

Approved: 8-0-0 as corrected  
1  
8/25/09

No.

FACULTY SENATE  
EXECUTIVE COMMITTEE  
August 18, 2009, 3:15 p.m.  
HMSU 227

Present: S. Lamb, S.A. Anderson, B. Evans, J. Fine, R. Guell, C. Lunce, C. Hoffman, C. MacDonald,  
V. Sheets

Ex officio: President D. Bradley and Provost J. Maynard

I. Administrative Reports

President D. Bradley:

- a. Optimistic on enrollment. We are up 4% in total enrollment compared to last year and up everywhere except in part time returning graduate student enrollment - possibly due to the economy. This may change, but the residence halls are fuller. I am happy that we got our return rate up. A big problem last year was with the correctional program was down about 100 last fall. The program is now 100 more than in the last several years. We'll know more about enrollment figures in the next couple of weeks.
- b. The strategic plan is moving forward. Our goal is to try to roll out the whole thing around Homecoming week.
- c. In relation to Health Care - D. McKee is addressing last week's concerns at EC August 11 meeting. The proposed plan has the effect of really helping to move us to a fully funded plan. The goal is to get it 100% funded. The plan should help us in terms of on-going increases. Hope we can make real progress in health insurance arena.

J. Maynard:

- a. Welcome back ISU picnic is scheduled for this Thursday, August 20. Everyone (faculty) is invited to attend.
- b. Sunday evening, (August 23) Convocation will take place. Ninety plus faculty are expected to show up.
- c. Candidates for Administration/Director of Correctional program will be interviewing today and tomorrow. Anticipate later in the week someone should be hired. Other open internal and external positions are being posted. External searches by the president will be posted nationally.
- d. New dean of technology, Brad Sims, seems to be well received by College of Technology.
- e. Most of the College of Education has moved over to the new Education building (remodeled University Hall).

II. Chair Report – S. Lamb:

I am honored to be following Virgil as Chair of the Faculty Senate. He has established most positive working relationships with the Board, and with President Bradley, and Provost Maynard.

He is known for his intellect coupled with a practical rational approach to difficult issues. Working cooperatively with the administration, he has advanced the institution as well as faculty issues. He is a hard act to follow. I will rely on him heavily this year. I agreed to serve in this capacity only if he were willing to be Vice Chair.

On August 11, the 2008-09 Executive Committee members, along with Richard Lotspeich, Joe Sanders, (former chair of the Health Benefits Committee) and Mark Green meet with Diann McKee, and Candy Barton in an informational session to hear about the work that they had accomplished revising the retiree Health Benefit Program. Their work seems extremely sound, and will provide retirees a much sounder program and places the University in a much sounder position. The VEBA trust fund has been made more viable by their actions. I have asked Diann and Candy to make a report to the Senate on August 27.

President Bradley had consistently demonstrated respect for shared governance. He has made great efforts to be in attendance at a large number of governance meetings and has paid attention to alternative viewpoints. Given that he demonstrates respect for the concept of shared governance, other administrators are allowed to follow this precedent without repercussion. One such example of the President's attitude was when he called the 2008-09 Ex. Committee together this summer on June 9 to discuss the AAC and Executive Committee position regarding the creation of a Vice Presidential position for Engagement and Experiential Education. To my knowledge, we have rarely, if ever, had a President attempt to receive additional input from the Executive Committee after having received the required input from AAC. Your attitude, President Bradley, is appreciated.

Great efforts have been made to address the salary challenge facing ISU. It is my understanding that substantial raises of about 3% will be given to the University Community in January. This position forced a great reallocation of resources. All academic and non academic units, with few exceptions, are required to function with reduced resources. The University is extremely strapped to the point where it is becoming difficult to function. Academic administrators have extremely few resources to rely on. Adjunct positions have been sliced to the bone. The language of 12 hours, four courses is being used TOO easily without sufficient qualifiers.

