

Approved electronically 15-0-10

FS #9

UNIVERSITY FACULTY SENATE

April 15, 2010

3:30 p.m.

Myers College of Technology, Lecture Hall 105

- Present: Present: S. Lamb, A. Anderson, K. Bauserman, J. Buffington, W. Campbell, C. Crowder, R. Dunbar, R. Goldbort, R. Guell, P. Hightower, C. Hoffman, C. Klarner, J. Latimer, M. Lewandowski, C. Lunce, C. MacDonald, C. Montanez, W. Redmond, D. Richards, M. Sample, T. Sawyer, M. Schafer, V. Sheets, S. Shure, L. Tinnerman
- Absent: K. Bolinger, C. Chait, B. Corcoran, L. Cutter, P. Dutta, J. Fine, S. Frey, D. Hantzis, R. Johnson, W. Mitchell, P. Shon, Q. Weng, D. Worley
- Ex officio: President Bradley, Provost Maynard
- Deans: A. Comer, J. Gatrell, T. Sauer, B. Sims, C. Tillery
- Guests: T. Alley, H. R. Grummadi, N. Cobb Lippens, C. Olsen, D. Malooley, B. McLaren, J. McNabb, B. Parrett, R. Peters

- I. Memorial presentations:
 - a. Memoriam for Dean Clois E. Kicklighter read by Dave Malooley
 - b. Memoriam for Dr Gale Christianson read by Chris Olsen
 - c. Memoriam for Evelyn Bell-Myers read by Kathryn Bauserman

MEMORIALS ACCEPTED by acclamation.
- II. Faculty Scholarship Awarded to Student, Brittany Parrett, presented by Jim Buffington
 - a. J. Buffington introduced Brittany Parrett to the Senate as the recipient of the Faculty Senate Scholarship for 2010. Brittany thanked the Senate for the scholarship and stated that it would greatly assist her with her student financial needs.
- III. Administrative report. No reports.
- IV. Chair report – Dr. Steven Lamb:
 - a. I again encourage the administration to do everything possible to acquire adjunct monies for the fall semester. These dollars are extremely necessary.
 - b. I strongly appreciate the fact that the FEBC has advanced the concept that all monies earned by faculty, those during the year as well as those during the summer months, would be subject to the same rules. That is, the summer monies would garner 10% of the CREF contributions in the same manner as monies earned during the year. I know that the president supports this position, and I am extremely pleased. This has been a concern of faculty for many years.
 - c. I do have concerns related to the reorganization of Student Affairs. Frankly, I see the Vice President of Student Affairs having few duties beyond those she already has as Dean of Students. Her other responsibilities are being transferred to other

units. I will compare the new organizational chart with the old organization chart to see if my perception is incorrect.

- IV. Support Staff Council (SSC) Report by R. Torrence
 - a. The Support Staff Scholarship committee has been updating its scholarship applications and hopes to have this available next week. Support staff scholarships will be open to all staff on campus.
 - b. This past year has been very difficult for the entire campus. I would like to thank the Faculty Senate for the continued support they have provided towards support staff.
 - c. New officers for SSC will be in place by the end of June. While I am not sure about my re-election as council member for fall 2010, I would like to personally take this opportunity to thank Chair Steven Lamb for all of his support and guidance.

- V. Student Government Association (SGA) Report by Steven Flowers newly appointed SGA president.
 - a. I would like to thank Dr. Jim Buffington for his leadership role as a liaison between SGA and Faculty Senate. I also would also like to introduce the newly appointed Vice President of the SGA - Jaden Brown.
 - b. Jaden Brown
 - 1) SGA is continuing the success of Sycamore Cinema by showing *The Book of Eli*, Thursday, April 29 at 6:00 p.m. in Dede II.
 - 2) Steven and I have finished hiring our SGA staff. They are ambitious and skilled, and we are looking forward to working with them.
 - 3) Over the summer we will both be on campus, working on revision of our student government documents as well as assigning students to faculty committees. We plan to meet with SGA officials from other universities around the state. We are also working with student organizations to put together a Going Green Campaign.
 - 4) The SGA Meet and Greet will be held April 2 at 6:00 p.m. at the University fountain near HMSU. We invite you all to come out and get to know us better.

