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| UFS #4 Approved December 13, 2001. November 15, Minutes |  |

**Indiana State University**

**Faculty Senate, 2001-2002**

**Time: 3:15 p.m.**

**Place: HMSU, Dede III**

**Officers:** Chairperson J. Cerny, Vice Chair S. Lamb, Secretary C. Hoffman

**Senators:** E. Bermudez, M. Brennan, D. Burger, G. Christianson, B. Clouse, R. Clouse, P. Dutta,

B. Frank, V. French, D. Gilman, R. Goidel, V. Gregory, M. Hamm, M. Harmon,

P. Hightower, H. Hudson, J. Jakaitis, N. Lawrence, K. Liu, L. Maule, R. McGiverin,

J. McNabb, D. Memory, W. Moates, F. Muyumba, T. Nicoletti, A. O'Bryan, N. Rogers,

R. Schneirov, L. Sperry, J. Tenerelli, E. Warner, W. Warren, C. Yoder

**Absent:** John Allen, N. Corey, R. Johnson

**Ex-Officio:** President Benjamin, Provost Pontius, Vice President Schafer

**Deans:** M. Bennett, T. Foster, B. Hine, D. Hopkins, C. Ingersoll, J. Maynard, B. Passmore, T. Sauer

**Visitors:** L. Barratt, R. Dunbar, P. Engelbach, S. Macke, A. Rider, J. White

**I. Administrative Report**

Provost Pontius reported the administrative response to actions taken by the Senate at the October meeting: approved--1) a memorial for Clarence Joseph Hull, 2) Curriculum and Academic Affairs Committee recommendations, and 3) committee appointments to the Blue Ribbon Panel on Distance Education, Information Technology Consultant Project, Library Advisory Committee, and Information Technology Advisory committee. The administration noted replacements to the Administrative Affairs Committee.

The provost provided an update on the Program Array Review (PAR). Notices have been sent to affected departments and information about PAR procedures will be distributed to all faculty. Reports have been received from committees examining the status of chairs and summer school issues and are being distributed to Senate standing committees. The proposed configuration for the Graduate School/Graduate Dean is being finalized and will be forwarded to the Senate Executive Committee. The provost noted that he was forwarding to CAAC a CAPS manual revision that reduced six forms to one. The President's Blue Ribbon Committee on Distance Education is being chaired by Susan Powers and a cost-benefit analysis of distance education will be performed. The Information Technology consultants will forward a report this spring. The Emeriti Faculty Committee chaired by W. Dando has met once and continues to work on its charge.

President Benjamin noted that the governor would be addressing the state budget shortfall in a televised address and that the state budget could suffer a $1.3-1.7 Billion shortfall, which could result in a request for a 4-6% "turnback." He further noted the importance of shared governance within discussions on budget issues.

**II. Chair Report**

Chair Cerny reported that the Executive Committee had reviewed and supported the PAR Committee's review process. He noted the upcoming Board of Trustees meeting scheduled for December 6. The Chair complimented the Senate Standing Committees and ad hoc committees for hard work and noted the many appointments of faculty to committee service; he also recognized the work of the SGA and its officers. He extended thanks to the administration for the Faculty Honors Dinner.

Chair Cerny noted that the H-R Review Committee had finished its report and the report had been forwarded to the president. He encouraged support of legislation to place faculty members on boards of trustees of institutions of higher education in Indiana, noting that further information, including contact information for state legislators, is available at the AAUP website [www.inaaup.org --> Legislative Initiative 2001].

**III. SGA Report**

SGA president, K. Garing, reported that the SGA will participate in a panel discussion during International Week. Thanks were extended for the report given at an SGA meeting on the PAR activities. Study Week was noted and a request conveyed for no violations to the policy.

**IV. Fifteen Minute Open Discussion**

M. Brennan made the following statement:

Yesterday's *Statesman* ran a letter by Senator Dutta. In it he decries the "new phenomenon" of "calculating the costs of production in education." Specifically, he objects to the threatened elimination of several programs in the physical sciences. I think his incisive letter rightly argues that we cannot afford to get rid of programs like those in the sciences and in philosophy that have always formed the foundation of universities. If we get rid of them, we risk degrading from a comprehensive university to some hybrid of a vocational college. We must keep in mind that some traditional programs have intrinsic value apart from trends in student enrollment.

