

UNIVERSITY FACULTY SENATE
November 19, 2009, 3:15 p.m.
HMSU Dede III

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

Part Time Faculty Advocate: S. Hoffman

Absent: H. Chait, L. Cutter, R. Dunbar, C. Montanez, Q. Weng

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

Guests: Deans: C. Tillery, T. Sauer, D. Sims, R. Williams;
R. Torrence, SSC; M. Huckleby, SGA

- I. Administrative Report -- President D. Bradley:
 - a. Concerns about state revenue and budget: Revenues continue to fall below expectations (down approximately \$300 million). Governor asked state agencies to again trim their budgets. K-12 has been threatened. No action yet regarding higher education but the University will need to continue to monitor the situation. There is reason for concern.
 - b. Have been traveling across Indiana meeting with alumni, prospective students, educators, legislators, and members of the media as part of "March On!" campaign, most recently in Fort Wayne, Elkhart, and South Bend. After Thanksgiving, a trip to northwest Indiana is planned. Trips are serving a good purpose and offer potential for recruiting students.

II. Chair Report (S. Lamb):

Colleagues: I have a couple of items that may be of interest to you. John Conant, from FEBC, presented the results of the survey of the faculty concerning compensation issues to the Executive Committee. Basically, that survey indicated, in a number of ways, that faculty were concerned with issues other than maximizing adjustments to salary. There seems to be an understanding that the University is dealing with a finite pie. Faculty are concerned about quality of life issues such as health benefits, travel monies, and the ability to add faculty to their disciplines when needed. The basic message to the administration in this survey was not to strap all academic

resources affecting the quality of the instructional environment by placing every available dollar into maximizing raises. I would like John to comment on this survey during the fifteen minute open discussion.

The administration is proceeding with a faculty compensation package. Next year, not this year, the administration desires to use a three-tier approach, and 80% to 90% of us will fall in the middle tier and receive the same percentage adjustment. That tier will be reserved for those who are judged to be meeting expectations. This will be a very broad range. The other two tiers are reserved for those who are judged to be excellent and those who are judged to be consistently problematic. And, thank goodness, we will be allowed to submit a maximum of only three pages to our departmental committees. The above framework contains the parameters desired by President Bradley.

Nevertheless, The President feels that we do not have a sufficient time frame to accomplish this three-tier system by February 1, 2010, the date by which the funds should be dispersed this year, although that was being considered at one point in time. So, this go-around, our raises will be across the board. Departments will not have to alter their existing compensation processes to adapt to a three-tier approach within a very short time frame.

The President did ask the officers about a week ago to draft a plan to be used next year which would make the three-tier approach operational as well as palatable as possible to the faculty. Some tweaking of departmental policies will have to occur. The officers are going to be aggressively working along with Kevin Bolinger, chair of FEBC. Kevin will be gathering input from the members of FEBC. Our goal will be to keep it simple while still encouraging departments to adopt flexibility as one of their standards.

We will have the opportunity to give more than just advisory input. I envision that the officers, working with FEBC and the administration, will be able to create a flow process which will depend extensively upon departmental processes to classify individuals into the three categories. This process will ultimately have to be endorsed by the Senate.

On another note, Jennifer Boothby, Associate VP for Student Success, met with the Executive Committee to discuss the outcome of the attempt to reach out to students who had been academically dismissed due to achieving less than a 1.0 GPA in their first semester. Jennifer summarized this effort as being largely unsuccessful. She felt that efforts could have been more successfully applied to students other than this group. Only four of the 41 students who had been academically dismissed, who were allowed to enroll back in classes for the spring 2009 semester, were around for the fall 2009 semester. It was an experiment.

There continues to be quite a negative reaction to the posting of grade distributions of faculty on the Web. I know that SGA informed us of their plans more than a year ago, but regardless, it is not sitting well with a number of faculty. While I very much oppose this public exposure of the distribution of grades, the Executive Committee has been repeatedly informed that we have no legal basis to stop the practice. I am very fearful that the primary use of these spreadsheets will be to select those instructors who historically give the higher GPA's.