- VII. Special Purpose Advocate Report (A. Solesky) – No report.

- VIII. **APPROVAL OF THE MINUTES** of March 18, 2010. (C. Lunce/C. MacDonald) 25-0-0

- IX. 15 Minute Open Discussion
 - a. Student Affairs Reorganization presented by Jim Buffington, SAC Report: Both Administrative Affairs and Student Affairs Committees were invited to provide input to the proposed reorganization of Student Affairs. Most of the discussion was centered around this proposed reorganization during which a number of concerns, issues and questions arose which we bullet pointed and sent to the president. The president then scheduled a special meeting of members of the Student Affairs Committee on April 12. After addressing our concerns and issues, our committee had an electronic vote to support the proposed reorganization, or not, with the understanding that not all of the details have been worked out yet. I think that the majority of the people present at the meeting felt that their primary concerns and issues were answered in a

satisfactory manner. For the record, the vote was 4-1-1-1 (4-in favor, 1 opposed, 1 abstention and 1 not voting.)

AAC also unanimously endorses the reorganization.

- b. S. Lamb (concerns related to Student Affairs Reorganization) requested members to review the chart of the old division of Student Affairs, that which exists right now. The concern generally is that so much is being removed. Financial resources are being removed; staff is being removed...the only thing that is being retained, it appears, are the duties which as Dean of Students, Carmen Tillery, already has. The reorganization chart was reviewed, pointing out:
- Intercollegiate Athletics, those duties will be under the president.
 - Auxiliary services, Director of Residential Life, directed to Jennifer Boothby.
 - Dining Services, as well as *Barnes and Noble* University Book store, directed to D. McKee.
 - Individuals under the Vice President for Students Affairs, (Tom Ramey and David Wright) is going to Jennifer Boothby.
 - Mark Frederick, Assistant to VP of Research and Effectiveness, is going to Ed Kinley.
 - The Executive Asst. to VP of Student Affairs position is going to Jennifer Boothby.
 - Auxiliary Services, Hulman Center: under Nancy Rogers. Hulman Memorial Student Union duties will be divided between Nancy and Bob.
 - Recreational Sports, will stay under C. Tillery.
 - Student Health Center, what is left of it, will stay under C. Tillery, as well as Student Publications.
 - Dean of Students, all duties she has left, will remain under C. Tillery.
- R. Guell: There is one exception to this, Career Center reports to Nancy Rogers.
- Public Safety is going to D. McKee.

S. Lamb: The president has been very forthcoming with all these changes. We were certainly informed. I realize that the president speaks for the welfare of our students. I know that he speaks from his heart. There is no question in my mind that this is of utmost concern to him, but it seems to me that the Dean of Students is, frankly, going to remain the Dean of Students. It seems to me that Student Affairs leadership is being largely transferred. I don't quite understand the rationale. I am just asking the president to examine this again. I do know that both of our governance bodies have looked at this and seem to recommend it.

Further comments:

R. Guell: I worked with most of these professionals in Students Affairs for the 8 years in which I was project manager for the Lilly Grant and First Year Programs Coordinator, so I know almost all of them on a first name basis. Some things to take into consideration in relation to my reluctant support of the president's current proposal are:

- 1) Cathy Baker's retirement happened simultaneously with J. Boothby's becoming V.P. of Student Success. J. Boothby came into the position essentially doing a job and a half. That is, both the job that I had been doing and the job that C.