Similarly, in response to Provost Pontius' Halloween memo, I sincerely hope you will reconsider basing money earmarked for raises on departments' FTEs. The real value of any class has nothing at all to do with the number of students enrolled. Some of my best experiences as a teacher on this campus have come in graduate and honors classes with a dozen students or fewer. Moreover, please remember that faculty in fields like music with low FTEs because of intensive one-on-one teaching modes should not be punished when in fact these departments are providing excellent instruction.

I am sure you agree that a university is not a factory, but the FTE model seems to make some assumptions about faculty productivity that better apply to assembly lines than to institutions like ours whose real product is knowledge.

Provost Pontius noted the procedures being followed by the PAR Committee and that elimination was one of six options driven by PAR. He further noted that outcomes would be the result of faculty driven initiatives and that faculty discussions on low enrollment programs could collectively construct alternatives that allowed continuance--he encouraged faculty participation in the decision making process and encouraged faculty to be "pro active" in evaluating and preserving programs. He said there was no intent to compare all departments without distinguishing among them.

P. Hightower expressed concerns with a web-based *Schedule of Classes*.

Provost Points said the goal was to ensure greater accuracy with use of the web. He noted that greater accountability for accuracy would also be pursued.

V. Minutes for the October 18 meeting were approved. (R. Clouse, F. Muyumba 34-0-1).

**VI. FEBC Recommendations**

The Senate considered and approved the following:

a) revision to the University's health benefits (R. Clouse, V. Gregory 29-1-2):

Modification of employee and university contribution rates for the 2002 Health Benefits Plan designed to meet a projected $l.3 million overall rise in costs, the proposal recommended:

• No change in basic coverage features.

• Introduction of a three-tiered, income-based rate structure (up to $19,999 appointment salary; $20,000 to $59,999; and $60,000 and above).

• An overall 10 percent increase in rates (5% for bottom tier; 10% for middle tier, and 15% for highest tier.)

• An increase of 10 percent in the University share, regardless of employee tier.

• That any future inflation adjustment for base salary tiers will be based on average salary increases and would be applied across-the-board equally to all three tiers.

• Change the calendar-year deductible per person for all employees and retirees to $250 ($250 deductible for single employees, $250 each for two-member families, and a maximum aggregate of $750 for more than two family members).

b) Reaffirmation of the FEBC recommendation to support the Childcare Initiative Report

(R. Clouse, K. Liu 36-0-1).

**VII. CAAC Proposals**

Guests were invited to the table by consensus. After consideration, the following proposals were approved:

CIMT, Professional Education Sequence for All-Grade Education (Jakaitis, Liu 36-0-1);

CIMT, Professional Education Sequence for Senior High-Junior High/Middle

School Education (Jakaitis, Liu 36-0-1);

PolSci, Legal Studies Minor (Frank, Hudson 36-0-1);

LLL, Full Languages, Literatures, & Linquistics Program (Warner, McGiverin 36-0-1); and

General Education: LLL, German 308 (R. Clouse, M. Hamm 36-0-1)

Soc, Sociology 302 (Lawrence, Muyumba 36-0-1).

**VIII. FAC Recommendations**

After discussion the Senate approved the following:

a) Revised Constitution of the School of Business (Hightower, Tenerelli 34-1-2);

b) Reaffirmation of November 16, 2000 Senate Action, Accommodations for Emeriti Faculty

(T. Nicoletti, R. Clouse 35-1-1):

"The Faculty Affairs Committee recommends that retiring and emeriti faculty will maintain their offices while on retirement sabbatical. Upon official retirement, emeriti faculty may maintain their offices if possible, or a suitable alternative if not,

and utilize department support staff, if desired, to finish books, articles, research or any other work for at least one year into their official retirement. Afterward, a shared office with appropriate and reasonable accommodations will be made available. Also, emeriti faculty, after leaving the University, can maintain all the benefits of campus resources as regular faculty. Departments should facilitate the smooth retirement of each retiring faculty in his/her department by helping these valued, emeriti faculty maintain feelings of worth as well as respect and dignity by their University colleagues."

c) Survey of Retired and Retiring Faculty (Frank, McGiverin 36-0-1):

The appropriate ISU administrative office create and conduct a survey of retired and soon-to-be-retired faculty on what they would find helpful in continuing meaningful involvement in the University. The office creating the survey should solicit meaningful input from some emeriti and soon-to-be-retired faculty and from FAC. The results should come to FAC for consideration.

d) Administrative fellow definition (McGiverin, Liu 35-0-1):

An administrative fellow is a faculty member who serves a temporary assignment in the office of a dean or at a higher level.

e) Administrative fellow Senate eligibility (Frank, Tenerelli 30-1-4):

An administrative fellow in a dean's office may serve as a Faculty Senator if he or she continues to teach at least six hours during the academic year.

f) Administrative fellow Senate ineligibility (Muyumba, Nicoletti 21-9-4):

An administrative fellow in any office with University-wide authority and responsibility may not serve as a Faculty Senator.

