

Faculty Senate Minutes

Friday, January 25, 2013

University Center 206

PRESENT: Peter Cashel-Cordo, Ethel Elkins, Brandon Field, Adrian Gentle, Mary Hallock Morris, Garret Merriam, Marilyn Ostendorf, Paul Parkison (Chair), Daria Sevastianova, Rex Strange, Jennifer Williams, Kristalyn Shefveland, Frank Ward, Steve Williams; *Ex Officio member*, Shelly Blunt (Interim Assistant Provost).

GUESTS: Charles Hathaway, Co-Chair, USI Assessment Committee; Sheri Mathis, Co-Chair, USI Assessment Committee; Jessica Stallings, *The Shield*; James Vaughn, *The Shield*.

CALL TO ORDER: The meeting was called to order at 3:07 p.m.

APPROVAL OF MINUTES: Steve Williams made a motion to approve the minutes from the November 30, 2012 meeting. Brandon Field seconded. The minutes were approved with three abstentions. Brandon Field made a motion to approve the amended minutes from the January 11, 2013 meeting. Peter Cashel-Cordo seconded. The minutes were approved with one abstention.

REPORT FROM THE FACULTY SENATE CHAIR: As submitted by Paul Parkison, Chair of the Faculty Senate:

The President's Council meetings are held on Tuesday mornings at 9 a.m. The following items were discussed during the last two meetings:

- January 8, 2013 items:
 - Preview of the House Ways and Means Committee Budget hearings
 - Revision to the Budget Hearing Presentation process: Presentations will be organized by categories – 1) Academic Affairs, 2) Student Life, 3) External Relations/Partnerships, 4) Operations, 5) Campus Community, and 6) Technology. Faculty Senate will be making its presentation as part of the “Campus Community” category along with Staff Council and Administrative Senate.
- January 22, 2013 items:
 - Spring Enrollment report was made by Eric Otto. Concerns over moderate declines and a call to increase faculty awareness of our role in advising and as ambassadors for the university.
 - Admission Report was made by Eric Otto. The profile of incoming students indicates higher GPA and standardized test scores (ACT/SAT) again this year. Again, faculty are reminded of their role as ambassadors for USI as prospective and incoming students visit campus.

The nomination of Dr. Michael Dixon to the Indiana Commission for Higher Education Faculty Nominating Committee was forwarded to the President's Office and to the Commission. Dr. Dixon has accepted the nomination.

I extended an invitation to the NUCC Implementation Taskforce to provide an update to the Senate on progress. As their work progresses I think it is essential to keep the information available and the Senate is a good way to communicate with faculty. Three specific items have come to my attention that present potential challenges:

- Changes or modifications to the NUCC Learning Outcomes: do we need to approve any new language?

- Alignment to the State Core
- Consideration and Impact of proposed state legislation on core implementation and structure: (1) Senate Enrolled Bill No. 180; (2) Senate Enrolled Bill No. 182; and (3) Senate Enrolled Bill No. 0408.

I sent a reminder to Dr. Rochon today regarding several issues that both he and the Senate have been asked to address:

- Language for the Faculty Handbook regarding “Faculty Conditional Reappointment”
- The gender equity in salaries charge and the formation and progress of the sub-committee/working group of the Economic Benefits Committee
- Study of the COLA adjustment

These issues are recognized as ongoing. I also requested information related to items mentioned at the November 30, 2012 Senate meeting:

- New budget rubric for the USI budget hearings
- Job description/announcement for the “Special Assistant to the Provost” position.

OLD BUSINESS:

- Consensual Relations Policy: Adrian Gentle forwarded the most recent draft of the recommended language for the consensual relations policy. The main issue with the original draft was the need to clarify the concept of authority. There was some discussion of the penalties and disciplinary action; it was agreed that additional language would be added to the recommended policy. Adrian Gentle made a motion to table the discussion until the next senate meeting; Jennifer Williams seconded. The vote was unanimous. Paul Parkison stated that the senate would have an up and down vote on the issue at the next meeting.
- Promotion of Department Chairs Policy: Adrian Gentle voted to table the discussion until the next senate meeting; Rex Strange seconded. The senate approved the motion with two abstentions.

NEW BUSINESS:

- Indiana Legislative Actions: The senate discussed two bills that have been introduced by the Indiana State Senate: Senate Bill 180, Grading Practices in General Studies, and Senate Bill 182, Common Course Numbering System. The discussion of Bill 180 revolved around: the purpose of the bill; how the information would be used; whether it could be read as an argument against tenure; and if it was a step towards the long-term legislation of college curriculums. Issues of academic freedom were also discussed. The senate noted that the bill was an unfunded mandate. A subgroup of Garret Merriam and Peter Cashel-Cordo was designated to write a formal statement to President Linda Bennett and Cindy Brinker, Vice President for University and Governmental Relations. Paul Parkison asked the senators to forward the bill to their constituents and ask for their feedback. The discussion of Bill 182 focused on whether the numbering system would provide clarification in advising students. The senators expressed some concerns regarding the transferability of associate’s degrees and questioned how the bill would affect the articulation agreements that are already in place. Brandon Field made a motion to ask the Core Implementation Taskforce to draft a response to Bill 182; Peter Cashel-Cordo seconded. The motion was unanimously approved.
- Interim Report of the Assessment Committee: Sherri Mathis and Charles Hathaway, co-chairs of the USI Assessment Committee, presented the committee’s interim report to the senate, which focused on the summary results of the Faculty Morale Survey. Mathis stated that the results showed that faculty members are satisfied with several things such as physical office space, retirement benefits, and

library services. The faculty members were split in their views about teaching load, adequate amounts of release time, sabbatical opportunities, and workloads within the department. The senate noted that it needed to respect the data and be honest about the responses, both positive and negative.

Paul Parkison stated that the raw data will be posted on the Office of Planning, Research and Assessment's website and the Faculty Senate's website so that the faculty members can review the results.

Adrian Gentle made a motion that the Assessment Committee further analyze the data from the survey by making meaningful, statistically significant correlations and by disaggregating the data by college and by rank. Kristalyn Shefveland seconded. The vote was unanimous. Parkison noted that the budget hearings will be held in mid-February, so the senate needs the new data as soon as possible.

- Faculty Senate Budget Hearing Presentation: The senate's budget presentation will be part of the campus community presentation. The senate discussed how it should prioritize its requests. It was stated that the senate should start by using the results of the morale survey, in particular compensation and teaching load concerns, to help make its case. It was also noted that we should collect data on faculty member retention rates and the cost of constantly needed to replace people.

The senators stated that three issues need to be highlighted: salary inversion and compression; the need for additional travel funds to help keep faculty engaged in their scholarship and to help faculty meet their obligations for tenure; and the need to increase the number of sabbaticals funded per year.

- Clarification concerning university representatives and election schedule for at-large and college appointments: Paul Parkison noted that the language pertaining to this issue needs to be clarified. The senate will discuss this at the February 8 meeting.

MEETING ADJOURNMENT: The meeting adjourned at 4:57 p.m.

NEXT MEETING: February 8, 2013 from 3 – 5 p.m. in UC 206.

Submitted:
Mary Hallock Morris
Secretary, Faculty Senate