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| EC#3 Approved,. September 12, Minutes | Indiana State University Faculty Senate 2006-07 |

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

**Place:** Hulman Memorial Student Union 227

**Present:** Chairperson S. Lamb, Vice Chair B. Evans, Secretary C. Hoffman

S. Davis, B. Frank, A. Halpern, J. Hughes, M. Miller, T. Mulkey

**Ex-Officio:** Provost J. Maynard

**Visitors:** C. Rogers (Payroll), R. Schneirov (FAC), S. Loughlin (TH Tribune-Star)

**I. Administrative Report – Provost Maynard**

President Benjamin will address the University on Wed. All are encouraged to attend.

**II. Chair Report – S. Lamb**

Standing Committee replacements: SAC - K. Heath is on leave. Julie Dixon will serve.

FAC - J. Harper listed in error. R. Genarro will serve.

"We have enrollment data for discussion in our 15 minute period. Those data will be included in

the minutes so that the University community is aware of our five-year trend.

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| **Headcount and FTE** | | | | | | | | | | | | | | | | | |
| **Fall 2001 - Fall 2006** | | | | | | | | | | | | | | | | | |
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|  | All Students | | | Undergraduate | | | Graduate Students | | | | First-time Freshmen | | | | First-time Transfers | | |
| Fall | Headcnt | FTE | | Headcnt | FTE | | Headcnt | | FTE | | Headcnt | FTE | | | Headcnt | FTE | |
| 2006 | 10568 | 8832.3 | | 8537 | 7725.5 | | 2031 | | 1106.8 | | 1703 | 1694.4 | | | 666 | 540.4 | |
| 2005 | 10679 | 9122.3 | | 8670 | 8000.3 | | 2009 | | 1122.0 | | 1642 | 1658.1 | | | 675 | 571.3 | |
| 2004 | 11200 | 9609.3 | | 9321 | 8589.3 | | 1879 | | 1019.9 | | 1851 | 1864.6 | | | 678 | 575.8 | |
| 2003 | 11360 | 9818.7 | | 9615 | 8864.4 | | 1745 | | 954.3 | | 2016 | 2016.8 | | | 689 | 580.6 | |
| 2002 | 11714 | 10047.1 | | 9997 | 9086.6 | | 1717 | | 960.5 | | 2140 | 2129.8 | | | 707 | 601.7 | |
| 2001 | 11321 | 9639.0 | | 9734 | 8763.3 | | 1587 | | 875.7 | | 2211 | 2147.0 | | | 713 | 585.6 | |
| **5-yr change** | **- 6.7%** | **- 8.4%** | | **- 12.3%** | **- 11.8%** | | **+ 28.0%** | | **+ 26.4%** | | **- 23.0%** | **- 21.1%** | | | **- 6.6%** | **- 7.7%** | |
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| OSPIRE  Sept. 11, 2006 | |  | |  |  | |  | |  | |  |  | | |  |  | |
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We are 36 FTE first-time freshmen **up,** and 31 FTE first-time transfers **down** from last year.

This is a net change of + **5** first-time freshmen and transfers.

We were at a high of 10,047 FTE students in the fall of 2002. In fall 2006, we are at an all-time FTE low for

all students of 8,832. We have lost a total of 1,215 FTE students since 2002, a percentage loss of 12%.

We have had a percentage loss of 8.4% FTE students since 2001.

We have had a 21% reduction in first-time freshmen since 2001.

We have had good growth (26.4%) over the last five years in the number of FTE graduate

students. I am very hopeful that the quality of graduate students is as high or higher than it was

in 2001. I would appreciate seeing some breakdown of admission scores over the five years.

We must continue to place massive effort on building and marketing a positive image of ISU.

I am personally pleased that the new Vice President position for enrollment management,

marketing, and communication is being formed.

I continue to hear from faculty from the nursing domain who wonder why are there not resources

coming into their arena. They are able to easily quote statistics comparing the student faculty

ratio that exists in our nursing programs to other nursing programs that allow one to conclude

that our nursing college is greatly understaffed. While nursing programs are expensive, the

state recognizes the fact that Indiana has a great shortage of nurses. One would think, (or

perhaps wish), that resources would follow a recognized need. The barrier to nursing student

enrollment appears to be a shortage of nursing faculty."

**III. Fifteen Minute Open Discussion**

1) ENROLLMENT – points discussed:

-- Current data (distributed to the Committee and available online) show cause for concern.

-- Many other institutions are having similar problems.

-- IVTech influences our numbers.

-- State funding is not currently affected – ISU is a "stable campus" and remains within its "bracket."

