

UNIVERSITY FACULTY SENATE

EXECUTIVE COMMITTEE

MARCH 30, 2010

3:30 p.m. HMSU 227

Present: S. Lamb, A. Anderson, J. Fine (via Web), C. Lunce, C. Hoffman, R. Guell, C. MacDonald,  
D. Richards, V. Sheets.

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

Guests: T. Allen (COT Faculty Council Chair), J. McNabb (COT Associate Dean),  
B. Sims (COT Dean) and R. Peters (CAAC Chair), H. R. Gummadi

- I. Administrative Report (President D. Bradley/ Provost J. Maynard) – None.
- II. Chair report – no report.
- III. **Approval of the Minutes of March 16, 2010** as corrected (C. Hoffman/A. Anderson 7-0-2).
- IV. CAAC Item: **Reorganization of the College of Technology Proposal**
  - B. Sims, Dean of the College of Technology presented overview.
    - a. Noted that schools in UK have departments of environment and when the new structure was voted on here, everyone liked it (called it “Randy’s model”).
    - b. Plans should be in place by next fall (2010) so will start operation in July 2010.
    - c. Will additional resources be needed ? (noting creation of associate dean position.)
      - B. Sims – if resources don’t become available for associate dean, will still want 5 departments.
    - d. What motivated desire for change? R. Peters – proposal driven by faculty members.
    - e. Questions: Will it improve student retention? What are expected improved outcomes? What were the advantages of “built in” environment? Why are three departments too few? B. Sims – setup should attract more students, making us more competitive with Purdue. Students understand “engineering technology” distinction. “Technology,” by itself, is perceived as inferior. The illusion from high school is that “engineering” must be better. ISU does not offer any pure

Engineering degrees. Noted: "Engineering" and "technology" are separate professions (much like medicine and applied medicine).

- f. Concern: Materials do not include analysis of required resources (Form F8).
  - S. Lamb – will you need to hire two more chairs?
  - B. Sims – The positions will be funded by program stipends for internal candidates. We do not expect additional staff, though two additional stipends will be needed for chairs. This will need to be further discussed with the provost. Will COT be taking this out of its internal budget? The provost stated that he will need to discuss funding with deans, but he is supportive of the COT vision and will try to make it work. Is existing FCS Department of Interior Design going to COT? Yes. Plans are underway.
- g. R. Peters - CAAC will need to approve course coding/name changes.
  - Are program costs factored in? R. Peters – Those are not CAAC's role. CAAC looks at program organization and viability and saw a marketing plan that would likely increase enrollment without additional faculty. CAAC looks at those things and how they would help the College move forward. Would Registrar's Office be overloaded with required changes to course prefixes? COT course prefixes have already been changed dramatically to reflect programs, so any additional changes should not be a burden.
- h. Proposed organizational chart shows a director outside of a department for one PhD program. B. Sims – Because online consortium programs have multiple specializations across multiple programs, a director exists outside a department that has multiple specializations. This was implemented 11 years ago only for department structures that need associate deans.

**APPROVED:** (Lunce/MacDonald 7-0-2)

S. Lamb noted that he will get and distribute Form F8 before the proposal goes to the Senate on April 15.

V. SAC items (J. Buffington presented):

- Academic Renewal Policy: Proposed addition to application form – "...or I have subsequently earned a two-year degree at another accredited college or university and maintained a cumulative GPA of 3.0 or higher."
- a. ISU currently requires 5 years between time of last enrollment and re-admission under Academic Renewal. Noted: Returning students usually have matured.
- b. Under present policy, any student can go to a two-year college and, with an adequate GPA there, could apply for academic renewal here. Renewal is not granted, however, unless one semester completed here. Question: Why can't students go to another four-year school? J. Buffington – A student could go to another 4 year school.
- c. Resulting consensus: Two year degree or 60 or more credits (with 3.0 GPA) will be required for a student to qualify for academic renewal. Some minor changes in wording were accepted for clarification.

VI. 15 Minute Open Discussion

- a. President re: medical withdrawal procedure – asked M. Sacopulos (University General Counsel/Secretary) to work with SAC . S. Lamb had forwarded ideas and suggested language. SAC had addressed concerns expressed, but some concerns remained.

S. Lamb suggested that SAC review proposed language changes, and that the Exec. Committee not proceed with this document at this time. There is no rush.

J. Buffington concurred and will consult SAC members.

**MOTION WITHDRAWN (to be resubmitted after SAC responds).**

- b. FEBC – introduction of early retirement packages: Can incentive funding come from reserves?

President: Funding is now coming from budget. We are not using reserves. Reserves were counted on to deal with other budget issues. We will use reserves if we must.

