

FACULTY SENATE  
September 17, 2009, 3:15 p.m.  
HMSU Dede III

Present: S. Lamb, A. Anderson, K. Bauserman, K. Bolinger, J. Buffington, W. Campbell, C. Chait,  
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, S. Hoffman, R. Johnson, C. Klarnar, J. Latimer, M. Lewandowski, C. Lunce, C. MacDonald, W. Mitchell, W. Redmond, D. Richards, M. Sample, P. Shon, M. Schafer, V. Sheets, S. Shure, L. Tinnerman

Absent: H. Minniear, C. Montanez, E. Strigas, Q. Weng, D. Worley

Ex Officio: D. Bradley, R. English, J. Maynard

Guests: B. Balch, C. Barton, A. Comer, J. Gatrell, T. Hawkins, E. Kinley, D. McKee, L. Phillips, T. Sauer, M. Scott, C. R. Strafford, R. Torrence, C. Tillery, D. Watkins, R. Williams

I. Memoriams

- a. Dr. Sandford E. Watts, Prof. Emeritus of Music – read by D. David Watkins
  - b. Dr. Eugene V. Smith, Prof. Emeritus in Sociology – read by C. Hoffman
- ACCEPTED** by Acclamation (35-0-0)

II. Administrative Report

President Bradley:

- a. A draft of the Strategic Plan should be available tomorrow. It will be an independent piece rather than draft of full document. The Strategic Plan is expected to be finalized by October.
- b. Going forward with a 3% pay raises – effective January 1 and should be processed in pay envelopes by February 1.
- c. Three weeks attendance report due by the end of business day tomorrow.
- d. Board of Trustees approved constitution for NHHS and Retirement policy.
- e. Home coming events being planned this week. Plans are in place to kick-off public phase of the Capital Campaign as well as the Strategic Plan. Other events planned: Trike Race, parade and Home Coming game.

III. Chair Report

Senators, I was able to attend the ISU Board meeting last Friday, and give the Senate Report. The change in the demeanor of the Board is palatable. They are a collegial set of trustees receptive to faculty input as are the Vice Presidents. I would like to single out Vice President Ed Kinley for his most receptive long run attitude towards faculty governance and faculty in general. He has dealt openly and honestly with all of us. He has sought our opinions out, and been most collegial in dealing with us. He is a solid colleague.

By the way, both Roxanne Torrence of support staff and Michael Scott of SGA made excellent presentations at the Board of Trustees.

There is no question that the Institution faces many an economic challenge. And it is also know that the President feels that it is necessary to keep salaries competitive in order to keep the Institution viable. He is correct. Certainly the 10 million dollars raised through reallocation will be partially used to finance competitive salaries. It does appear

that since such a large portion of our budget does go to pay salaries, that we are talking about downsizing the number of personnel. I think that his concept of reallocating 10 million dollars over a five year span, or approximately 2 million dollars per year is doable. By the way \$2,000,000 divided by an average salary of \$50,000 is 40 people per year. The higher the average salary, the less the number of people.

At the same time, it is extremely significant that the President stated at our last meeting that the source of the reallocation would not be instructional dollars. It is my hope that he believes that the dollar amount of the budget that is allocated to instructional needs should not be diminished.

I understand that some incentives may come forward designed to encourage early retirements among faculty. But it is my understanding that the release of those monies will be used to invigorate viable academic programs. I do strongly encourage Vice President McKee to ensure that the nature of the incentives for retirement are positive rather than punitive. I hope a window with an incentive is created, with a known closure date.

On another note, Provost Maynard, we have a small number of Handbook changes that have passed through the senate, and met with the approval of the administration, but have not been brought to the board, or at least, do not appear in the latest updates to the Handbook. I appreciate, Jack, that you are making efforts to have these items brought to closure as soon as possible. If there is anything that the Executive Committee can do to expedite this process, please let us know.

We have some senators who are on leave this semester, and our unable to attend the meetings. It is also the case that their College has no alternatives. Therefore, it is vital that all of us make every attempt possible to make these monthly meetings. I thank you for attending today.