Baker had been doing. And, as a result of this change, two really good things happened:

- a) With Rex Kendall in control of housing and all its aspects and working under J. Boothby they will be able to integrate academics and housing and to do it in a deeper way than we were ever able to do it when I was in First year programs. An example of this is what is being done with Nursing and Sandison Hall. Having Rex on the Student Affairs side and working hand in hand with Jennifer on the Academic Affairs side creates some real possibilities.
 - b) Most of you who have ever been in contact with Dave Wright know he is highly respected and capable. He will do the old C. Baker job well, thereby enabling J. Boothby to do some of the larger picture stuff.
- 2) The other thing I would simply suggest is that I believe we would be equally, if not more concerned, if at this time of financial trouble we would have to spend \$130,000 - \$150,000 to replace Tom Ramey in the position he held. This reorganization does allow for some cost savings, I believe.

This does not need to be the final step, and I don't think it necessarily would be if in four or five years the financial state of the university is better. It is easier to rebuild what really does belong in Student Affairs, if you have not eliminated the division altogether. Yes C. Tillery's position, given how much of it got farmed out to other people, (one could question the legitimacy of that as a vice presidential unit), but at least it is a placeholder for the possibility to do what a university of this size is able to do, which is to have a strong independent voice of Student Affairs.

S.. Lamb: It is bothersome that most of the funding sources: the Bookstore, Athletics, Auxiliary Services, HMSU, etc. have been removed from Student Affairs.

- c. 10% TIAA/CREF contributions – sent to FEBC – Discussion
- S. Lamb: As you know, there are some of us under the 11/15% contribution plan. Those of us who were hired between 1967 and 1998 received 11% of our base salary up to \$10,800 and 15% thereafter to TIAA contribution. Beginning in 1998 everyone hired got 12% of base salary, and then in 2004 everyone hired thereafter got 10%. Now the proposal is to move everyone to 10% with the difference added to base salary. So the overall level of compensation will remain constant with a higher proportion going to salary. Now, if you want, you can take that higher portion and put it right back into TIAA CREF contribution, but nevertheless, if you place it back under TIAA CREF contribution you'll have to pay social security tax and if you don't place it back under TIAA, you'll still have to pay income tax. I asked Kevin and Bob to prepare a greater explanation of the rationale. They did unanimously support this proposed change.

Robert Guell Statement on CREF:
Colleagues,

The President has asked us to consider a plan that creates one constant 10% CREF contribution rate for all university faculty and EAP staff and does so in a way that replaces any reduced contribution with equal salary. The plan has benefits and costs that must be weighed. Our current plan presents operational and political challenges that may make the University, at this time of economic

difficulty, vulnerable. Though, on balance, our total compensation is much lower than our peers, our compensation mix, relative to our peers is far more heavily weighted toward benefits, specifically deferred compensation, rather than present compensation. This proposal simply allows individual faculty hired under the 11/15 or 12% regimes to move a portion of their CREF compensation toward present compensation. Operationally, it means that we will get the difference as salary and, at our individual discretion, allows us to move it back to CREF.

Thus there are two benefits: one to individuals and one to the institution. The benefit to individuals is that they would now have flexibility to choose whether to take an additional amount of their compensation as salary. The benefit to the institution is that our salary and benefit proportions will align with our peers and will be equal across all classes of employees without regard to hire date. While our compensation will still be lower in absolute terms, the mix will be more closely aligned allowing the President to more effectively argue our specific salary concerns.

There are tax consequences that depend on many variables specific to the individual, so there are costs. The spreadsheet provided in your packet shows that before taxes are considered that the tradeoff is dollar for dollar. After taxes, the tradeoff is not dollar for dollar. Faculty who continue to defer the money into an SRA (an optional saving plan supported by CREF) will see a cost of a few hundred dollars, equal to the social security tax on the new "income" (which the university must also pay). Someone who chooses to keep the funds as part of take-home pay will be most affected, depending on such things as overall income level, other sources of income, support of children etc. (i.e., effective tax bracket).

Under no circumstances can the membership of FEBC be considered pushovers. After close and careful consideration, after pointed and detailed questions of the President and VP McKee and after receiving assurances that the President doesn't consider this a way to claim giving us a salary increase and, more importantly that he is committed to, over time and after careful study, making CREF contributions on all compensation paid to faculty regardless of when that compensation is paid, (i.e. summer) FEBC voted unanimously to recommend this proposal as being in the best interests of the faculty.

