Approved 25-0-0 FS #06

2/23/12

UNIVERSITY FACULTY SENATE

JANUARY 26, 2012

3:30 p.m., HMSU Dede III

Present: S. Lamb, K. Bolinger, S. Buchanan, J. Buffington, J. Conant, N. Corey, C. Fischer,

B. El Mansour, E. Glendening, R. Goldbort, R. Guell, L. Hall, D. Hantzis, M. Haque,

T. Hawkins, N. Hopkins, Jim Hughes, R. Johnson, L. Kahanov, B. Kilp, K. Kincade,

J. Kuhlman, A. Morales, C. Olsen, T. Sawyer, G. Stachokas, L. Walton, K. Yousif

Special Purpose Advocate: A. Solesky

Absent: R. Baker, P. Cochrane, C. MacDonald, T. McDaniel, B. Yousif

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

Deans: B. Balch, K. Brauchle, A. Comer, J. Gatrell, J. Murray, B. Sims, C. Tillery, B. Williams

SGA: Lezlie Maslanka, Vice President SGA

Guests: B. Coldren, E. Ervin, A. Hay, C. Hoffman, L. Maule, S. Powers, J. West, L. Spence, D. Wright

I. Memorial Resolutions: None.

II. Administrative report

President Bradley:

a. The ISU Foundation met its *March On* goal of $85 million by bringing in $86.7 million.

b. I have been meeting with legislatures and have sent a memo to Commission Lubbers on issues related to performance funding. There is pending legislation to lower to 120 the total credit hours required for a degree at Indiana’s public universities. I think this will pass. There is also legislation regarding other issues such as guns on college campuses.

c. State Superintendent of Education is looking for an SAT number that wiII indicates college readiness. He discussed this with admissions officers, and they told him there was no such number.

d. Performance dashboards have been distributed to departments.

e. The Board of Trustees meets February 16-17 at which time I will ask that they approve of Indiana Supreme Court Chief Justice Sheppard as the commencement speaker and that they grant him an honorary degree. I will also ask that they rename the old Family and Consumer Sciences Building the John W. Moore Welcome Center and the African- American Culture Center the Charles E. Brown African-American Culture Center.

Provost Maynard: No report.

III. Chair report, S. Lamb:  
 I want to thank B. Kilp for bringing the issue of salary floors to our attention. They are being dealt with, and we thank the administration for doing so.

IV. Introduction of Dr. Elonda Ervin, University Diversity

I want to thank you and offer the services of the Office of Diversity. We will be distributing a qualtrics survey to measure climate issues on campus and would ask that you complete it. We also ask that you help us with a campaign to promote the values of diversity by helping us cover the campus in positive statements during new student orientation. If you have a need to cancel class, my office would be happy to fill in with classroom session promoting diversity. Finally, the Diversity Symposium this year will be November 3, 2012.

V. Support Staff report: No report.

VI. SGA Report:  
 Thank you Chair Person Lamb. Good afternoon President Bradley, Provost Maynard, Faculty Senate, and all others in attendance today. I would first like to introduce myself for those who might not know me. My name is Lezlie Maslanka, and I am Vice–President of SGA. Mr. Utterback unfortunately has class at this time and he sends his regrets. With that being said, I would like to welcome you back into a new semester given that this is the first time we have convened since break. There is only one item on today’s agenda that SGA would like to express some concern for. That item is the changing of the grading system. I caution all of you to vote with the students’ best interest in mind. With that comes the process of not making any hasty, irrational, and quick minded decisions. I would like to see this process be decided in a manner respectable to the institution and everyone who works and attends school here. Thank you again for everything you do to make Indiana State a better place to go to school.

SGA continues to stay active on campus as it should. The most noticeable thing we have been doing lately is ramping up the student section at basketball games to help support our fellow Sycamores. Without a winning environment to perform in, our teams might as well be playing another road game. Our next big game is on Wednesday February 1st, where our Sycamores will be playing Drake on national television. The theme for the game is blackout and we would love to have your help in promoting this big game.