IV. Support Staff Council (SSC) Report:

The Public Relations Committee has been planning the annual support staff family picnic sponsored by the ISU foundation and the president's office. The picnic will be held on September 21<sup>st</sup> at the Michael Simmons activity center.

We are also joining with the ISU Foundation to help get the word out about the upcoming Capital campaign.

The Scholarship Committee is planning the annual soup and sandwich fundraiser. The fundraiser will be on October 15 in Dede Plaza and I invite all of you to join us this year. I am pleased to announce that SGA will now be giving a report at our monthly council meetings. And I attended my first SGA meeting last week. It is important for the shared governances to work together and we are off to great start this year!

V. Student Government Association (SGA – Michael Scott)

- a. Announced the Spirit Day Friday initiatives
- b. Requested info regarding committee meetings and times
- c. Announced Dean's Panel/Forum for Tuesday Oct. 6th at 7pm in the Library

Events Area.

VI. Special Purpose Advocate Report (S. Hoffman)

I have served as advocate for three and a half years. It is time for a new voice to be heard. The Executive Committee is seeking a replacement. Next month you may see a different face as the advocate. It is my intention, however, to serve as a mentor and advisor to the incoming advocate.

I would like to thank the Senate for its support and concern for the adjunct issues I have brought forward. I would also like to thank Dr. Virgil Sheets publicly for his assistance.

Many times it is a single special purpose or temporary faculty member who comes to the advocate with a problem. Dr. Sheets was always available to help in an expedient and beneficial way for the advocate.

As I conclude as advocate, there are two current issues I would like to draw to the attention of the Senate. Last week there were two incidents when classroom civility became an issue. In both cases there was disruption in the classroom, and the part-time faculty members were upset by the students' behavior. If this kind of behavior is common, we have a problem brewing.

Everyone is concerned about salaries, none more so than the non-tenure track faculty. In June 2004 the Board of Trustees passed a motion to raise all adjunct salaries to \$1000 per credit hour. All special purpose instructors now earn that. With the expected 1.5% raise to come in 2010 (first paid in the February checks), people of Lecturer III rank will cross the \$1000 threshold. Lecturers I and II will still fall well below that earning level. People at Lecturer I rank earn \$735. The small incremental raises when they come do little to fulfill the promise made five years ago. I hope the administration will move to right that deficiency.

VII. **Approval of the Minutes** of August 27, 2009 (C. Hoffman/A. Anderson 35-0-0).

VIII. 15 Minute Open Discussion

a. Statement read by D. Richards re a grievance/procedure

In their April 22, 2009 hearing the University Grievance Committee met to consider a grievance filed by an ISU professor against her department chairperson who was charged with abrogating her academic freedom by denying her rights to conduct her class according to her best professional judgment. Without getting into the details of the case, it is sufficient to note that the five-member University Grievance Committee met for five hours and conducted interviews with the appellant, the respondent, and a variety of witnesses. They also considered a variety of documents relevant to the case including the relevant sections of the University Handbook.

On April 30, 2009 the Committee issued its seven page procedural history, findings, conclusions and recommendations. The salient conclusion of these findings is that the department chairperson did in fact infringe on the academic freedom of the professor. Among the salient recommendations made by the committee include that the professor be permitted to employ her preferred instructional methodology. The Grievance Committee was unanimous in its facts, conclusions and recommendations.

