

Approved 7-0-0
EC # 23

UNIVERSITY FACULTY SENATE

EXECUTIVE COMMITTEE

MARCH 16, 2010

Present: S. Lamb, A. Anderson, R. Guell, C. Hoffman, C. MacDonald, D. Richards, V. Sheets

Absent: J. Fine, C. Lunce

Ex officio: President D. Bradley

Guests: L. Kahanov and R. Peters

I. Administrative report (President Bradley)

- a. Successful completion of Arts & Sciences dean search.
- b. Interviewing for Continuing Education position.
- c. Have offer out for director of the African American Cultural Center.
- d. Concerns expressed to the President about how ISU appears not to be valuing research in this budget crises.
- e. T. Ramey will be stepping down as VP for Student Affairs. Considering changes in structure of the unit.

II. Fifteen Minute Open Discussion

- a. President - Distance education programs – costs of delivery are cheaper. Trustees see distance education as a marketable base. ISU programs need to be in the national marketplace. Policies are needed dealing with distance education. Need to remind Board of savings over long run (e.g. in transportation, tuition, and general savings to distance education students.)
- b. President - We are trying to frame budget cuts that will put us in a better position without causing us too much harm.
S. Lamb's response - Let department chairs arrange course loads to satisfy student demand and respect the value of research. There has been a great deal of consistency in recommendations from the Faculty Senate, the department chairs, and AUUP concerning the need to value research while satisfying student demand. We (the Executive Committee) do appreciate the apparent change in tone that has come from the President and the Provost. We also recognize instances when faculty have not maintained a research agenda, and therefore should not continue to have released time for that purpose. Concern has existed about the provost's March 1 memo. Chairs should make the first evaluations. Their knowledge base should be used to satisfy problems in their domains. We

are also hopeful that additional monies will be found to supplement the temporary faculty pool.

President: It is difficult to say much about additional monies because it is difficult to know what our resources will be.

- c. President – Be aware that my support for sabbaticals has not diminished. This sabbatical freeze is temporary. We will support them. It is going to be up to department chairs to help us increase productivity. It is not all about people teaching more courses. And if possible, we will try to find more dollars for adjuncts. State revenues do continue to decrease, but I hope they do not go down much more. Higher ed. and K-12 have been the state's primary focus for cuts. The State does not have much choice. Hope we will not have to do anything dramatic again.

S. Lamb – the long term concern of our faculty is that we must not diminish the importance of the research domain.

President – there is no requirement that everyone teach 12 hours. Deans and Chairs were asked to sit down with their schedules and determine where their problems lie.

Deans and Chairs will be making final decisions.

- d. D. Richards – (Referring to recent Administrative Affairs meeting and discussion of degree-seeking students): Why are some of our students taking courses at community colleges like Ivy Tech and transferring their courses to ISU? Some are taking courses concurrently. President – the rule against co-enrollment is archaic. We have to allow flexibility. Q: Are we competing with Ivy Tech on their terms?

R. Guell – legislatures and policy makers have set up policies that regulate transfer of courses.

S. Lamb – we have to convince students why they should take certain courses here.

R. Guell – our students are not always buying what we are selling. Many students earn credits elsewhere. They do not see any significant reason to enroll here. They are not after an increase in rigor.

President - Example: say 50% of students want to take Economics at Ivy Tech; we should investigate internally what is going on at our institution. 1) It is not always just because their courses are cheaper. Most of our students are full time; Ivy Tech students often are not. 2) Students may not like a particular professor or 3) the time a particular course is offered.

President – Certainly, just because a particular course transfers doesn't mean it is identical to ours.

D. Richards – Can we tell a student they must take our course? Could we deny access to student taking a particular course elsewhere?

President – Generally no, because of "transfer Indiana" and articulation agreements, there is a presumption at the State level that skills are equivalent.

- e. R. Guell – Concerning teaching load- Are you seeking permanent change in type of work faculty are doing?

President – No, absolutely not, but if faculty are not contributing in the scholarly realm, they must contribute somewhere else. (March 1 memo).

R. Guell - There is a concern that teaching 4-4 is something to be instituted campus wide.

President – that is not the case; there is no desire to permanently change the culture of the institution. We don't know the extent of the problem yet.

R. Guell – we don't know problem? Then why were sabbaticals postponed?

President – sabbaticals were postponed since we do not know the extent of the problem yet. Unfortunately, we are still dealing with a lot of uncertainty as to what future demands the state will make.

