

FACULTY SENATE  
August 27, 2009 – 3:15 p.m.  
HMSU, Dede III

Present: S. Lamb, A. Anderson, K. Bauserman, K. Bolinger, J. Buffington, W. Campbell, H. Chait, J. Conant, B. Corcoran, C. Crower, L. Cutter, R. Dunbar, P. Dutta, B. Evans, J. Fine, S. Frey, R. Guell, D. Hantzis, P. Hightower, C. Hoffman, C. Klarner, J. Latimer, M. Lewandowski, C. Lunce, C. MacDonald, H. Minniear, W. Mitchell, W. Redmond, D. Richards, M. Sample, M. Schafer, V. Sheets, P. Shon, L. Tinnerman, D. Worley

Absent: R. Johnson, C. Montanez, S. Shure, E. Strigas, Q. Weng

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

Guests: Dean A. Comer, Dean J. Gatrell, Dean T. Sauer  
R. Torrence, SSC; Michael Scott, SGA, T. Nesser, C. Barton, D. McKee

I. Memoriams

- a. Robert Hollar, read by Dr. Tom Nesser, Assoc. Prof., Physical Education  
Approval: Unanimous
- b. Arvin Workman, read by Dr. David Worley, Prof., Communication  
Approval: Unanimous

II. Administrative Report

President D. Bradley:

- a. Events seem to be getting off to a good start – Convocation on Sunday went well. Close to 100 people attended. Everyone (including students) went through the arch. By next Tuesday we should have an update on enrollment figures.
- b. Working on the Strategic Planning documentation. Hope to have a draft of the plan by the end of next week.
- c. Capital projects (remodeling of federal building, science lab, chiller, etc) have been approved by the legislature. The remodeling of the federal building is expected to cost approximately \$20 million; ISU is expected to pay half (\$10 million.)
- d. Re ISU football game tonight -ISU will be playing Quincy (IL) this evening. Hope to get off the record book.
- f. The new Recreation Center is being well used. Hope all will take advantage of membership and get to know our students better.
- g. September 10 will be the opening celebration for the new University Hall. Most students should be out of “the tower” (old College of Ed building) by then and the tower will be locked.
- h. Health recreation program coming out of Human Services.
- i. NCA Report is coming along. First chapter online.
- j. Strategic Plan – hope to begin implementation this fall.

k. Leadership summit is October 23 – will coincide with public phase of the comprehensive campaign.

III. Chair Report – S. Lamb:

It has been a few years since I last sat here before you; those were tenuous times. Since then, Virgil Sheets has served as Chair of the Faculty Senate, and served extremely well. Positive relationships have been established with the President and Provost. All have worked together to advance the health of the institution. Virgil is known for his practical approach in addressing issues. His intellect, coupled with his work ethic and his reliance on basic morality, have advanced the reputation of the Faculty Senate with all stakeholders. Senators, let us give Virgil a round of applause for his last two years of successful efforts.

The president and the provost have responded well to Virgil's leadership. President Bradley has listened carefully to the positions put forward by the standing committees. On June 9, he asked to meet with the Ex. Committee to hear more of the AAC and Ex. Committee objections to the creation of a new Vice President for Engagement and Experiential Learning. He had already received the obligatory report from AAC. This was the first time in many years that a president has shown such respect, through both his attitude and actions, toward shared governance.

Provost Maynard has, throughout his tenure, had a very positive attitude toward shared governance, as those of us who have worked with him closely have been witness to. In years before the arrival of President Bradley he was often frustrated, as were many of us. The stress he endured was unmatched. Now, however, he is able to exercise, as we are, the practice of shared governance without fear of repercussion.

On August 11, the 2008-09 Executive Committee members, along with Richard Lotspeich and Joe Sanders (former chair of the Health Benefits Committee) met with Diann McKee, Candy Barton, and Mark Green in an informational session to hear about the work that they had accomplished revising the retiree Health Benefits Program. Their work seems extremely sound, will provide retirees better coverage, and places the University in a much more fiscally-responsible position. The VEBA trust fund has been made more viable by their actions. Diann and Candy will give a report here today.