-- State funding is based on Indiana FTE (Indiana residents, including distance ed. and those

incarcerated. We have no reciprocal agreements with other states, so IL and other out-of-

state students are not included.

-- An enrollment "advisory task force" should include faculty.

-- Information about total funding over time (tuition + state funds) would be helpful.

Provost: Additional data are being compiled and will be forthcoming.

2) MARKETING

-- For "image improvement" we should market particular programs at ISU. Current content is too general.

-- EMG contract for media buys has been extended for one year.

-- Changing an image is a long-term project.

-- ISU does not have the visibility provided other schools. Lack of billboards noted.

3) COMPENSATION

-- What are prospects for salary increases?

Provost: President Benjamin will address this in his address 9-13-06.

4) OTHER MATTERS

Difficulty of hiring faculty with so little lead time – We are losing good candidates.

Science building – Issues identified by recent evacuation

Emergency response and subsequent evacuation too slow

Safety and Security: Inadequate notice of dangers and inadequate protection

(venomous reptiles, toxic substances, etc.)

Bio-Safety Committee notification lacking

Provost: Protocols exist but were not followed. The matter is being pursued.

**IV. Minutes #2 (8-29-06) APPROVED as amended (Davis, Mulkey 9-0-0)**

**V. Information Item:** C. Rogers (Payroll) distributed and explained proposed electronic distribution

of pay stub information. Security is a major concern. Information is also available via employee

ISU Portal account, but some staff rarely use the Portal. Electronic distribution has the

potential to save approx. $4K per year.

Implementation sequence: 1) Student payroll, 2) Monthly payroll, 3) Support Staff payroll.

Some support staff issues remain and are being addressed.

QUESTION: Can the first pay date for new employees be changed from Oct. 1 to Sept. 1 ?

-- This is a distinct need and means to implement a change are being examined.

**VI. Faculty Affairs Committee recommendations:**

1) Faculty enrollment in classes R. Schneirov was invited to the table (acclamation).

Based on multiple documents over a two-year period, considerable discussion followed.

Points supporting change:

-- Other schools encourage enrollments by faculty. "Cross-training" can be valuable.

-- Faculty are benefited with opportunities for self improvement and advanced certification.

-- Taking an occasional course and seeking a degree are not equivalent situations.

-- The University will benefit by being able to "cherry pick" from its graduate students.

Points opposed to change:

-- Perceptions of "nepotism and cronyism" are possible.

-- Many institutions will not hire faculty with in-house degrees.

-- Faculty will be evaluating their peers:

Objectivity and professionalism may be questioned.

Difficult situation for untenured faculty

-- Case-by-case decisions will not be practical.

Relaxing the current prohibition will likely produce a blanket endorsement.

MOVE TO SUBSTITUTE (after several friendly amendments):

"A faculty member in a professional college may not enroll in a course in his/her own college. A faculty member in the College of Arts and Sciences may not enroll in a course in his/her own department. Exceptions require permission of the provost. An annual report of exceptions will be provided by the provost to the Executive Committee."

Substitution and main motion: APPROVED (Evans, Frank 6-3-0).

2) Handbook Language for Grievance and Dismissal Procedures for Special Purpose and

Part-time Temporary Faculty

**Item #1:** Proposed Handbook language (II-14, sec. 5) - re: grievances:

"In cases where a grievance has been filed by a special purpose or part-time temporary faculty member, the Special Purpose and Part-Time Temporary Faculty Advocate shall serve as a sixth member of the grievance committee with a speaking but nonvoting seat."

Discussion focused on rights and privileges appropriate to non-tenure-track faculty and what would be grounds for a grievance. APPROVED (Miller, Davis 8-0-1)

**Item #2:** Proposed Handbook language (II-11, sec. XI) – re: dismissal procedures:

To insert: "…or a special-purpose faculty appointment whose term appointment has not expired …"

No motion to approve. Informal discussion produced a consensus that the Handbook does not make clear the "faculty" status of special-purpose appointments. By consensus: Return this item to FAC for clarification and hold Item #1 for further consideration after the FAC response.

**VII. Old Business**

Standing Committee Charges

Discussion, editing, and approval:

Faculty Economic Benefits (Hughes, Miller 9-0-0)

Grad Council (Halpern, Miller 9-0-0)

Student Affairs (Hughes, Miller 9-0-0)

University Research (Mulkey, Halpern 8-0-0)

**VIII. New Business - none**

The meeting adjourned at 5:34 p.m. (Miller, Hoffman – voice vote)

Respectfully submitted,

C. Hoffman, Secretary