

Approved 8-0-0
EC #14
1/12/10

UNIVERSITY FACULTY SENATE

EXECUTIVE COMMITTEE
December 15, 2009, 3:15 p.m.
HMSU 217

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

V. Sheets.

Guests: President D. Bradley, Kevin Bolinger

I. Administrative Report

President D. Bradley

a. Attended budget committee meeting in Indianapolis.

b. Transfer of Southeast and Central Learning Centers to Ivy Tech. This is going to
take place.

c. Commencement is this Saturday. Hope for good attendance from faculty.

d. Retirement incentive plan – hope we receive a plan quickly from faculty
governance so that we can react to faculty input and take something to the Board of Trustees
meeting on February 18. We are on a short time line. Final details should be done by
April 1. Still have 18 months to go in this biennium. The governor still could make
more cuts. Revenue forecast is not good. There are huge variations in revenue from
month to month and the governor is very determined to leave money in the State
coffers in 2011.

e. D. McKee and I met with ICHE (commission, chair of the board, financial
officers...) They are not sympathetic with higher education in general. They are
looking for consensus among the 7 institutions. If that does not happen, then they
will go pro rata. Some institutions, like Ivy Tech, may make better arguments for
more funding. The Commission is looking at cuts from seven institutions. We're
at \$9 million mark or \$4.5 million per year.

f. The president also stated that \$4 million is needed to be reallocated in next
year's budget. D. McKee is trying to nail these reallocations down. The
president said the reallocation must come from operational or unrestricted
monies.

II. Chair Report

S. Lamb stated he was pleased that the president, provost, and D. McKee sent
the retirement incentive information on quickly to FEBC. He appreciated the
successful work that K. Bolinger and FEBC have done on behalf of all ISU faculty
and staff. He further stated that he continues to ask the president to do all he
can to give our governing bodies time to continue to give input within the tight

time constraints. He is pleased with the president's response. The president has had to deal with a long list of concerns and also has to continue to work within his parameters. However, the process is going extremely well. The president has talked about his need to have the budget plan done quickly. Lamb is pleased that although the president is operating under many constraints, he desires input to the budget plan when it appears.

III. Approval of the minutes of December 8, 2009.

Move to table (R. Guell/V. Sheets. 2-5-2).

Move to Approve (B. Evans/J.Fine) 8-1-0)

IV. 15 Minute Open Discussion

- a. S. Lamb – there is much going on at this institution. A few weeks ago we talked about salaries, financial exigency, and retirement incentives. Senators are concerned and have many questions which they would like the president to address.

The administration will need to address possible involuntary layoffs and other financial concerns if not enough individuals take advantage of the retirement incentives. It is important that faculty members are able to offer input into the University's budgetary plan and it is important that the University administration remain open to input.

- b. President-\$4.5 million in reductions need to come from personnel costs. That is where the bulk of our expenditures are. The president stated that he is not talking about proportional cuts. Some funds may come from elimination of programs, but that process takes a while. These cuts need to come quickly.
- c. Provost stated that the instructional budget will not be involved when the operational budget is reduced to solve the state's budgetary shortfall. The Provost met with the vice presidents Thursday to talk further about cuts. That said, he needs to get everything associated with already- scheduled cuts cleared quickly. There may be layoffs, but any required layoffs should be few. We will be looking for suggestions where we might look for reductions. We are presently carefully examining proposed cuts of items that are of value. This is an unfortunate necessity. He doubts that this money is coming back to us. Fortunately, we may get a significant number of people to take the retirement incentive. Human Resources has been receiving a significant number of requests for details.
- d. Question: When will the incentive plan be concrete? President – would like to have this all framed by the January 21 Faculty Senate meeting or shortly thereafter, and finalized by February 1. The Board of Trustees will meet on February 18.
- e. S. Lamb – K. Bolinger wanted to bring some portions of the incentive package to a vote quickly in FEBC, but Lamb asked him to wait until he could receive input from the December 17 Senate meeting and also hear our concerns at this meeting. FEBC agreed to meet during the holidays to finalize input for plan. S. Lamb thanked Kevin for his leadership.
- f. Some faculty are not members of governance groups but want to give input. S. Lamb – FEBC is their input channel. Right now the Support Staff has merged with EAP. The support staff are supportive of the retirement package, although there are EAP members are positive about the plan and some who are not. Does the full budget plan have to go to the Board in February?

- g. President –I could probably give a report to the Board giving them a broad brush as to where we are with the budget reductions at the next meeting and then provide greater detail at the following meeting. This is a multi-step process. Regarding the retirement incentive: some people may not want to leave. Some adjustments may improve the process. We need a lot of input.
- h. Must a retirement date be declared by April 1, 2009? President Yes, We must know how many are going to retire so that the need for additional cuts can be determined. – He also informed the Executive Committee that D. McKee’s statement needed to indicate *if the need of the institution requires it, a faculty member could be asked to stay an extra semester to achieve the incentive.* That will be necessary in some cases.
- i. Re: adherence to AAUP guidelines – Any termination of programs or tenured/tenure-track faculty requires a thorough and very grueling process. Whatever occurs will be done according to the Handbook and AAUP guidelines.

President answered questions on a variety of topics concerning the budget shortfall:

- Possibility of tuition increase - In-state and out-of-state
- Tenured faculty and programs
- AAUP guidelines and possible violations
- Building closings (due to high costs of utilities)
- Efficient utilization of office and classroom space

- j. S. Lamb – We need to have a list of possible alternative cuts on the table. These initial suggestions need to come forward. I appreciate B. Guell’s efforts. We do have a short time framework, but faculty need assurance that their considerations have been heard.
- k. Faculty will be getting salary analysis results. President: Every employee will be getting a letter related to benchmark study that was done – one’s target salary and present median salary per peer groups. Plan is to proceed with equity adjustments and bring people up to 80% of their peer group level.

V. Standing Committee reports:

- a. AAC no report
- b. AEC no report
- c. CAAC dealing with curriculum proposals.
- d. FAC reviewed charge on guidelines for achieving emeritus status.
- e. FEBC working aggressively on retirement incentive package.
- f. GC no report
- g. SAC have put forward the reaction to the administration’s attempt to alter the dismissal policy.
- h. URC no report

MOVED INTO EXECUTIVE SESSION AT 4:40 p.m.

Came out of executive session and adjourned at 4:55 p.m.