

UNIVERSITY FACULTY SENATE

October 15, 2009, 3:15 p.m.
HMSU – Dede I

Present: S. Lamb, A. Anderson, K. Bauserman, K. Bolinger, W. Campbell, J. Conant, B. Evans,
J. Fine, R. Guell, D. Hantzis, P. Hightower, C. Hoffman, R. Johnson, C. Klarner,
J. Latimer, M. Lewandowski, C. Lunce, W. Mitchell, W. Redmond, D. Richards,
M. Sample,
T. Sawyer, M. Schafer, V. Sheets
Special-Purpose Advocate: S. Hoffman

Absent: J. Buffington, H. Chait, B. Corcoran, C. Crowder, L. Cutter, R. Dunbar, P. Dutta,
S. Frey,
C. MacDonald, Minniear, C. Montanez, P. Shon, E. Strigas, S. Shure, L.
Tinnerman,
Q. Weng, D. Worley

Ex officio: Provost J. Maynard

Deans: A. Comer, J. Gatrell, T. Sauer, C. Tillery, R. Williams

Guests: C. Barton, K. Hall, E. Kinley, M. Sacopulos, M. Scott, S. Walden

I. Memorials
James Lee Guernsey – Prof. Emeritus of Geography – read by Russell Stafford
Ronald E. Elperin – Prof. Emeritus of Economics – read by J. Conant
APPROVED by acclamation

II. Action Items (moved up on agenda)
a. Revisiting the Tenure Extension Policy tabled at previous Senate
meeting.

Policy Regarding Awarding of Tenure (Handbook Sect III-4). A friendly
amendment (revision) added Starting at 3rd paragraph

Current:

Candidates may elect to extend the tenure probationary period for a maximum of two years in the
following circumstances:

They are the primary or co-equal caregiver of a newborn or newly adopted child (one per year per
child).

They are the primary or co-equal caregiver of a seriously ill spouse, partner or other immediate
family member (defined as child, parent, or other family member).

Medical certification from the ill person's health care provider shall be presented within fifteen
calendar days after the extension is requested. Additional medical opinion may be requested at the
university's expense. The candidate shall consult with his/her department chairperson to receive
support of the extension. The decision to extend the tenure period will be reported to the Dean and
the Provost and Vice President for Academic Affairs. Candidates who have elected extensions

carry out their regular full-time responsibilities, and continue to undergo annual evaluations for reappointment through the extended probationary period. In their tenure-year review, candidates who have elected extension are expected to meet only criteria stated in University-approved tenure policies and letters of appointment.

During the probationary period, a candidate for tenure may apply for leave under the Family and Medical Leave Act, or for leave without pay in the event of a birth or adoption, or a family illness (see pp. III-14, IV-16 & 17, and Appendix C). In such cases tenure eligibility will be delayed automatically as specified below.

The language below should replace the sections above (para 3-5) within the Policy Regarding Awarding of Tenure (in Academic Policies; Handbook Section III-4)

Revised:

During the probationary period, a candidate for tenure may apply for leave under the Family and Medical Leave Act, or for leave without pay in the event of a birth or adoption, or a family illness (see Faculty & Academic Policies: Leaves without Pay; Compensation & Benefits: Faculty Leave Policy; and Family Medical Leave Act Guidelines). In such cases tenure eligibility will be delayed automatically (as specified below).

Candidates who qualify for leave under FMLA, even if they do not take a leave, may elect a one-year extension of the tenure probationary period by notification to their Department Chair who will transmit their decision to the Dean and the Provost and Vice-President for Academic Affairs.

Candidates with other extraordinary circumstances (e.g., death of a child, spouse or partner, catastrophic loss due to fire/flood/tornado, etc) may request a one-year extension of their probationary period (Such requests are initiated at the Department Level and reviewed as a normal personnel matter, e.g., Personnel Committee, Department Chair, Dean, Provost & VP Academic Affairs).

A maximum of two, one-year extensions may be taken.

Certification of the qualifying circumstances shall be obtained within fifteen calendar days after the extension is elected or requested.

In consultation with their Chair, candidates who request or elect extensions, who are not taking a leave, shall maintain a workload that demonstrates continued commitment to their faculty responsibilities. Faculty receiving extensions shall continue to undergo annual evaluations for reappointment. Candidates on conditional reappointment must demonstrate progress toward meeting stipulated conditions for continued reappointment during this extended period.

In their tenure-year review, any extensions a candidate may have received are immaterial to the tenure decision. Candidates are expected to meet only the criteria stated in University-approved tenure policies and letters of appointment.