The benefits offered to faculty and others by advancing a four percent raise will quickly be lost if we are known as an institution that has a four-course load per semester. I know that, when pressed, the Provost will respond that if a faculty member has an on-going productive research agenda, or another productive venue that is equally important to the ISU mission, that the 12 hour load will not be demanded. But qualifiers are not being advanced as often as they should be.

We will not be able to recruit new faculty or retain productive faculty if the administration does not advance this position without the necessary qualifiers. Right now the Handbook does stipulate 12 hour teaching load with an additional service component. But it also leaves room for the Deans to make exceptions when faculty are called upon to accomplish other tasks. Research and administrative or academic service have always qualified as exceptions when performed in sufficient degree. Certainly, it is up to deans and chairs to advance the legitimate cases (and legitimate cases only) for individual faculty, but it requires the upper administration to be sensitive to these positions.

The last issue I wish to touch upon is the suspension of the Tennis Program at ISU. We have lost wrestling, gymnastics, swimming, and a host of other successful sports programs. The word is that as soon as a program achieves national attention it is dropped. Last year, the ladies' Tennis Program achieved solid recognition in the Missouri Valley Conference. I would like to advance reconsideration of the suspension of the Tennis Program. I am sure this loss was also due to reallocation pressures.

Regardless, despite the economic trials facing the institution, the goodwill generated by the President and by his wife has been wonderful medicine for the institution. They have restored the

community's faith in the University. When I am conversing with local members of the community, they consistently inform me of their positive impression of the President, and the community is pleased to hear of the positive climate on campus. Let us all strive to retain and nurture that climate.

III. **Approval of Minutes of April 21, 2009.** (V. Sheets/A. Anderson 4-1-0.)

**Approval of the Minutes of August 11, 2009.** (A. Anderson/V. Sheets 5-4-0)

C. Hoffman asked if D. McKee will forward names of Frank Bell and Bob Schafer for service on Health Benefits committee. Lamb stated that D. McKee has sent out letters re this and if they are unable to serve (rep retirees) Reed Kidder would be recommended. The president stated that the committee will give us collective ownership of health benefits. He further stated that D. McKee has sent information to retirees already and a public forum will also be held. Many questions will be answered in the process of implementation which will begin in January.

IV. 15 Minute Open Discussion

- a. Sheets stated he appreciated the president's line re Chronicle of Higher Education. The President mentioned that T. Exline ordered the data set last week and a lot more information will become available. A group will be formed to work through details as well as gather any ideas that will help us improve on actual initiatives that can be carried out.
- b. Sheets – new laptops are logging off after 5 minutes requiring having to log in again. He understands it is software issue. R. Guell stated that Ed Kinley can increase log off time to 10 minutes. The president stated that he thinks the laptop shut off time can be relaxed, maybe have more encryption. C. Lunce suggested that maybe it is time for virtual drives and encryption. The problem is more transitory. R. Guell stated this problem is an issue of monumental security.
- c. R. Guell noted that he is the faculty fellow for NCA writing the accreditation document and asked Lamb and Sheets how he should ask questions related to it, but has decided to only ask questions based on generally available information. Referring to the Controllers' Reports he brought up the trajectory of the instructional and non-instructional budgets. President stated that he believes non-instructional side of budget is a lot less than the instructional budget through re-allocation. The president stated that he is dedicated to reducing the University's overhead towards student success. Lamb – administrative programs should be evaluated. J. Maynard – in terms of importance – when monies are reduced re-evaluation comes quickly. The president said that what is most important is the mission vision, values and achievement of our goals. Guell – stated that tuition was raised 30% but monies did not come back into student education. He also mentioned that last year we talked about growth in non-instructional personnel and that a lot more research is needed to get data into better form. Lamb – the issue of non-instructional personnel versus instructional personnel has always been an issue with the Senate.

President – Athletics - also cutting budget by 5%, which necessitates elimination of some sports. We are all at bare limits. Sheets – what about eliminating some sports not doing well – does one sport outweigh another?