The administration is trying to grant a 3% University-wide salary raise, effective in January 2010. This is being attempted when the financial condition of the state cannot support academic institutions in a healthy manner. The president argues, and I think correctly, that if our raises are not competitive the long-run health of the institution suffers. Our ability to recruit and retain good people is diminished.

In order to garner the resources necessary for a 3% raise, reallocations are necessary. Many academic and non-academic units are strapped to the bone. We all are aware of the reduction in the number of adjuncts, for example. We all are aware of the minimum number of faculty searches that will be taking place. I ask the administration to be ever mindful of our primary academic function, and to protect that function when considering reallocations. Decisions must be made that encourage productive faculty and enthusiasm about the institution.

The President has spoken of the need to reallocate (cut) \$10 million from budgets in the next five years in order to continue to protect our academic viability. He and the provost are committed to prioritizing and evaluating non-academic programs in order to

determine reallocation possibilities. The Faculty Senate has, over all the years that I have been here, asked for scrutiny of non-academic programs. We are all aware of the reduction of faculty over the years without a corresponding reduction in non-academic staff. I do hope that we receive periodic reports from the provost and president, as to where these cuts will be.

Despite the economic trials facing the institution, however, the good will generated by the president and his wife have been wonderful medicine for ISU. They have restored the community's faith in the University. When I speak with members of the local community, they invariably speak of their positive impression of the president. Terre Haute leaders are pleased to hear of the positive climate on campus. Let us all strive to retain and nurture that climate.

IV. Support Staff Council report – R. Torrence

I would like to thank Dr. Sheets again for his service as Faculty Senate Chair. It has been great working with him and he is to be commended for the support he has always shown support staff and it was very much appreciated.

The Scholarship Committee has completed the applicant screening process and I am happy to announce that we awarded 10 staff scholarships this year, 2 in the amount of \$530 and 8 in the amount of \$300. The recipients were recognized at our annual retreat this summer.

This summer, with help from Vice President Beacon, we were able to award a Summer Orientation Scholarship to staff members that have a child beginning their college career. We were able to identify 5 staff members that received this Scholarship.

The Council's Executive Committee and 5 EAP staff members have begun the process to create a single Staff Council. We are looking at possible representation and by-law revisions and hope to have a draft by December.

On behalf of the Council, I would like to congratulate Dr. Lamb on his election of Chair. We look forward to working with him throughout the year.

V. SGA report – M. Scott  
Sycamores!

I hope you are as excited as I am to begin the start of a new school year! If you are a returner, I say welcome back. I hope you enjoyed your summer break and are ready to get back to work. If you are new to the Sycamore family, I extend a hearty welcome, and hope you find the start of this new journey exciting!

In the coming days, SGA will revamp the format in which we communicate with you, making it easier to find out news, and submit your own announcements. Please stay tuned.

Several events are occurring soon and I hope you can make it to them:

Sycamores vs. Quincy: Tonight, the ISU Football team takes on Quincy for our first home game of the season! Kickoff is at 6:00pm at Memorial Stadium. Please come

out and support the team in their new season! Shuttle service runs continuously beginning at 5:30pm from 5th & Chestnut outside HMSU. All games are free to students. I hope to see you there!

Rec Fest: If you haven't heard, the Student Rec Center has officially opened! Tomorrow from 4pm - 1am we will celebrate this with 9 hours of fun and games! Rec Fest consists of several workout classes, contests, Bingo, Karaoke, and the first late night Pool Party and cookout! Please come out if you're free tomorrow as it is an event not to be missed! The schedule is available at [indstate.edu/sga](http://indstate.edu/sga)

As always thanks for your time. I look forward to another great year; and remember we're here for you!

- VI. Special Purpose Advocate Report – S. Hoffman  
Last year, 2008 to 2009, there were 54 special purpose (one-year contract) faculty and 267 part-time temporary (semester hires) faculty. That's 321 adjunct faculty members—a significant portion of the teaching force at ISU. Due to budget constraints this year's numbers may be down, but until the October payroll no firm numbers will be available for the current year. At least one department was making last minute appointments over the past weekend. The Correction Education Program as of yesterday still has some uncovered classes.