MOTION TO APPROVE REVISION addition of friendly amendment (V. Sheets/C. Hoffman

24-0-0)

Additional Action Items (con't)

b. Approval of the 2010-2011 Academic Year Calendar

c. Approval of the 2011-2012 Academic Year Calendar

APPROVED: Academic Year Calendars Year Calendar 2010-2011

(C. Lunce/M. Schafer 24-0-0) and 2011-2012 (T. Sawyer/M. Schafer 24-0-0)

III. Administrative report
Provost J. Maynard:

- a. President's fall address on Wednesday, October 14 laid out plans for the University's Strategic Plan. About 300 people were in attendance.
- b. A number of events are occurring next week: Board of Trustees will meet on Friday; Leadership summit; alumni board, summary of workshops related to Strategic Plan. The Capital Campaign has reached 55% of its goal of \$85 million. Special announcements will be made on Tuesday and Thursday of next week.
Homecoming events are expected to be large this year. Hope everyone will be able to participate.
- c. Confusion on campus about plans to hire Dean of Extended Learning. A proposal was circulated and shared with AAC end of this week. Attempted to post position on ISU Applicant Tracking system but had to pull the ad from this system due to problems. Also posted in Chronicle of Higher Education and on web site. Waiting for feedback from AAC.

IV. Chair report (S. Lamb):

Senators:

Part of this report is a rehash of my statement made at the fall greetings. I am only good for one fresh speech a week.

We have all been made aware that the President is of the mind that institutional salaries need to be competitive in order for it to remain viable and to be able to attract and retain good people. Resources are needed.

Also, a Strategic Plan has been created. More resources are needed. State governments are giving less and less of their resources to higher education, while Asian and European governments, recognizing the tie between a viable economy and education, are giving more. And, there is a limit as to how much we can charge students for their education.

Regardless, we need to finance our strategic plan, as well as pay raises, and those resources will have to come from resources that are reallocated internally. The president speaks of the need to reallocate \$ 2 million a year for five years.

A huge portion of our resources are tied up in personnel. Freeing up resources translates into having fewer employees. The president has stated that we will not reduce the size of the instructional budget.. While this is gratifying, the institution and its employees must be prepared for downsizing. As I have already commented, a two million dollar reallocation translates into 50 people a year, if their average salary plus fringe benefits is \$ 40 K. Units are being called upon to identify lines that may be eliminated.

I am very pleased that the president wants to accomplish the downsizing as much as possible through the reduction of employees through retirements. When positions are vacated, individuals may be replaced, but they should be replaced via internal transfers. I am certain that if we reduce the number of employees, that additional responsibilities will be assumed by those who are left. Positions will need to be upgraded and be paid higher salaries. Positions should be filled by advertising internally. The frustration that the Institution expresses when an administrative position is created or revitalized and a new administration is brought on board is understandable. An outside hire needs to be rare and most defensible. I hope the president proceeds cautiously with this plan.

The president speaks of the need to accomplish the downsizing in as humane a method as possible. I want to remind all of our administrative leaders that employees need to be apprised early of realities, so that they may plan their futures accordingly.

On another note, the administration and faculty have expressed great frustration over the chaos existing in a few departments. There exist desires to create handbook language dealing with non-functional departments.

I am not in support of such an initiative, but I do understand and empathize with this view. Departments must have a reasonable level of collegiality to function. We do not seem to be dealing with departments that are non-functional. Mahatma Gandhi could not be a successful chair of these departments.

Nor do I want to see non-functional departments create a need to change the definition or function of chairs. I want chairs to remain as faculty, answerable to both faculty and administration. I hope that these non-functioning departments start to realize the burden that they are placing on the University and begin assuming a productive posture in the university system.

S. Lamb expressed appreciation to Dean T. Sauer for his careful reading of the Handbook and adjustment of instructions for selection of membership on a currently-underway departmental chair search..