**IX. AAC recommendation, Undergraduate Catalog publication schedule**

After consideration, accepted (Liu, Jakaitis 30-0-2):

An investigation be conducted to determine the feasibility of shifting the *Undergraduate Catalog* from a two-year to a one-year publication schedule. The AAC would be interested in reviewing the findings of the investigation. Further, the AAC feels that any move toward a one-year publication schedule of the Undergraduate Catalog **not** be implemented prematurely, i.e. prior to considerably more review and study by all stakeholders.

**X. Standing Committee Reports of activities since the last Senate meeting:**

Administrative Affairs Committee, K. Liu --The AAC met on October 26, 2001. Subcommittees were formed to respond to the Executive Committee's charges.

D. Hantzis came as a guest to discuss the issue relating to undergraduate catalog publication schedule. The AAC has forwarded a recommendation to the Executive

Committee that an investigation be conducted to determine the feasibility of shifting the undergraduate catalog from a two-year to a one-year publication schedule.

Arts Endowment Committee, M. Brennan--The AEC is scheduled to meet again November 29.

Curriculum and Academic Affairs Committee, J. McNabb--The CAAC continues to meet each Monday. The committee has approved five program proposals and the PAR procedures.

Faculty Affairs Committee, R. Schneirov--The FAC had met three times. Action items were: compilation of the grievance pool, set up a mediation process for a grievance in College of Arts and Sciences, approved names for all select committees and forwarded them to the Senate Executive Committee, passed the recommendations on today's agenda, passed and forwarded to the Senate Executive Committee a resolution approving the eligibility of the General Education Coordinator for Senate office, but added a charge to itself to develop a mechanism to assure meaningful faculty input into the selection, evaluation, and reappointment of the General Education Coordinator, and considered the revised School of Technology constitution.

The FAC has held extensive discussions regarding the Faculty Workload Policy and expects to make a recommendation at the November 28 meeting; also to be considered is the question of whether faculty have been allowed meaningful input into the Open University Program.

Faculty Economic Benefits Committee, V. Gregory--The FEBC had met twice. Charges have been discussed and prioritized. Issues the committee hopes to address are: development of a long-term compensation plan, analysis of possible additions to the health care plan, survey of unsuccessful searches, non-tenure track faculty compensation, summer session stipends, alternatives to the salary policy for administrators-turned-faculty, faculty salary compression, and travel allocations for faculty and administrators. The FEBC has two recommendations on today's agenda. The committee discussed the president's proposed reorganization and supported the AAC recommendation. A revised plan regarding pay-for performance has been recommended and forward to the Senate Executive Committee. The next meeting is November 29.

Graduate Council, D. Memory--The Council had met twice and received feedback from various committees.

Student Affairs Committee, M. Harmon--The SAC has met twice. L. Young and D. Hantzis each spoke to the committee regarding drop/add policies. The next meeting is November 28.

University Research Committee, E. Bermudez--The URC last met November 1. The first draft of the Policies and Procedures for selection of the Faculty Fellow to serve in the Office of Sponsored Programs was discussed and modified; approval is pending the

November 29 meeting. Brian Ceh was elected to represent the URC on the Dreiser Award Committee. Nine research proposals for the fall semester have been received and will be considered at the next meeting.

**XI. New Business**

The Senate approved the following Senate Executive Committee recommendations:

a) Proposed stipend for non-tenure-track faculty service on the President's Institutional Effectiveness Steering Committee, $100/4 hour meeting or part thereof (E. Warner, R. Clouse 17-5-5).

b) Nominees for the President's Effectiveness Steering Committee--Non-tenure-track faculty, T. McCullough and J. Benton; Tenure-track faculty--Jennifer Drake, Nancy Lawrence, and James Westgard (Hightower, Maule 27-0-1).

c) Faculty nominations to the Enrollment Management Subcommittees (R. Clouse, N. Lawrence 26-0-1):

Current Student Profile, L. Maule,

Desired Student Profile, J. Conant,

Support Services Necessary, G. Bierly and R. Easton, and

Recruitment and Retention Policies/Procedures, K. Byerman.

F. Muyumba expressed his support for other languages to be included in the teaching curriculum.

A quorum was lost at 5:04 p.m.