AAC submitted a report to the administration and to the Executive Committee critical of the desire to create a position entitled "Dean of Extended Learning." It appeared that AAC felt the primary limitation to the growth of distance learning was the availability of faculty and faculty resources. The Provost, however, remains convinced that in order to be competitive in Extended Learning we must have available an individual who is responsible for helping to provide the stimulus, direction, and resources for future endeavors. He has also stated that the new position must pay for itself. That is, a sufficient increase in revenue must result to pay for the position. Also, he is adamant in repeating that control will not be taken from individual colleges, but he may certainly speak to this issue.

That concludes my report. Thank you.

III. Support Staff Report:

- a. Sold 789 Spirit Day t-shirts on campus.
- b. EAP staff will be included in Support Staff Council beginning June 1, 2010.

IV. SGA Report by M. Huckleby

- a. We were able to pass through Student Senate revisions that will create a new SGA Supreme Court.
- b. We have begun working with Dr. English and Faculty Senate on a Student Rights and Responsibilities Statement
- c. We will be working with Universities to rethink the disbursement of ISU shirts to students.
- d. We are excited to see the support that we have received from Faculty, Support Staff, and Administrators on the Blue Friday initiative .

V. Special Purpose Advocate Report, Susan Hoffman:

At the first Senate meeting this semester I mentioned some incidents of classroom incivility that had been experienced by special purpose and part-time temporary faculty. Since then I have heard anecdotally of a number of other instances among faculty of all ranks. I approached David Wright in Student Affairs about this concern. He and Kelly Wilkinson from CIRT are planning a workshop designed specifically for adjuncts and teaching assistants to discuss classroom problems. It is scheduled for 3:30 on December 1 in the Library. Another session will be presented in January.

VI. Approval of the Minutes of October 15, 2009. (C. Hoffman/P. Hightower, 34-0-0)

VII. Fifteen Minute Open Discussion

- a. Colleagues should be encouraged to donate to the faculty scholarship. An individual who donates \$200 to the scholarship fund will reduce Indiana taxes by

\$100. A couple donating \$400 will reduce state taxes by \$200. (per J. Buffington)

- b. R. Guell asked one question and made one point on scholarships. The question concerned whether the new guaranteed scholarships were coming from new scholarship resources or were only a reorganization of the existing scholarship money. He then acknowledged that VP Beacon had created transfer scholarships for students who have associate degrees, but went on to point out the lack of scholarships for transfer students who are transferring without degrees. He specifically cited two mid-year transfers who would have been

eligible for significant scholarships had they initially enrolled at ISU but are now currently not eligible for any scholarships. Responding to the latter point, President Bradley did not believe Dr. Guell's assertion was accurate, but would ask VP Beacon. R. Guell interjected that his source was Admissions Director Toomey. Provost Maynard answered the initial question by confirming that VP Beacon had reconfigured existing resources to make the scholarship guarantee.

c. D. Richards congratulated ISU Cross Country teams on their wins

VIII. Graduate Council Action Item:

1) Doctor of Nursing Practice, Dr. Debra Mallory – review of proposal/discussion

APPROVED: C. Hoffman/J. Fine 34-0-0

2) Doctor of Physical Therapy, Dr. Marcia Miller – review of proposal/discussion

APPROVED: P. Hightower/C. Lunce 34-0-0

3) Master of Science in Physician Assistant Studies, Dr. Marcia Miller –review of proposal/discussion.

APPROVED: C. Hoffman/J. Fine 34-0-0.

IX. Standing Committee Reports:

AAC Met Nov. 2. Survey – rep serve Strategic Plan goal 6 will be addressed.

AEC no report

CAAC Approved move of African /African-American Studies to History; discussed definition of

“school”

FAC no report sent

FEBC met this morning and began discussion of incentive/merit pay.

GC no report sent

SAC - Met on November 12, and will meet again December 3. We are on schedule with regard to all charges. SAC unanimously passed a resolution reading, in part: “...the Student Affairs Committee strongly counsels Deans and others in the Administration to abandon attempts at encouraging students to appeal dismissals prompted by this 1.0 dismissal policy.”

URC No report.

Meeting adjourned at 4:00 p.m.