A new director has been appointed for CEP. The program is growing. There will be 497 students this fall (data as of August 26). Twenty instructors have completed mandatory training. More CEP faculty members than last year have been assigned four course loads which makes them eligible for benefits. That was a major concern last year when teaching loads were cut seemingly with the intent of depriving faculty of benefits.

- VII. Approval of the Minutes of April 30, 2009 as corrected (C. Hoffman/C. MacDonald 22-0-13))
- VIII. Selection of Parliamentarian – V. Sheets/A. Anderson nominated Blanche Evans  
Approval: Unanimous
- IX. Fifteen Minute Open Discussion  
Statement by R. Guell

Colleagues of the Faculty Senate, I am concerned that a management style emerged last year that went largely unnoticed among faculty but was felt in many administrative ranks and I want to bring it to your attention, as I believe it will ultimately affect us all.

In the Faculty Senate Executive Committee meeting of August 18, 2009, President Bradley, in response to a question of mine, noted that he was personally reviewing all personnel openings no matter the level. That statement concerned me so much that I pressed him further-- giving what I thought was a hypothetical example. As it turned out, it was an actual example. I asked "do you mean that if Biology loses its administrative assistant, you are going to decide if they need a replacement?" To which he replied "yes" and to which I replied (pointing at Provost Maynard) "that's barely his job." Now while I appreciate the fact that this President seems to recognize in a way that previous Presidents have not the need to control the growth of non-instructional spending so as to

create a pool for significant faculty raises, I am concerned he is resorting to micromanagement to accomplish this admirable goal.

Let me say that I personally like Dr. Bradley. His forthright answers, however much I disagree with them, are a nice departure from the answers given by his predecessor. Dr. Bradley and I have pleasant conversations whenever we are together and this discussion, during the 15 minute open discussion of the executive committee, was quite civil. Be that as it may, I find this management style-- which I am led to believe is now repeated in many aspects of University affairs-- to be dangerous for the long term prosperity of the University. Complex institutions can be micromanaged for short periods of time and look healthier, but in the long term, administrators and professionals leave. Good candidates for those positions will not accept an administrative or professional position if they believe they will not be allowed to invest their ingenuity into their new position. This becomes very important to me in that the College of Arts and Sciences will soon begin a search for a Dean. Any decent candidate that wishes to be a Dean wishes to have the flexibility to manage the resources of their College without a President asserting authority over every seemingly minor decision. The President's micromanagement of the University will, in the long run, compel us all to work for administrators who do not mind that level of intervention.

The President's attention to this level of minutia comes at a price. What is he not doing? What fundraising calls are not being made? What time is he not spending on the strategic direction of the institution? What time is he not spending at the legislature? A micromanaging President cannot simultaneously be an effective visionary. In the end, the President may have an absolute advantage in these matters. Indeed, his quick ascendancy through administrative ranks suggests he is a master of operational detail. On the other hand if he continues to make decisions for every level of the University he will ultimately condemn us all to future Provosts, Vice Presidents, Deans, Directors, and Chairpersons who cannot make decisions because they have never had to. We will be surrounded by buck passers.

Dr. Bradley disputed the allegation that he is a micromanager and that budget management is a very important particularly during these difficult economic times.

- President – trying to come up with target salary rating for faculty in next two weeks. Looking at compression.
- C. Hoffman requested update on 1.0 rule. J. Maynard stated that he asked R. English to prepare a report on 1.0 students. A report will be forthcoming in the next couple of weeks.
- S. Lamb – expressed concern over \$10 million re-allocation and whether the source is confined to non-academic or academic areas. President stated it was for both. However, payroll for direct instruction was not included in the source for the \$10 million re-allocation. Funds would not be forthcoming from that domain. Non instructional payroll would be part of the source of the re-allocation. S. Lamb expressed appreciation.

#### IX. New Business

- S. Lamb expressed gratitude to all senators for their attendance at the meeting today (first Senate meeting of the year) and how important their individual

support is to the Senate; the meeting was well attended. He announced that J. Conant will be replacing R. Goldbort who is on sabbatical until spring.