- V. Support Staff report (K. Hall, Vice Chair of SSC)
- Proceeds from Soup and Sandwich Sale that occurred today. Over 300 attended and \$1,000 was made with over \$180.00 in donations.
 - Update on Staff Council, discussed final draft with current council on 10/14. Holding REP sessions on October 20 & 21 with both EAP and support staff attending.
 - Update on Homecoming, Staff will be walking in parade, have tent in Tent City and will be giving away 150 free tickets to football game.
- VI. SGA Report (M. Scott)
- Please encourage your students to attend Homecoming events, as well as your colleagues
 - The President has given permission for employees to dress "casual" on Fridays for Spirit Day. Please do so and ask students to do the same.
 - Grade distribution database goes hot Monday Oct.19th on the portal.
- VII. Special Purpose report (S. Hoffman, Advocate)
- As had been expected, budget constraints have impacted the special purpose and part-time temporary faculty. This fall there are 46 special purpose faculty, down from 54 last year. Part-time temporary faculty stands at 212, a loss of 55 positions. Overall there are 64 fewer adjuncts this year. There are still 258 teaching, which means a significant amount of instruction, primarily of entry level courses, is handled by special purpose and part-time faculty.
- Those teaching in the Corrections Education Program are concerned about the pending State Student Assistance Commission of Indiana (SSACI) decision on funding. They feel a strong commitment to the program and students, but fear the loss of their jobs should IVY Tech be chosen as a single provider for the state. Anxiety is high among those faculty members.
- VIII. **Approval of the Minutes** of September 17, 2009
Approved (C. Lunce/B. Campbell 24-0-0)
- IX. Informational Item (C. Barton)
- The Employee Health Benefit Committee met and voted unanimously to change third party

administrator of our active employee health plan from Principal to CIGNA. There are no

changes in plan design. The rationale for the change follows:

- a. CIGNA –has a large network of providers. Will take over some of the webpage posting which is a good thing, providing us with facts/features. Will provide us with better discounts – over \$1 million in savings to the University (2010). All ISU employees will be accepted. The only change will be the issuance of new medical cards. The program will go into effect on January 1, 2010.
 - b. ISU will stay with Delta Dental – no anticipated increases in 2010.
 - c. Prescription drug program – no changes in benefits – slight increase in premiums: 6-6.5% for 2010.
 - d. Left over ("run-off") claims – will enter into run-off contract with provider
- MOTION TO APPROVE** and endorse change to CIGNA (K. Bolinger/T. Sawyer 24-0-0)

X. Informational Item – Vice President Melony Sacopulos- General Counsel/Secretary of the University. New structure for the Handbook: same content-new arrangement.

- a. No content change -- only grouping of text in related fields.
- b. Provides structure – fits into framework.
- c. Cross references and definition of text will be provided

XI. Membership changes in Senate Standing Committees
Accepted (24-0-0).

XII. 15 Minute Open Discussion

- a. Distance Education and administrative changes – any thought given to this? There seems to be a surplus of deans. Provost – no, we need to be concerned with skill set and unique skill of new distance education dean. Problems related to dean search – why does this have to be dean position? Provost – never envisioned this dean competing with other deans. All are welcome to weigh in once structure is in place. Deans will not lose control of their faculty. Pressures surfaced when it was clear that ISU needs to do a better job with student learning. AAC is looking forward to receiving comments.. We are going to be faced with many challenges especially funding the Strategic Plan. This position will be funded through fees generated from external learning programs - not out of administrative structure. Faculty can be involved in helping to shape models related to the mission of the University.
- b. Oversight needed - lack of consistency of programs moving from one college to another. Need discussion with executive leadership.
- c. Reminder (C. Lunce) re online Library survey assessment. Please remind faculty/students. Chance to win prizes by filling out survey.
- d. Interest in matter of how Strategic plan will be funded and weighed in – what is being lost by budget cutting in order to create certain programs. What happens when certain programs are eliminated? (e.g. lack of beds in residence halls, but higher tuition cost). Provost – lots of details are involved in the planning – president would like to reallocate \$10 million over next five years. Not all dollars will be obtained through reallocation. Hopefully, we will be growing some of these dollars. Also we need to consider monies we receive or do not receive from the state. There are many concerns that will need to be addressed. Need

to look at what looks different from an ISU perspective over the next five years as we go through the reallocation process. Maybe not well-defined now but process will be open.

XII. Standing Committee Reports:

AAC Met October 12 to discuss the new position of the Dean of Extended Learning with D. McKee and the Student Program with Jennifer Boothby. The AAC representative to the NCA meeting in November was selected. The next two meetings are November 2 and 12 from 12 to 1:30 in the library.

AEC No report.

CAAC Definition of college/school. Subcommittees working on this.

FAC Reviewed charges; report from Kelly Wilkinson; new faculty orientation program; Nursing program course evaluation.

FEBC No report

GC No report.

URC No report.

SAC Will meet on Oct. 22. All charges assigned to subcommittees. Charges addressed – all under control.

URC No report.

Meeting adjourned at 4:39 p.m.