S. Lamb –The March 1 memo has created a lot of apprehension. Will there be a possible increase in funds for adjuncts? Could we use retirement funds to supplement adjunct funds? Possibly the increase in enrollment could be used to fund adjuncts. My hope is that we may be able to partially solve adjunct funding problems. We need to do everything we can.

President – Again, there is significant uncertainty about next year's budget.

Sabbaticals may again be affected. We need to exercise caution. Many elements are interrelated. Uncertainty is a major concern. Let's see what happens say two months from now. Two months of positive state data would change things. It will not be until at least first week of May, maybe longer, before we get relief from this uncertainty.

- f. D. Richards – It appears that Arts and Sciences is primarily affected by the adjunct problem.

President – not necessarily. It is a campus problem. However, the Provost has a fraction of his budget exclusively for adjuncts. He will make sure money will be moved appropriately from college to college. Regarding "out of discipline" teaching --individuals will not be arbitrarily assigned. Hopefully some will volunteer, but, regardless, we will always need to find out if an instructor is qualified. How were certain cuts made in reference to the recent budget cuts? Collaboration among vice presidents, chairs, and directors took place discussing what were the most reasonable reductions that could be made to achieve reasonable strategic goals. We discussed what were some of the things we could do that would cause the least amount of damage. Basically, we needed to come up with \$5 million.

- g. R. Guell – some individuals suggested that faculty across the board take pay cuts to solve the crises.

President – We had to hunt for long-term solutions. This money will not return. That suggestion would not have been a long term solution.

President – I am talking about \$5 million. We have talked to many employees/staff. I think that we have looked at the problem strategically. Our budget problem is large. We are not in a position to hire people. We have to remember that, from the state's point of view, we are a highly-funded campus. Yet, we are not paying ourselves appropriately. Our pay scale is low. I refuse to look at short-term solutions for long- term problems.

S. Lamb – Over the years, we have spent a great percent of time complaining about the level of our salaries as well as the magnitude of administration/staff numbers and salaries. Pay cuts, unless guaranteed to be temporary, would not be viable. Down sizing may be appropriate, but there has been angst that more of the cuts did not come from upper administration.

R. Guell – (to president) You said you got some buyouts using reserve monies. Why make budget cuts early when you knew about future buyouts?

President - It is important to look at things from a strategic point of view. One concern about the retirement plan is that it is a shotgun solution. We do not determine where the retirements come from. However, it is also a real plan to give us flexibility and a chance to focus on the growth areas. Early retirement addresses longer term issues. It is a different animal from budget cuts.

V. Sheets – faculty retirement – some faculty members signed on to leave a year from now. Human Resources stated that if one leaves early – one gets nothing. Contract will end. Is that correct?

President – Faculty member will get what they contracted for. Other questions will depend upon the individual department. The faculty are well-educated in this regard, but there is no problem in asking me, D. McKee, or the provost questions related to this issue. The severance plan has nothing to do with phased retirement. Phased retirement is a negotiated process, it is not guaranteed.

C. MacDonald – Is a person on phased retirement equivalent to a part time faculty member?

President – There are certain things I have no control over and that is how you are perceived among your peers (e.g. voting in departments or being a member of Senate).

Hoffman noted that only active (not retired) faculty vote or serve on the Senate or committees.

IV. **Approval of the Minutes of March 2, 2010** as corrected R. Guell/C. MacDonald 7-0-0.

V. Athletic Training proposal- Department name change from the Athletic Training Department to the Department of Applied Medicine and Rehabilitation. L. Kahanov presented an overview of the proposal backed by R. Peters and B. Williams.

a. R. Guell – Is the structure similar to some schools of medicine? There is no fixed title of applied medicine at ISU.

b. Three programs are within one dept. New faculty are being incorporated into the department. The name change is necessary to support approved programs.

President – this is just a name change. Programs have already been approved.

MOTION TO APPROVE name change from Athletic Training Department to the Department of Applied Medicine and Rehabilitation. (C. Hoffman/C. MacDonald 7-0-0).

Motion will be brought forward at April 15th full Senate meeting.

c. C. Hoffman expressed concern about the lights at the baseball field at First and Locust Streets. The lights are kept on for no apparent purpose.

Meeting adjourned at 5:35 p.m.