- Senate Committee Slates (Standing Committees)

Approved (C. Hoffman/P. Hightower 35-0-0)

- Motion: That future vacancies on standing committees be filled by the Executive Committee without further Senate action. Approved (C. Hoffman/P. Hightower 35-0-0)
- University Administrative Committees  
Approved (M. Schafer/C. Hoffman 35-0-0)
- Selection Committee Handbook Language from FAC, as revised by the Exec. Committee  
Review of documentation.  
Approved (P. Hightower/C. Hoffman 35-0-0)

X. Volunteers for Liaison to represented units requested. Responses:

- a. College of Arts and Sciences, Darlene Hantzis
- b. College of Business, J. Buffington
- c. College of Nursing and Health and Human Performance
- d. College of Education
- e. Library, S. Frey
- f. College of Technology.

XI. Retiree Benefits – Informational Item

D. McKee and C. Barton

- a. Review of program informational package (favorable to the University – it is a reduction from \$103 million to \$76 million in projected liability, or approximately \$27 million).
- b. Plan will be a Medicare supplement plan for both faculty and staff retirees with a large pool of health care providers to choose from. Also covers health care for those travelling abroad, up to \$50,000. It also includes the Delta Dental plan and a two prescription drug plans. This is a win-win situation for all.
- c. R. Guell asked about domestic partners. Post-Retirement benefits will not be available to them.
- d. Question: If NEBCO chooses our insurance, how can we be sure that we are getting a good deal? Response: NEBCO works with our consultants and makes a recommendation – final decision will be up to Indiana State.
- e. Question about benefits in relation to the Obama administration/future changes – what might be expected? C. Barton: Our new retiree coverage will be a Medicare Supplement. Medicare guidelines for those over 65 don't cover the norm. NEBCO would give us a recommendation. Question: If costs increase, how high would increase be? Is there a stop-loss? C. Barton – for a claim there is. D. McKee stated that we can't promise everything will be the same in the future - need to concentrate on program we have now.
- f. B. Corcoran asked about \$27 million in savings to the University - is this entirely our savings? D. McKee – it is the University's savings. Corcoran – is it

because NEBCO is so much better. McKee – we are shifting liability to a third party

- g. H. Chait – do we understand that we are talking about a proposed plan or is this a done deal? McKee – committee report went over the pluses and minuses of the plan, ran the numbers, and made a decision. The plan must be put in action soon so it can go into effect by January 1, 2010. We needed to move quickly. Chait – Will there be an opportunity for people to ask questions? McKee – Yes, there will be four informational meetings on September 21 and September 22. Chait asked why FEBC never heard about the plan? Former chair of FEBC stated that a charge was given to them to give input concerning this plan, but that charge was not accomplished. K. Bolinger chaired a monitor group. Concern expressed that it may be perceived as running around FEBC. H. Chair asked Lamb about his reaction to the level of input that was sought.
- h. Lamb – I am so pleased with the work related to this plan that has been accomplished. We had some great faculty on the previous University Health Benefits committee that were concerned with this issue; such as Frank Bell, Joe Sanders and Veda Gregory. They were a powerful force. They understand all the ramifications, and I am extremely pleased with the work that has been done.
- h. C. Hoffman – you mentioned a newly created Health Benefit's Committee. Response: Our committee will consist of twenty-two members, including two retirees .F. Bell and B. Schafer will be nominated. The first committee meeting will be held next Wednesday. C. Hoffman - their presence would be reassuring.
- i. McKee – the committee will select the retiree representatives . Concern about present coverage on prescription drugs and proposed retiree plan pertaining to 90 day re-orders - A one month supply at a time will triple the co-pay for maintenance medications. We are effectively being forced to go to the 90 day mail-in prescription plan and would lose our long-term relationships with a local pharmacist. Local purchases also make it easier to identify possible drug interactions ; Would this be negotiable? C. Barton – I spoke to our consultants. We are behind the norm in allowing 90 days in retail though we have had a 90 day prescription plan for years. Mail orders won't preclude you from talking to your pharmacist. You might have somewhat of a higher cost for allowing individual to do local retail for maintenance drugs. Same co-pay will apply to mail order. We can see what we can do. C. Hoffman expressed concern about taking money out of local community.

Meeting adjourned at 4:25 p.m. (C. Hoffman/W. Redmond 35-0-0)