SGA has also been busy preparing for Spring Elections and the Fall Organizational Funding applications. With both dates rapidly approaching we would like to be as organized as possible. With the hard work of Vice-President Maslanka, both items have gotten a great start. Our Spring Election Commissioner has been selected and also confirmed by Senate. Fall Org. Funding applications will now all be processed online to prevent incomplete applications. By doing this we believe the process will now run more smoothly and efficiently. With over 68 applications granted for funding last semester, we believe there will be another influx in applicants. It is always better to be over prepared than under.

Those are just a few things that SGA is doing so far this semester. As always please feel free to contact us if you have any concerns or suggestions. We would also like to thank you for your hard work so far this semester, and please continue to make a difference in students’ lives. Thank you.

VII. Special Purpose Advocate Report, Amanda Solesky:

As the advocate I read with great concern the Executive Committee minutes of January 10th that Temporary Faculty not teaching 15 hours or equivalent will no longer receive health benefits. I and many others were not aware that the 15 credit hour load to be full time applied to those not considered Regular NNT (formerly Special Purpose Faculty). This change was not part of the SPF Task Force Proposal. I did find this change in the Trustees minutes of August 30th. Communication of this change and the subsequent change in benefits was not well communicated to those it affected. I am concerned about what qualifies as equivalent? Are some faculty with 12 credit loads still being asked to do additional service without benefits? Are some with 15 credit loads asked to add service beyond teaching?

I observe a feeling of frustration and diminished morale as temporary faculty are being pressed to be over-productive in an environment that provides shrinking opportunities and benefits.

S. Lamb: It is disturbing that some of these faculty were not informed that this was an issue until those benefits were removed.

Provost Maynard: I can’t add much. In some places those conversations occurred and in other places they did not. I do want to point out that we have added significant benefits (health and retirement) to the compensation of instructors.

S. Lamb: I plead for generosity.

A. Morales: Can any of the $85 million be used for this?

President Bradley: No. I would also add that we have upgraded benefits and raised salary. Though some people were caught in this switch, I believe it should require an institutional decision to give them benefits and we should not have “accidental” full time employees. Adding benefits effective doubles the cost of compensation of some employees.

K. Bolinger: Were they given COBRA option?

President Bradley: Yes

VIII. **MOTION TO APPROVE** **Faculty Senate Minutes of December 8, 2011**. (J.Kuhlman/ N. Hopkins; vote: unanimous).

IX. Fifteen Minute Open Discussion related to retention data:

a. N. Hopkins: Plea to colleagues: Math prerequisites are not suggestions. Stop sending your students with prereq waiver forms. The Department of Math and Computer Science has had a need to transfer its entire S&E budget to student wages to cover the math tutoring center.

President Bradley: There have been no cuts in S&E budgets. $500,000 was added to those budgets. Some departments or colleges may have made cuts or transfers but that was not an Academic Affairs decision.

J. Hughes: I note that there were 36 students readmitted even though their fall GPA was 0.0. What is their realistic chance of success?

Provost Maynard: I have no answer, but I have a response. Much was done to figure out what these students’ issues were and to help them succeed in the spring. I would be surprised if the number was very high.

President Bradley: We need to step away from statistics and realize that we can’t predict which students will succeed and which will not. We should give those who want a chance, that chance.

D. Hantzis: In the context of data we already have, how many of 116 actually reenrolled? What are the new efforts?

S. Lamb: D. Wright will be making a report in a few minutes. (J. Schriver has class was not able to attend today’s meeting).

X. Student Retention: D. Wright, Director, Student Academic Service Center

Concerns/ Discussion/Questions:

D. Wright: We are working on a major retention plan for first-year full time probation. We are also doing a needs assessment that incorporates the use of MapWorks. We know that many of these students don’t have the self-discipline to successful. We spend a lot of time chasing people, and this needs to stop. We need to ramp up our frequency of contacts.

N. Hopkins: Why are students not responding?

D. Wright: They do not check emails anymore.

D. Hantzis: What is the status of the special advisor as opposed to the official advisor?

Provost Maynard: These are faculty performing advising duties for these students on supplemental contracts.

R. Guell: I would like to point out that this “Special Probation” does not count these as dismissals. Students who have fallen under the old 1.0 rule and were immediately allowed back in had always been dismissed. This is important because their next dismissal would require a year-long stay away from ISU. Retention policy is in the primary authority of the faculty and the administration has made a change in it without consultation.