The president stated that he would rather talk about what the administration can back. A revived club sports program will be run in recreational sports. I don't believe anyone wants athletics to get more than any other budget. Athletics will have to deal with the budget they have or raise their own funds. All budgets need to be balanced in terms of the overall budget. The president stated that his philosophy re budgets is we should never expect it to go back to where it was. Best we can hope for is 3-4% over the prior budget. We have to find money to pay people. Have to make replacement decisions. For each position that becomes available, VP needs to consult with the president before filling a position.

The president stated that he needs to find \$10 million in next 5 years. We must to keep a balance between academics and all programs.

Steve Lamb asked President Bradley about the present state of the Lilly grant.

The president stated that he submitted a proposal to Lilly in mid July for \$15, \$20, and \$25 million over 7 years. Charles Richardson is taking a personal interest in our program and suggested that we do a very research-oriented study on how we will proceed in the next 5 years. What he is being suggested by Lilly is a bridge grant until this research is accomplished, which will give us another 1 ½ years. J. Maynard stated that we are talking about \$2.3-\$3 million. The president noted that he will have research done by outside, independent people.

V. Old Business

- a. Selection Committee Handbook Language from FAC.  
Approved as corrected (V. Sheets/C. MacDonald, 9-0-0).
- b. Update on Administrative Restructuring. Informational Item. No vote.  
S. Lamb stated that he appreciated the president giving EC input.

VI. New Business

- a. Faculty Standing Committees  
Approved as corrected. (J. Fine/C. MacDonald. 9-0-0).
- b. Administrative Committee Assignments. – All University  
Approved with correction. (A. Anderson/C. MacDonald 9-0-0).
- c. Liaison assignments – Accepted by consensus.
- d. General discussion of role of liaison to standing committees followed.
  - Lamb - Re Standing Committee charges, make sure at onset of the functioning of each faculty standing committee, that the charges and rationale for each charge is well-defined. That is the responsibility of the liaison.
  - Administrative Affairs – B. Evans will be liaison. Faculty and administrative counts need to be included in the set of charges and will be at the next meeting.
  - Arts Endowment – C. Lunce will liaison.
  - CAAC – A. Anderson will be liaison.

- Grad Council – Christine MacDonald will be liaison.
- FEBC – R. Guell will be liaison  
R. Guell – Faculty need to work on the integrity of their work/position or we need to police ourselves. Faculty not keeping class full time is a violation. He included this concern in a charge. It would be nice if enforcement of faculty meeting their class obligation could be enforced. Sheets - need to enforce rule – policy re-enforces rule. J. Maynard - faculty could be in direct violation of Handbook policy. A. Anderson – issue is policing it. J. Maynard – faculty all have obligation to do something. President - chairs/deans have confidence that they are supported when they enforce the rules.
- S. Lamb – The chair of FEBC serves as ex-officio on University Health Benefits committee. The Chair is to give input to FEBC and will take input from FEBC to UHBC.
- President - would like a charge to FEBC to work in support of communication with TIAA. TIAA is not giving the institution what is needed.
- Student Affairs – R. Guell – discussed a charge concerning the 1.0 dismissal policy.
- Lamb – Faculty Senate tabled at its last meeting the tenure revision/extensions policy. S. Lamb and V. Sheets agreed to re-write that motion and bring it back to the Ex. Committee for its input.
- Special Purpose - S. Hoffman strongly suggested that she wants to be replaced as Special Service faculty. She is willing to be a mentor to any individual we select. R. Guell suggested some names: Melissa Benefield, Neil Singleton. S. Hoffman suggested Michele Moran. S. Lamb - need to get S. Hoffman's counsel on this. At the next EC meeting on August 25, members were advised to come up with possible names.
- Selection of Parliamentarian - V. Sheets suggested Blanche Evans.  
Approved: A. Anderson/C. MacDonald. 8-1-0.

Meeting adjourned at 4:45 a.m.