Approved 6-0-2 EC #08

10/25/11

UNIVERSITY FACULTY SENATE

EXECUTIVE COMMITTEE

October 18, 2011, 3:30 p.m.

HMSU 227

Present: S. Lamb, R. Guell, T. Hawkins, J. Kuhlman, C. MacDonald

Absent: K. Bolinger, J. Conant, B. Kilp, T. Sawyer

Ex officio: President D. Bradley

1. Administrative report

President Bradley:

1. Homecoming went well. There were big increases in alumni and student participation in almost every event. Next year’s will be October 6, 2012.
2. The Trustees on Friday rolled back the tuition increase for 2012-2013 from 3.5% to 1.5%.This is important as a symbolic gesture to jumpstart discussions that need to happen regarding affordability both on campus and off. It is not my intent to increase the reallocation so we are still looking in line with the Commission’s original request, this being the first step to demonstrate our commitment to affordability. It will cost us $1.2 million in revenue. Where we will make that up is not yet clear. We do not currently intend to increase the reallocation requirement. It is our hope to beat the enrollment estimates and that the health insurance increases would be modest. We have heard that this rollback is already appreciated by key legislators
3. We have agreements to chair our key subcommittees on affordability. R. Guell will chair the subcommittee on books and supplies; D. McKee will chair the subcommittee on facilities; J. Beacon will chair the subcommittee on housing and dining; and J. Murray will chair the subcommittee on instruction. The Chairs create their own committees and will each include representation named by Faculty Senate; by Student Government Association (SGA); and by the Staff Council. Each will also have relevant experts. Their recommendations will be gathered by the coordinating committee in January. The coordinating committee will include the subcommittee chairs, the President of SGA, and the Chairs of the Senate and Staff Council. We are looking for systemic long run solutions. There will be a public announcement this week regarding this as well as an email.
4. We are beginning a Fall tour in the Vincennes and Evansville area. The purpose is recruiting new students, as well as to gather with alumni, business and profession groups, and key legislators. B. Balch will meet with school officials.
5. The Commission on Higher Education approved the Engineering Technology programs

T. Hawkins: Will the tuition rollback affect this salary increase?

President: No, we have feedback that this is being viewed positively.

R. Guell: Did we surprise other campuses?

President: No.

T. Hawkins: What was taken away from Arts and Sciences meetings?

President: I thought the discussion was worthwhile. I was a little surprised by debate over how to calculate Student-Faculty Ratios.

1. Chair report (S. Lamb)

The Homecoming event was very successful. I was amazed at the crowd, and it was delightful to see stands full. I certainly enjoyed seeing #22 do so well. It bodes well for the future.

Addressing the President - I have seen the impact of the plan on salaries on individual’s salaries. I am pleased with the dollars being spent this way, but I am bothered quite a bit by the formulaic way in which the bottom is being raised. Surely, in an institution like ours, there are people making less than their colleagues as a result of performance. It is my unfortunate suspicion that about a third of those receiving adjustments have been below the market because of performance. It is certainly the case that the other two thirds should receive raises... I wish you would have also used some evidence of performance as criteria. . First, the faculty is very appreciative of the monies brought forward to keep salaries competitive at this institution. Secondly, I think there should be much more emphasis on productivity.

President: I don’t disagree. I think that in a lot of ways as long as we are careful on new hires and don’t lowball people, we will have dealt with most equity issues. If you look at the current distribution say if you take 107 - you’d probably have 95% of people plus or minus 15% of that of those who are within a range 90% to 115% of market salaries. There are anomalies. For whatever reason, our model suggests that the librarians are coming in too high. We will need to document this going into the future. The new specialty disciplines in the health care area are also not easily benchmarked.

S. Lamb: Yes. I think there should be some fine tuning. Some colleagues are not properly classified. Input should be received by Deans and chairs.

President: Needs to be documented why some people are out of the normal distribution.

1. **Motion to Approve** the Minutes of October 11, 2011 as amended. (J. Kuhlman C. MacDonald) vote: 5-0-0)

IV. Fifteen Minute Open Discussion

1. J. Kuhlman: The meeting scheduled with the president and faculty of the College of Nursing and Health and Human Services (November 8) is a day when many faculty are at a conference. Can we move that meeting?

President: I will see what we can do about rescheduling.

1. C. MacDonald: Thank you to the new CIO. The new faculty will get their computers soon (sometime this semester), and she has promised that this will be handled more effectively next year.

V. New Charge

1. R. Guell: FAC should review section 503 of the Handbook (section on outside work or other employment) to examine whether the language adequately deals with whether, when, and how employees can take on non-university work for compensation.

(R. Guell read out loud this section to the EC.) A full time appointment is a full time appointment. The language needs to be a little bit more precise than “should not do it”. FAC needs to review the language and clean it up. We have faculty who are regularly teaching at other institutions. We have non-tenure faulty who have full time appointments here and have the sum of a full time appointment at another institution. If we are offering equal time salary, then that is what we should expect.

S. Lamb: We should recognize that $36,000 is not a great deal of money to raise a family.

C. MacDonald: Any policy must acknowledge that some clinical work is required for licensure.

R. Guell: I agree that subtlety needs to be in the policy and why I believe that FAC should examine it and do not wish Exec to handle it.

D. Bradley: Others Universities have “20%” clauses. We also need to consider how many credit hours constitutes a full load and how many is even possible. We have people teaching more than 20 credit hours for ISU. Are these students getting a fair deal?

J. Kuhlman: I hear faculty complain about their load while working for another institution.

S. Lamb: I understand the apprehension of having faculty work at other institutions, but I am

also concerned about the dismal salaries many of our contract faculty earn. They have to be

able to support themselves. I am particularly concerned about the welfare of adjuncts.

b. R. Guell to S. Lamb: Question on recommendation for a change renaming/recalibrating of the Performing Arts Committee to FAC – has this been undertaken?

S. Lamb: Basically this has to do with committee structure – it being too large. The provost had some suggestions about pairing it down to four or five individuals. Regardless, if there are no objections ,I will send this down to FAC as well.

**Approval of Executive Committee by Consensus** to send charges a. and b. mentioned above to FAC.

Meeting adjourned. 4:06pm