President's Comments:

I think Bob made some good points. I want to make sure our benefits package looks like other benefit packages in the state. Purdue did something just like this, but did not give the faculty the right to choose to put back into TIAA. Purdue also had only one pension plan whereas we have three (3) different ones right now. We can now more effectively argue that our salaries are low. The first thing you hear from the political side when we say salaries are low, they will say our benefits are high. So being able to say our benefits are not out of line with others is going to be important.

D. McKee: We have spent an incredible amount of time looking at all our benefits and trying to provide ample benefits for all faculty and staff. Right now we do have three different plans depending upon your date of hire. This does more equalize the fact that all employees are having the same contribution to their

retirement. Also on July 1 the rates for hourly staff will go to 10% mandated by the state so we would have more equality among all faculty and staff.

C. Hoffman: If we transfer money from benefits to base salaries, our salaries are still low overall, and the contribution of 10% of the larger salary (the difference from 15% of the lower salary) is a reduction in compensation. This seems a valid argument to make with state legislators for increasing base salaries.

X. CAAC Action Items.

a. Reorganization of the College of Technology
Assoc. Dean J. McNabb presented overview.

- 1) The new dean had an idea for a new department, the built environment. Our faculty wanted to know how we could tune up our organization. The faculty had a retreat in the fall and from that point on what you see in our organization plan became faculty driven.
- 2) The new built environment proposal revolves around Construction and related areas. Seems like a great idea. The dean did a really good job of explaining that there would not be a lot of resources to do this. Some details have not been worked out yet, but the faculty clearly understands we are not going to have any additional resources to put into this. There will be five chairs and the two additional chairs will receive a stipend in some form. Our dean is negotiating how that will be with the provost.
Questions?
- 3) CAAC's viewpoint. This college reorganized in 2007 from five departments to three departments, and why did they want to move back into five departments? It became very clear to CAAC that this particular move is by the faculty and changes have not been mandated by the new dean. The Built Environment concept is pretty well known to the rest of world, and it brings something new to us for future planning and growth. It will put us in a position where we can actually move forward with new ideas. Several programs have come through with name changes, (e.g. automotive engineering technology, packaging engineering technology...). All of these are starting to add engineering to their titles and curriculum changes go along with that (e.g. Mechanical Technology to Mechanical Engineering Technology (they will undoubtedly have to go through full accreditation again). CAAC looked at all these programs and where they stand in the future. CAAC did ask the hard questions about the F8 (form for new monies) to make sure no one will be negotiating for shared stipends.
These five departments likely will not last 25 years; the College will revisit and evaluate this again. The whole point is that we have a dean on board that is willing to keep the faculty morale high and keep the organization in tune, and it may have to be tweaked as we go along. The number of faculty in each department should be pretty well divided.
 - The dean made it clear that this was to be considered revenue neutral and that he was not promising any new resources for anything. Everyone knew that going in.

MOTION TO APPROVE: Reorganization of the College of Technology.
(R.Guell/W.Campbell)

25-0-0.

- b. Name Change from Athletic Training Department to the Department of Applied Medicine and Rehabilitation.

L. Kahanov presented overview:

Name Change for Athletic Training reflects changes in the department and the College. The name that seemed to be most appropriate and acceptable was Applied Medicine and Rehabilitation. Most similar departments across the country are not located in medical schools but are similar to what we have here.

MOTION TO APPROVE: Name change from Athletic Training Department to the Department of Applied Medicine and Rehabilitation. (C. Lunce/W. Campbell) 25-0-0.

- c. Name Change – Department of Music to School of Music.

N. Cobb Lippens presented an overview of the proposal.

- 1) There is a long history of departments of Music becoming Schools of Music.
- 2) There was no “definition of school” until February 18. Document was revised to make sure that we met the definition of a school, and we have done that.
- 3) How many music majors are there? There are 110 Music Ed majors; there are 35 Music Business majors. There are 21 Music majors in Performing Arts and the rest are associated with Bachelor of Arts degrees.

