
University of Southern Indiana
FACULTY SENATE MINUTES
Friday, September 7, 2012
ED 3148

PRESENT: Ethel Elkins, Brandon Field, Adrian Gentle, Mary Hallock Morris, Garret Merriam, Marilyn Ostendorf, Paul Parkison (Chair), Daria Sevastianova, Jennifer Williams, and Steven Williams

GUESTS: Ronald Rochon (USI Provost), Shelly Blunt (Interim Assistant Provost), Wesley Durham (Interim Director of Graduate Studies), Tracy Sinn (Assistant Registrar), Debra Clark (Administrative Senate Representative), Jessie Hellmann (News Editor for *The Shield*), James Vaughn.

CALL TO ORDER: The meeting was called to order at 3:02 p.m.

APPROVAL OF MINUTES: The Senate approved the corrected minutes for the meeting held on August 16, 2012.

UPDATE FROM PROVOST: Provost Ronald Rochon gave several updates to the Senate:

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- **Full Professor Task Force:** The Promotion Task Force has held its first meeting. The provost has charged the committee to examine the process for reviewing materials for promotion from associate to full professor. Stephen Spencer (Chair, English Department) will facilitate the group. As the group works on its charge, it will incorporate opportunities (as deemed appropriate) for the deans and for faculty members to provide feedback. The committee will also look at existing materials from similar institutions.
 - **Core Curriculum Implementation Committee:** The provost met with the Core Curriculum Implementation Committee. The committee has been charged with looking at the process for implementing the University's new core curriculum. The committee will work with the deans; there will also be some opportunities for open sessions and feedback from the faculty. Stephen Spencer and Kathy Rodgers (Chair, Mathematics Department) are co-chairs of the committee.
 - **Statewide Meeting of Provosts:** Dr. Rochon recently attended a statewide meeting of provosts. At the meeting, they discussed the checklist from the Indiana Commission of Higher Education's check list of criteria for proposals for new academic programs. He noted that there is some pushback from the CHE on new program proposals; the commissioners are especially interested in effective majors.
 - **Issues with and Potential Changes to the Summer Schedule of Classes:** The provost indicated that the discounted rate for summer tuition (Summer 2012) was not productive in recruiting students and that the university lost nearly \$1 million. His office is now looking at issues such as scheduling (i.e., when courses are offered, how the schedule meets the needs of students). His office has delayed the development of the Summer 2013 schedule while looking for an effective system going forward.

Interim Assistant Provost Shelly Blunt discussed the task force that was put together in May 2012 to examine issues with the summer schedule of classes. The group collected various data (i.e., number of students who graduated in four years that enrolled in summer sessions, feedback from the deans). She noted that the two session system was not working well as enrollments were down. Class cancellations have also doubled under the new schedule. Furthermore, the current system included 70 unique start-stop dates and had problems with overlapping courses. The committee would like to go back to three summer sessions with consistent start-end times and dates. The configuration would be a "4-5-5" because the university only has 14 available weeks during the summer. The schedule is still open for discussion; the Provost's Office plans on holding a couple of open forums before the end of the month and will meet with the Council of Chairs and Program Directors. Shelly Blunt will also meet with the Student Government Association.

Assistant Registrar Tracy Sinn noted the following about the 4-5-5 schedule: the May term is a compressed session; the proposed options include 9 and 10 week sessions; and that Banner would allow us to apply credit hour limits.

The Senate expressed some concern over the sequencing of four credit hour classes. It was noted that if exceptions to the schedule were made, they should not occur during “prime time.”

A Council of Summer Sessions may be established to look at class conflicts across the colleges.

A tentative time frame for creating a new summer schedule was discussed. Colleges will work on revised summer offerings and submit them to Sinn by November 1, 2012. The schedule will hopefully be available to students by December 1, 2012.

- Honorary Degrees: Dr. Rochon noted that the Honorary Degree Committee will soon send a request to the faculty for nominations. The notification will include guidelines for qualified recipients.

REPORT FROM FACULTY SENATE CHAIR: Paul Parkison attended the Board of Trustees meeting on Thursday, September 6. He noted that Daniel Craig, Associate Professor of Music gave a report on the university’s choral tours. During the meeting, the trustees indicated that they may request \$5 million in additional funding to provide parity for USI in relation to other state institutions. Parkison’s understanding is that this funding would be used for new faculty lines.

