

Approved January 29, 2004.

INDIANA STATE UNIVERSITY
FACULTY SENATE
 2003-2004
 NOVEMBER 20, MINUTES

Time: 3:15 p.m.
 Place: HMSU, Dede III
 Officers: Chairperson H. Hudson, Vice Chair S. Lamb, Secretary Sr. A. Anderson
 Senators: C. Amlaner, F. Bell, G. Bierly, D. Burger, P. Burkett, K. Byerman, S. Davis, A. DiSalvo, J. Drake, B. Evans, B. Frank, J. Gatrell, D. Gilman, J. Harper, D. Hews, C. Hoffman, N. Hopkins, J. Jakaitis, N. Lawrence, K. Liu, J. Lyman, C. MacDonald, S. Macke, M. Ould-Mey, R. McGiverin, F. Muyumba, B. Phillips, R. Schneirov, V. Sheets, S. Shure, J. Tenerelli, T. Zaher
 Absent: M. Bahr, M. Brennan, J. Finnie, M. Hayden, S. Sharp
 Ex-Officio: Interim Provost Maynard, Vice President Schafer

I. Administrative Report

Provost Maynard reported that:

- 1) the release of money to support the Federal Building renovation and Cherry Street Parking Project achieved another step in the federal approval process;
- 2) the integrated marketing plan is moving ahead rapidly--launching date is targeted as mid to late February;
- 3) the Senate Officers are scheduled to lunch with the Board of Trustees on the Friday of the December Board of Trustees meeting;
- 4) staff awards will be presented at a banquet in two weeks;
- 5) the faculty fellow for the School of Graduate Studies is Christine MacDonald.

II. Chair Report

Chair Hudson:

- 1) stated that the April Senate meeting date has been changed to April 29;
- 2) encouraged faculty to attend interview sessions for the Vice President of Advancement;
- 3) invited Senators to a Valentines Day Mardi Gras ball fundraiser for the Faculty Scholarship the Senate established a few years back—formal invitations will be sent;
- 4) reported that a final letter in the exchange of communications with the Administration following last fall's "Lack of Confidence" vote has been sent—text will be shared with the Senators after the President and Provost have received it;
- 5) informed that the Executive Committee is working with the Provost as he creates committees to quickly address issues related to SCH targets, processes for the regular evaluation of Deans, and the implementation of voluntary electronic submission of the annual Faculty Report of Professional Activities;

6) indicated that a draft of *Handbook* language for the tenure extension concept approved at the last Senate meeting will be forthcoming for Senate consideration.

The Chair then read the following:

I'd like to take a moment aside from our governance agenda to comment on larger issues. As you all know, CANDLES Holocaust Museum was destroyed by arson. We all deplore the intolerance and criminal destruction of an important civic asset. But as educators we also recognize this to be a genuinely teachable moment, for it reminds us and our students that terrorism and hatred are not "over there", that the Holocaust is not simply "back then". The edition of the local paper that reported the burning of CANDLES also reported on racial incidents at a major employer in our community. In the words of a colleague, these incidents remind us that it is not enough to be unprejudiced; we must take action against intolerance when we see it—in the myriad small, everyday ways it manifests itself on campus and in the community. I hope you will take advantage of this swiftly passing teachable moment to impart knowledge to your students, encourage reflection, critical thinking, and civic engagement. The University will be reaching out in formal, public ways to rehabilitate the museum, but in our classes and in our other contacts with students we, as teachers, are uniquely able to foster tolerance and understanding that are the basis for our democratic, pluralistic society. I encourage you to take advantage of this unfortunate opportunity.

III. SGA Report

Megan McManama:

- 1) thanked faculty for their help with the mayoral forum on October 30;
- 2) stated that SGA hopes to implement Freshman 15 in Fall '04;
- 3) reported that SGA is working to fill open seats, particularly CAS representation;
- 4) stated that SGA elections will be held February 24-25.

IV. Fifteen Minute Open Discussion

1) Concerns and suggestions were expressed relevant to the destruction of the CANDLES Holocaust Museum by arson. The University has extended support for reconstruction. On behalf of the United Hebrew Congregation, B. Frank extended thanks to the University for its support.

2) A request was made for consideration by the administration: Given the prospect for minimal salary increases this year, suspend pay-for-performance and give standard increases (as called for in the pay for performance policy when the pool is smaller than the cost of living increment); a four-year model would be followed during the next evaluation window.

Discussion ensued: support for performance evaluation to continue even with a small pool of salary dollars; department by-laws structured for two-year cycle;

dysfunctional structure of present pay-for-performance system; need for a quick decision by the administration.

3) The prognosis for removing the vote of lack of confidence was requested. Chair Hudson responded that last fall's vote itself could not be removed. Faculty are waiting to see results of the initiatives mentioned in her report which could help restore confidence in the administration

4) Concerns about availability of text-book loans for students receiving grants were voiced.

V. Approval of the Minutes

Minutes of the October 23, 2003 meeting were approved. (Sheets, Tenerelli 31-1-3)

VI. Senate Actions

1) University Grievance Policy: approved as revised to be forwarded to the Board of Trustees. (Bell, Frank 34-0-1)

The revised language is designed to accomplish four things:

1. Shorten the length of the process while still allowing adequate time for due process.
2. Create consistency by changing all time designations to "working days" and defining that term.
3. Eliminate a step whereby a grievance sent forward by the Executive Committee for mediation was returned to the Executive Committee if mediation failed. The Committee then decided if the matter warranted a grievance hearing. In the revision both determinations (for mediation and for hearing) are made at the same time.
4. Clarify the roles of the participants and the avenues of communication.

2) Select Committee Nominations: approved. (Liu, Hoffman 33-0-1)

3) Schools to College Proposal: approved. (Hopkins, Hoffman 27-5-3)

Provost Maynard relayed why this model is requested. Concerns expressed included: whether this will have an effect on the stature of the College of Arts and Sciences within the University community; external perceptions; increased number of administrative positions within a new academic structure.

VII. Standing Committee Reports

AAC: Met once; discussed the reorganization of Academic Affairs with Provost Maynard and received updates on subcommittee work relating to the committee charges. Next meeting is December 10.

AEC: Met once; considering funding requests. Next meeting is December 3.

CAAC: Met twice; made a formal recommendation to the UAAC that the new written portion of the SAT be required of incoming students; consulted with D. Langley (Center for Teaching and Learning) regarding alternative quantitative approaches to teaching evaluation); discussed program proposals (action pending additional information).

FAC: Met twice; Senate Chair attended to speak on charges; Select Committee nomination were made. Next meeting is November 21.

FEBC: Met once; discussed health benefits issues.

Grad Council: Met three times; approved several program revisions and the separation of two programs.

SAC: Met once; approved the addition of a writing test (SAT or ACT) to the undergraduate admission requirements. Next meeting is December 3.

URC: Met once; considered eight grant requests. Next meeting is November 24.

The meeting adjourned at 4:31 p.m.