A. Morales: How are our other, better students impacted by this?

L. Maule: On December 12th we held a Foundational Studies forum. In attendance were 79 faculty members. They generally agreed that we need to meet students where they are to get them to where we need them to be. From that discussion, ideas were generated. Faculty noted that they were willing to do their share but that resources needed to be in place. We needed to teach students how to behave like a good college student. L. Phillips of the quality of life team is chairing these ongoing discussions. There are five initiatives in place.

* 1 in 4 has faculty reporting on grades in the first four week period for one major or many minor assignments.
* The attendance-taking initiative has participating faculty reporting attendance on a regular basis to my office.
* We are re-launching a follow-up to our Foundational Studies workshops.
* We are inviting a panel of engaged High School instructors to discuss their impressions of students and to share with us their practices.
* We are contracting with Pearson to launch My Writing Lab as a means by which all students in all courses can improve their writing. This will be a supplement to the Writing Center.

N. Hopkins: Will there be follow-up?

L. Maule: Yes.

XI. **MOTION TO APPROVE** **Recommended Change to Grading System** (D. Hantzis, B. Kilp; vote 6-20- 2).

a. J. Hughes: What is the rationale?   
 K. Bolinger: The C- is a failing grade in the College of Education and many faculty carved it out of bottom of their C range so that the same performance that had resulted in passage now results in failure.  
 J. Hughes: A C- is different of C.  
 J. Maynard: I don’t disagree but in the Nursing program two C-s would dismiss them for two years. In that case a C- is an F.  
 C. Fischer: How much of our retention issues are related to the scale?

N. Hopkins: The Nursing faculty changed what they did and as a result the C- is what they intend.  
 A. Hay: Grading scales are reflected on the back on transcript for a long time for those who are around for a long time. What others will see is that we will have had 3 scales in a short period. That could color their impressions of our institution  
 C. Olsen: I did my own analysis of this, and I estimated that GPAs would fall further.

XII. Distance Education Taskforce Report   
 **MOTION TO APPROVE Taskforce Report** (T. Hawkins /A. Morales; vote: unanimous)

XIII. **MOTION TO APPROVE Handbook Language downsizing The Performing Arts Series Committee**

(J. Kulhlman/K. Kincade; vote: unanimous)  
 Change 270.4 and 270.4.1

**From**

270.4 Performing Arts Series Committee. The Convocations Committee advises on the selection of the all-University convocation program. It meets monthly from November until the convocation series for the coming academic year has been selected.

270.4.1 Membership. There are eight (8) faculty, six (6) administrative/professional staff, one (1) member nominated by the Support Staff Council, five (5) student members as well as two (2) community representatives.

**To**

270. 4 Performing Arts Series Committee. The Performing Arts Series Committee advises on the selection of the all-University performing arts series programs.

270.4.1 Membership. There are two (2) faculty, two (2) administrative/professional staff, one (1) support staff, two (2) students and one (1) community representative.  
 (By unanimous consent an extraneous “s” was dropped from the last word in 270.4.1)

XIV. **MOTION TO APPROVE Handbook language change** with regard to health benefits (A. Morales/ K. Bolinger; vote: 24-2-0).

**From**

510.5.1 University-Provided Benefit. The University's group health plan is self insured and administered by a third-party administrator. The University pays approximately 75 per cent of the cost per month for current employees. Contribution rates are set annually depending on medical cost trend factors and claims experience within the University group.

**To**

510.5.1 University-Provided Benefit. The University's group health plan is self insured and administered by a third-party administrator. The University pays a percentage of the cost per month for current employees. Contribution rates are set annually depending on medical cost trend factors and claims experience within the University group. Prior to 2012, the percentage paid by the University was 75%. During a transition period of five years, the percentage paid by the University will decrease to, and by 2016 remain at, approximately 67%.

A. Morales: Is there a schedule?

Provost Maynard: No.

K. Bolinger: Estimate exists.

XV. One-time increase in Allocation to University Research Committee and Arts Endowment. **Informational only.**

S. Lamb: Because of grant productivity there is an increase in the URC budget.

Meeting adjourned: 5:16 p.m.