MOTION TO APPROVE: Name change from Department of Music to School of Music. (V. Sheets/A. Anderson) 23-2-0.

- d. Elimination of English teaching minor. Robert Perrin presented overview.

- The English teaching minor never had enough courses to provide students with a standard license to teach.

MOTION TO APPROVE: Elimination of English Teaching Minor (A. Anderson/C. Hoffman) 25-0-0.

- e. Elimination of the two-year A.S. Degree in Electronics and Computer Technology.

D. Malooley presented an overview.

- The State recommended at the beginning of the year that we consider elimination of our associate degrees. We had only two – one in Aviation Technology and the other in Electronics Technology. The state wants all two- year programs to reside within the Ivy Tech and Vincennes systems. There have been only about 4 majors in our associate programs, so this is not a detriment to the College.

MOTION TO APPROVE: the Elimination of the two year A.S. in Electronics and Computer Technology. (C. Lunce/C. MacDonald) 25-0-0.

- XI. SAC Items – Jim Buffington - Academic Renewal

Five years after dismissal from Indiana State University due to poor academic performance, students can apply for academic renewal; or a student during that period who has earned 60 credit hours from either a two-year school or a four-

year accredited school and has maintained a GPA of 3.0 or higher may reapply. This has been unanimously accepted by SAC and AAC.

MOTION TO APPROVE: Academic Renewal – “or have subsequently earned 60 hrs. with a GPA of 3.0 or higher” should be able to apply for renewal. (M. Schafer/J. Buffington) 25-0-0.

- XII. Student Success Council Item requesting Senate endorsement – overview by B. McLaren - Making Textbooks Cheaper.
- a. Two years ago the president and provost created a council, a broad based group consisting of a variety of people (faculty, students, not all academics) to help students' success. This group became known as the Student Success Council. The council helps students from their first semester through graduation. It studies many issues and the textbook is one of the issues discussed. The issue of making textbooks cheaper has been endorsed by the student members of the Council. Students often do not have enough funds to purchase their books. As a result, we developed a series of recommendations (you have the draft in your package). The recommendations were presented to the Student Government Association (SGA) a few weeks ago. They gave us some suggestions. I understand that J. Boothby spoke to Executive Committee on Tuesday (April 13). These are suggestions made to students and faculty in order to find ways to make textbooks more affordable. And, there are a variety of things (in your package) to review for consideration. I would like to have the Senate's endorsement. We have already received the endorsement of the SGA. We would also like you to help educate your stakeholders on the importance of your endorsement. Thank you.

Comments:

- a. A greater percentage of students every semester seem to be ordering their books online. It would be nice to encourage professors to have their book list made out well in advance of a semester so students can find out what books are required. They can then order them before the beginning of the semester.
- b. We need to also consider our financial obligation with the University's bookstore.
- c. We are a laptop campus. Maybe we could investigate the possibility of e-books because they are much cheaper. That is a very usable idea although e-books are available for only a very limited time and then the book is gone.

MOTION TO ENDORSE. (C. Klarner/C. Lunce) 24-0-1

- XIII. Announcement of new Executive Committee members for 2010-11 Academic Year. An announcement will be sent out later this afternoon regarding newly-elected members of the Faculty Senate. The newly elected members of the Executive Committee are: K. Bolinger, P. Carino, R. Dunbar, R. Guell, C. Hoffman, J. Kuhlman.

- XIV. C. Hoffman expressed appreciation for the work of this year's officers. Senators applauded the officers.

- XV. Standing Committee reports - One report:
- a. Jim Buffington, SAC Chair
SAC met on March 25, April 8, and a special meeting with President Bradley on April 12 to provide input on the proposed reorganization of the Student Affairs Division. SAC has completed its work with all ten charges and has forwarded its recommendations to Exec.

Meeting adjourned: 5:40 p.m.