a distressed student to receive counseling services.

3. **Action Requested and Desired Result:**

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

I believe the Faculty Senate should notify whomever appropriate (maybe the Provost) that the six week response time is unacceptable and, most likely, potentially dangerous to students and faculty members.

4. **Potential Resources:**

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

I can provide the faculty member and student names if I am assured that I am not violating any privacy policies.

Items 5-7 completed by Senate Chair or Secretary:

5. **Senate Comments:**

6. **Action Taken by the Faculty Senate**

7. Action taken by Administration:

CHARGE TO THE FACULTY SENATE

Formal Request for Faculty Senate Action

Name Dr. David Cousert (Optional)

Date of Submission:

Name of Faculty Senate Representatives:

1. Dr. Charles Conway
2. Dr. Wesley Durham
3. Dr. Nicholas Larowe

Complete the following items and submit this form to either your Faculty Senate representative or the Faculty Senate chair for consideration by the Faculty Senate.

1. Charge Title: Long Term Health Care Benefits

2. Background:

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge? For 27 years I have consistently requested the University offer a Long Term Health Care Benefit for employees. I have been Chair of Economic Benefits Committee on more than one occasion, where the Committee has recommended the University explore this benefit option and offer this benefit. I have met with former Directors of Human Resources, and have put this in as a Faculty Senate Charge before. During the years, I have heard a variety of reasons why the nothing has materialized, including: "HR is working on it!", "Other committees are working on it", "Other things are taking precedent", and "We will look at that issue next year". I finally gave up years ago and got long term insurance, but in asking a number of our faculty (I asked in one of the Retirement Session, and only 3 of us out of around 35-40 people indicated they had a policy), most faculty do not have policies.

3. Action Requested and Desired Result:

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

1. Since this benefit has already been recommended by the Economic Benefits Committee on more than one occasion, I would like to see the possibility actively pursued.
2. The cost to the University would be in finding a good policy, and allowing it to be offered with faculty and staff. They would choose to participate, and would individually pay for the policy, unless the University wants to do some match in to the policy payments in order to encourage individuals to participate.

4. Potential Resources:

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary. Companies which carry such policies are willing to talk to HR and Faculty Senate and Committees (Never been asked).

Items 5-7 to be completed by Senate Chair or Secretary:

5. **Senate Comments:**

6. **Action Taken by the Faculty Senate**

7. **Action taken by Administration:**

CHARGE TO THE USI FACULTY SENATE

Formal Request for USI Faculty Senate Action

Name: Todd Schroer (Optional)

Date of Submission: September 22, 2017

Name of Faculty Senate Representative:

1. Nicholas LaRowe
2. Wes Durham
3. Chuck Conaway

Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.

1. Charge Title:

Concentration Definition

2. Background:

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

Currently, no concentrations are printed on transcripts. After talking with Dr. Blunt and Linda Tribble, I found out that for this to occur, the Faculty senate will need to define what a concentration is, after which the Univesity Curriculum Committee could approve the printing of concentrations on transcripts.

3. Action Requested and Desired Result:

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

Define concentration, have the UCC approve this as acceptable for printing on transcripts, and then for this to start asap.

4. Potential Resources:

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

Items 5-7 are to be completed by Senate Chair or Secretary:

5. Senate Comments:

6. Action Taken by the Faculty Senate:

7. Action Taken by the Administration:

CHARGE TO THE USI FACULTY SENATE

Formal Request for USI Faculty Senate Action

Name: Julia Galbus, Ph.D. Chair of English (Optional)

Date of Submission: 9/27/2017

Name of Faculty Senate Representative:

1. Chuck Conaway
2. Wes Durham
3. Nick LaRowe

Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.

1. Charge Title:

Family Leave Benefits

2. Background:

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

I have heard from and/or about two faculty members whose pay was "docked" while they were on maternity leave.

One problem seems to be that instead of actually taking a leave, faculty finish their courses for the semester even while raising new family members.

Another problem is the perception by HR that because they are not physically on campus, they are not doing their entire jobs and therefore, they do not earn full pay.

I think the relevant portion of the faculty handbook might be this: "Intermittent or reduced schedule leave may be permitted with the approval of the Human Resources Department and must be recorded on an hour for hour basis regardless of the employee's status. Please note that this includes salaried employees.

The employee must first use all applicable sick time, compensatory time, and earned vacation, in that order, prior to being placed in a non-pay status. For information regarding the University Parental Leave Policy, please refer to Handbook Section D.13." from D.7.

3. Action Requested and Desired Result:

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

I would like to see the policy clarified in such a way that faculty know in advance exactly what the pay variances are and what options they have. As it plays out in practice, female faculty, often untenured, feel penalized by the system we have in place. Women in other professional settings have also suggested that our university policies may in fact be illegal.

4. Potential Resources:

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

At the time of writing this charge, I do not have permission to share the specific faculty members' information. However, I think the topic is worthy of investigation and clarification.

Items 5-7 are to be completed by Senate Chair or Secretary:

5. Senate Comments:

6. Action Taken by the Faculty Senate:

7. Action Taken by the Administration:

CHARGE TO THE USI FACULTY SENATE

Formal Request for USI Faculty Senate Action

Name: Kenny Purcell (Optional)

Date of Submission: 10/2/17

Name of Faculty Senate Representative:

1. Kenny Purcell
2. Rich Bennett
3. Ron Diersing

Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.

1. Charge Title:

Lack of equitable pay among LLC Faculty Sponsors

2. Background:

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

A colleague has brought it to my attention that LLC sponsors are getting paid different amounts ranging from a stipend to a 3 credit hour release and wanted to make Faculty Senate aware. I have also heard that Dr. Sarah Stevens (Interim Director of Honors and the Living Learning Communities) is currently looking into this.

3. Action Requested and Desired Result:

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

Faculty Senate should investigate this matter and at a minimum be kept informed of Dr. Stevens' findings. Policies should be developed to ensure that pay for the LLC Sponsors is equitable for faculty across all colleges.

4. Potential Resources:

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

Items 5-7 are to be completed by Senate Chair or Secretary:

5. Senate Comments:

6. Action Taken by the Faculty Senate:

7. Action Taken by the Administration:



DATE: October 4, 2017
TO: Peter Whiting
Chair, Faculty Senate
FROM: Ann White *Ann White*
Dean, College of Nursing and Health Professions
RE: Charge to Faculty Senate

I am requesting that Faculty Senate review the composition of the University Promotions Committee. As a part of this review I would ask that the Senate consider the addition of a faculty representative who holds rank in the Clinical Track.

The Clinical Track provides promotion opportunities for faculty in this track. As a part of the Clinical Track promotion process, the faculty portfolio of evidence is reviewed by the university committee. It would seem only appropriate that a Clinical Track representative be a part of this committee.

Thank you for considering this request.