OLD BUSINESS:

- Governance Structure for Faculty Senate: The Faculty Senate has proposed changing its governance structure to include adding a third representative from each college, keeping two at-large representatives, and rotating leadership. An election needs to be held in Fall 2013. An announcement will go out to the faculty two weeks prior to the vote. In order to change the Senate’s structure, a majority of voting-eligible faculty must vote for the changes. The vote needs to be completed by the end of October so that the issue can be placed on the agenda for the November meeting of the Board of Trustees. Jennifer Williams made a motion that the senate chair should disseminate the necessary information to the faculty; Brandon Field seconded. The motion was unanimously approved.
- Consensual Relations Policy: Parkison noted that the policy needed to include a better definition of “position of power.” The charge will be discussed at a future meeting so that the senators can bring their notes from last year’s discussion of the charge.
- Nepotism Policy: Parkison reported that the Faculty Senate’s recommendations for a nepotism policy will be moving forward to the President’s Council.

NEW BUSINESS: The Senate reviewed the following outstanding and continuing charges:

- Domestic Partner Policy: The economic benefits committee recommended that benefits should not be extended to opposite sex domestic partners. The issue was tabled.
- Equalizing Instructional Days Policy: The faculty affairs committee did not reach consensus on a policy that would have equalized the instructional days between the fall and spring semesters. There is currently a difference of one instructional day. The issue was tabled.
- Midterm Grade Policy: This was a holdover charge from the previous year. It was recommended that midterm grades remain optional.
- Pay Period Policy: Human Resources is open to looking at alternative pay schedules. HR suggested that a beta test could be done with new faculty hires; the pay schedule could be applied to current faculty. It was noted that the economic benefits committee recommended semi-monthly pay periods. Steve Williams motioned that Human Resources and the Provost’s Office should work to beta test semi-monthly pay periods with new faculty hires. Jennifer Williams seconded. The motion was unanimously approved.
- Promotion of Department Chairs: The faculty affairs committee asserted that given the array of college

differences, individual colleges should decide how service by department chairs should be counted in the promotions process. Steve Williams motioned that the promotion criteria for department chairs should be placed on the faculty senate's agenda for discussion with the senate forwarding its recommendation to the appropriate task force. Jennifer Williams seconded. The motion was unanimously approved.

- One Hour Overload Policy: The economic benefits committee recommended that faculty members should be compensated for credit hour increments between 12-14 hours. Mary Hallock Morris made a motion that the senate forward a recommendation to the provost that faculty receive overload compensation for any teaching load of 13 hours or above. Marilyn Ostendorf seconded. The motion was unanimously approved.
- New Faculty First Pay Policy: Steve Williams made a motion that human resources should consider the option of allowing for a full paycheck advance for newly hired faculty members that could be paid back over a full year or a semester, as well as the current option of allowing for a two-week advance. Jennifer Williams seconded. The motion was unanimously approved.
- Overload and Adjunct Contract Revision: The senate will refer this issue to the Council of Chairs and Program Directors.
- Student Summer Course Load Policy: The charge was tabled.

The Faculty Senate took the following actions pertaining to new charges:

- Affiliate Status Policy: The charge was tabled. A request will be made to clarify the charge.
- Summer Advising Policy: The charge was referred to the faculty affairs committee.
- Cost of Living Salary Adjustment: The charge was referred to the economic benefits committee.
- Gender Inequity Study: The charge was referred to the economic benefits committee.
- Open Forum on Promotions: Mary Hallock Morris made a motion for the faculty senate to convene an open forum which would include the provost to discuss promotion from associate to full professor. Steve Williams seconded. The motion was unanimously passed.
- Support for Administrative Senate Abenity Proposal: Debra Clark, chair of the Administrative Senate's economic benefits committee, asked the faculty senate to support its request for the university to provide an employee discount program for nationwide items offered by Abenity. Ethel Elkins made a motion that the faculty senate endorse the administrative senate's Abenity proposal. Marilyn Ostendorf seconded. The motion was unanimously passed.

The faculty senate tabled the following charges until the next senate meeting: Travel Reimbursement Policy Revision; Faculty Conditional Reappointment Policy; Faculty Morale Survey; Faculty Voting Policy; Summer Pay Schedule Policy; Financial Aid Disbursement Policy; Graduate Teaching Load Policy; and Summer Faculty Teaching Load Policy.

MEETING ADJOURNMENT: The faculty senate adjourned at 5:13 p.m.

NEXT MEETING: September 21, 2012 from 3-5 p.m. in the Quiet Room in the Rec.

SUBMITTED BY:
Mary Hallock Morris
Faculty Senate Secretary
September 13, 2012