

**INDIANA STATE UNIVERSITY**  
**FACULTY SENATE**  
 2007-2008  
 JANUARY 17, 2008 MINUTES

Time: 3:15 p.m.  
 Place: HMSU, Dede III  
 Officers: Chair V. Sheets, Vice Chair A. Halpern, Secretary Sr. A. Anderson  
 Parliamentarian T. Sawyer  
 Senators: T. Allen, E. Bermudez, K. Bolinger, M. Brennan, J. Buffington, H. Chait, D. Collins,  
 B. Corcoran, N. Corey, J. Fine, S. Ghosh, E. Hampton, P. Hightower, J. Hughes, N. McEntire, M.  
 McLean, M. Miller, G. Minty, S. Phillips, S. Pontius, R. Schneirov, T. Steiger, G. Stuart, K.  
 Wilkinson, J. Wilson, D. Worley, D. Yaw, T. Zaher  
 Absent: S. Allen, S. Brake, E. Brown, S. Davis, P. Jones, G. Zhang  
 Ex-Officio: J. Maynard  
 Visitors: S. Powers

- I. Administrative Report – Provost Maynard
  - a. Official numbers have not been released. Overall, enrollment is up by 229 students over the same time last January. That is an increase of 2.37%.
  - b. Last year the dismissal policy was modified. A GPA of 1.0 or below is cause for dismissal. That resulted in 135 students to be dismissed. There is no need to reallocate resources to respond to this. The admission report for fall 2008 is several hundred above in new freshmen and transfer students.
  - c. Approximately 120 people were at yesterday’s campus retreat to work on the mission and core value statements. The day was interesting. We are close to having a clear vision of where we’re going. The mission statement is in good shape to be presented soon.
- II. Chair Report – V. Sheets  
 Welcome everyone. I’m glad to see everyone back from the holiday (which is rapidly becoming a distant memory). I hope it was pleasant for all.

I don’t have a lot to report. Most of the executive committee action is before us today.

As noted by the Provost, I want to acknowledge the efforts of those who attended yesterday’s retreat related to a new mission statement and core values. This is an important matter. Our mission will drive NCA’s examination of is in two years. I appreciate the efforts of the NCA Mission Committee in establishing an inclusive process and in attending to the campus input in their multiple rewrites.

Also building off the Provost’s statement, I note that initial reports on applications for admissions for next year are very positive, and we are cautiously optimistic. However, even if this only reflects a shift in timing and processing of applications, I would see this as positive as it would suggest that students no longer take admission at ISU for granted. However, the spring data reveal that we still have a retention issue that we must address.

Finally today, I want to encourage the administration’s movement on two other fronts.

1. I am told that the Benefits Review Committee to which Exec recommended members last fall is *finally* to get called to action. We are already months behind, but we must not rush our evaluation. This is a very important matter for both current employees and especially for those who’ve retired recently or who are thinking about retirement. I look forward to hearing that they’ve begun to meet.

2. Like others, I also appreciate the administration's movement toward hosting a discussion of campus sustainability. I know that many look forward to engaging in this conversation.

III. SGA Report - None

IV. New Business

a. Criminal Background Check (CBC) (Worley/Pontius)

- i. The Board of Trustees drove the writing of a CBC Policy. The project began last year. FAC and the Executive Committee made revisions this year.
- ii. Discussions were held over privacy, timeliness in the hiring process, rehabilitation, differences in state laws, returning faculty, the ability to counter incorrect findings, and guest lecturers on campus.
- iii. R. Schneirov proposed removing the 2<sup>nd</sup> paragraph of the policy. The friendly amendment was accepted by S. Pontius and D. Worley. (Chait/Hampton) Some felt the gap created by removal of the paragraph may be problematic. Question called (Hughes) It was clarified that voting in favor deletes the paragraph, opposed leaves the paragraph in the policy. Paragraph deleted (20-12-0)
- iv. Wordsmithing accepted as friendly amendments by S. Pontius and D. Worley. Approved by consensus.
- v. The vendor has indicated that they would include international checks, but there can be no guarantee that a CBC can be 100% accurate.
- vi. R. Schneirov made the following statement for entrance into the minutes:

*The Faculty Affairs Committee, and probably many faculty around this campus, were very concerned about the consequences of a new policy instituting criminal background checks. As I see it, this whole issue is a solution in search of a problem. If it were not for the threat that criminal background checks would be imposed upon us from without, in my mind, and in the Faculty Affairs Committee's mind, this policy would not have been endorsed. In fact, we have had not had a spate of violence on campus, nor have we had violence emanating from the faculty. Faculty are not committing felonies against each other or against the students or others. As a general rule, for those of us who believe in civil liberties, privacy is a right that should be infringed upon only when a clear case can be made that the public good requires it. I don't think that case has been made to the Senate. I am open to hearing it, but the case has not been made by the University or the Board. Nonetheless, because, apparently, a statement was made by a member of the Board of Trustees, not even officially, but off the cuff, we are rushing to pass a policy. I would rather not have this policy. Many seem to believe if we don't have our own policy that one will be imposed upon us from outside. Personally, I think this situation stinks.*

Question called to approve as amended (Anderson) (24-8-0)

- b. Curriculum Proposals – S. Powers invited to speak by consensus. Motion to consider both proposals together (Hampton/Hightower)
  - i. Public Librarian IV Certificate: no additional resources needed, allows for better student tracking, earns a certificate
  - ii. Library Media – Additional License: allows the state to add a library media content area to an existing license. The University does not confer the license. The state issues the license after the university gives notice that the student has met the standard for licensing individuals in this content area.

Question called (Anderson) 32-0-0

V. Old Business – none

VI. SGA Report

The SGA has completely reworked its code. Dr. Sheets will receive a copy in the next couple of days. An election commissioner and an election advisory board has been appointed. Discussion is being held on replacing the SGA president. Long term monetary issues are being worked on. SGA's major projects for the year were completed by December.

VII. Fifteen Minutes Open Discussion

- a. A question was raised regarding Executive Committee minutes #14 from January 8<sup>th</sup>, section III, item c which states: *Compensation increases for this year are expected to be around 4%. The*

*FEBC is working on distribution recommendations.* Response: A subcommittee of FEBC is looking at compensation package and compression issues, and whether compression can be worked into an annual budget rather than catching up during a windfall year. The goal is to keep experienced faculty from leaving because of compression issues. FEBC met with VP Floyd to work on a budget model. Over the last 10 years, ISU has averaged a 2.5% increase in faculty salaries. At the same time, the market value for new professors has risen 5%. We have fallen behind, but have also hired new faculty at a higher pay, sometimes, than 3 or 4 year faculty. Hopefully by the end of the semester recommendations for a new budget model will be prepared. The Executive Committee's hope is to have a budget model that addresses allocation of increases.

- b. Question of clarification: a few years ago the Senate passed a policy that allowed faculty to extend the tenure clock for medical or family reasons. The Dean and the Provost would sign off on the extension to insure that there are no abuses. A faculty member requested 2 years, but was given only 1 year. Is this no longer a right that can be taken. Provost Maynard responded: It is given on a one year at a time basis. At the end of the 1<sup>st</sup> year a 2<sup>nd</sup> year can be requested.
    - i. A request was made for the Executive Committee look at and clearly define the policy.
- VIII. Approval of the Minutes – (Bolinger/Chait) approved as amended 32-0-0
- IX. Committee Reports
- a. AAC – will be meeting tomorrow
  - b. AEC - none
  - c. CAAC – The following were approved: New Minor in Psychology for Social Work Majors, Suspension of the BS/BA degree in Sociology, Revision of the Electronics BS degree, Revision of the Electronics & Computer Technology AS Degree, Revision of the Electronics Technology Minor, Revision of the Computer Aided Design & Drafting Minor, Revision of the Computer Engineering Technology BS Degree, Revision of the Construction Management BS Degree & elimination of the Construction Technology AS Degree, New Automotive Management Technology Minor, New course designations and Summer Honors course for Automotive Engineering Technology, Revision of the Construction Management Minor, Revision of the Human Resource Development BS degree
  - d. FAC – meeting weekly to take care of a long list of charges. Discussion is being held on clarification of qualifications for the Caleb Mills award, and the idea of creating a new classification of Affiliate Faculty.
  - e. FEBC – report given earlier in response to FEBC questions. A request was made for volunteers to help with the compensation work being done.
  - f. GC – has met twice. Work is being done on a transfer credit policy.
  - g. SAC – none
  - h. URC – none

Adjourned 4:40PM