Did something change?

Provost: D . McKee noted that, because of budget uncertainty, we are not planning to use reserves. Plans already implemented were based on worst-case scenarios.

President: Some costs may have been tied to reserves, but we will try to avoid forcing chairs and faculty to live with uncertainty .

Comment: An opportunity to use reserves was mentioned as a way to help finance plans for this year. If reserves were needed to help students, would we use them?

President– Yes.

- c. Question: Are retirement numbers on target or will we need more layoffs?

President: We will know on April 2. If the governor sees additional reduced revenue in May/June, he is likely to require more cuts. How we respond depends on how large those cuts are (if he says he needs another \$5-\$6 million). We cannot answer that question now. At present, we are coping, but are concerned that more may be required. The governor will meet with college presidents on April 26. At the present, however, ISU has accomplished the required reductions and has no budget shortfall.

Question: Can you give us current retirement numbers?

President: As of last Friday: total is 108 faculty + staff.

Provost: Numbers are growing. Usually the professional staff and faculty are the last to commit to retirement.

- d. An EC member distributed a Morton Marcus column from the 3/28 *Tribune Star*: “Education is Goal, not Graduation.” Marcus raises a concern about funding higher education based on graduation rates. What are ISU thoughts on this and what should we be projecting to the Commission and legislators? Is it the

quality of education or the number of graduates which is more important?  
Point was discussed.

- e. A problem with Senate election ballots has been resolved. A faculty member had been unable to access data to confirm that a vote was recorded.
- f. Concern: Social Work move from A & S to NHHS: Reported that adjunct money not going with the program. Report was incorrect. It is true that a grant covers a portion of adjunct funds and Arts & Sciences takes a portion of it. This came as a surprise to Dr. Lugar. What we were told was not accurate.
- g. To Provost – A transfer student was dismissed from Indiana University without possibility of readmission and subsequently admitted to ISU. We did not research the situation. Even if we had known, we are told that ISU Admissions would not have taken it into account. Do we want to be an institution which accepts a student who is dismissed and can never apply for readmission at another school? We have no rule to address such a situation.

S. Lamb – We may be unable to get information about such cases.  
Provost – Would like to look into this case; requested details be provided privately.

S. Lamb – Bigger issue: Can we establish a policy?

Comments: This should be a FAC charge for next year.

S. Lamb – Will appreciate comments on this issue. Requested R. Guell develop a

charge for FAC

- h. Issue: CAAC and Math Department wish to downgrade Math 111 (to Math 099?).

Assertion: This is not college-level material; the course is remedial.

S. Lamb – is there a consensus?

R. Peters – Yes, Math 111 is not college-level algebra.

S. Lamb – Found 111 to be a reasonable course (tutored two children in it) and did not believe it to be remedial. Want to make sure individuals have looked carefully at it. Is surprised the course has been deemed not to be of sufficient quality to give students a proper math background.

R. Guell – Important point is not really about Math 111 but what we do when we have a particular course or program that faculty want to hang onto and the faculty think otherwise.

If the department of Math and Computer Science wants to maintain the course, the University does not have a procedure to take that course away.

S. Lamb – A charge may need to come out of this. We did have extensive program reviews, and the Senate contributed extensively to those rules for the reviews, and the rules were incorporated into the process. Programs were recommended for elimination.

Are there verifiable examples of departments that did not want to let programs go?

S. Lamb – Yes. There were programs that were dropped against the objection of the faculty involved in those programs.

Provost – If (for example) we said an Econ course had to do something specific, what

recourse would faculty have if the program faculty were not accomplishing that?

S. Lamb – We do have supervision of programs. If faculty feel that program viability needs to be monitored, this may be an issue for CAAC.

R. Guell will look for people involved in the program prioritization process and develop language for a proposed charge to be sent to CAAC.

i. Q: Retirement Incentive payoff: If a faculty member contracts to retire on one date but subsequently elects to leave sooner, which amount is paid?

President: The contracted [lesser] amount is paid, though a department chair could request more and individual negotiation is possible.

**[NOTE: Later revision/clarification: Incentive payment will be based on date of actual retirement (larger amount).]**

VII. Standing Committee reports:

- a. FEBC - R. Guell: FEBC is considering faculty evaluations and pay for performance. It is working with two documents, one from the officers of the Executive Committee and one from L. Maule and R. Guell. The Committee met last week to discuss process and is working on blending the documents.
- b. CAAC – A. Anderson: Most of current work is complete.
- c. URC – J. Fine: Completed work for this year. Noted (re: prior discussion) that all adjunct money in the College of Nursing and Health and Human Services comes out of clinical fees.

Meeting adjourned at 4:31 p.m.