On May 13, 2009 in a one-page Memorandum of Determination sent to the Chair of the Grievance Committee and to the Chair of the Faculty Senate, President Bradley directed that the professor comply with the wishes of the department chairperson. The president's justification for his decision is based on a flawed understanding of the facts. First, it is not the case that the chairperson's position received unanimous support by department faculty. In fact, the two instructors who actually teach the course were not present when the department vote on the matter was taken. Second, it is not the case that the ISU chapter of AAUP issued a statement of support for the position of the department chairperson as suggested by the president. The president lifted a single line from an opinion written by ISU/AAUP that should have been attributed to a staff member of the national office of AAUP. If the president had investigated the issue with due diligence he would have learned that National AAUP President Cary Nelson has

also expressed an opinion on this very matter in favor of the aggrieved faculty member. Finally, contrary to the president's position, it is a debatable assertion that faculty outside the affected department lack authority to rule on this matter. If we believe this assertion then we might as well decide now that the University Grievance Committee should never again hear a case involving an intra-department dispute bearing on the rights of individual faculty to structure their courses according to their own best judgment. We can then ignore any and all possibility that interests other than pedagogical effectiveness and academic integrity may operate at the departmental level.

While the University Handbook reserves the right of presidential review of decisions made by the University Grievance Committee I believe that we have in this case a clear instance of executive over-reach. The Handbook assigns primary authority in matters related to pedagogy and curriculum to faculty and this is obviously such a matter. This case is *nothing* if not concerned with pedagogy, curriculum, and academic freedom. The fact that the president felt free to overturn the duly recognized organs of shared governance in a matter of its primary authority sends the message that the work of such bodies is irrelevant to the functioning of the university. When decisions made by faculty in the area of its primary authority can be summarily overturned by executive fiat, then the only apparent function of the institutions of shared governance is to provide a patina of legitimacy associated with the term "shared governance" as that expression has no effective reach.

- b. Discussion on pedestrian walkways around campus re to safety features particularly related to the new College of Business movement into the Federal Building at 6<sup>th</sup> and Cherry streets.
- c. Question related to report for 1.0 students . R. English will check into status of that report.
- d. Student/parent parking problematic on campus during special events. Some kind of an appeal process is needed. FEBC will review /implement policy/procedures related to this.

- IX. Approval of ISU's Vision statement/discussion: J. Maynard presented.
- a. Caps values of ISU mission statement which Board of Trustee approved last February.
  - b. Reviewed anagram
  - c. Aligns much of our values in what our institution is all about.
  - d. Feedback was previously requested and came forward. Early this month committee recommended it be brought forward to the Senate.
  - e. Vision is a simplistic aspirational statement.
- MOTION TO APPROVE:** (R. Guell/C. Hoffman 35-0-0)

- X. CAAC Items:

1. Department of Earth & Environmental Systems ((EES) - Change in name from Dept of Geography, Geology & Anthropology  
**Approved:** R.Guell/ C. Lunce 25-5-2)
2. Minor in Environmental Sciences in the new EES dept  
**Approved:** (S. Shure/J. Conant 33-1-0)
3. Minor in Geochemistry in the new EES dept (pending approval)  
**Approved:** R. Guell /B. Redmond 33-0-1)
4. Health Science Core Revision-Reduction in Core  
**Approved:** J. Fine/H. Chait (33-0-1)
5. Environmental Health Concentration, new track in Health Science  
**Approved:** J. Fine/H. Chait (33-0-1)
6. Health Administration Concentration, new track in Health Science  
**Approved** (J. Fine/H. Chait 33-0-1)
7. Dept. of Biology Proposal, changing from Provisional Dept. to Dept.  
**Approved:** (H. Chait/B. Campbell 35-0-0)
8. Interdisciplinary Program Proposal, establishing a home for Women's Studies, Liberal Studies, and International Studies Program  
**Approved:** (V. Sheets/S. Lamb 31-3-1)

XI. Phrased Retirement Program (D. McKee) - discussion

XII. Standing Committee Reports

- a. AAC – met last week (Monday) for elections
- b. AEC – met on Monday – no report
- c. CAAC – met first approved Foundational Studies program - curriculum proposals  
–  
via today's Senate meeting
- d. FAC – met just once – no elections yet
- e. FEBC – met twice – discussed retirement question re D. McKee discussion today  
Next meeting will discuss recommendations/compensation/salaries.
- f. GC – met once – organizational meeting to elect officers
- g. SAC – did elections – went over charges for 2009-10.
- h. URC – met for election of new officers

Meeting adjourned 5:40 p.m.