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| UFS#1 Approved. August 23, Minutes | Indiana State University Faculty Senate 2007-08 |

Time:          3:15 p.m.

Place:         HMSU, Dede III

Officers:     Chair V. Sheets, Vice Chair A. Halpern, Secretary Sr. A. Anderson

Senators: T. Allen, E. Bermudez, K. Bolinger, S. Brake, M. Brennan, E. Brown, J. Buffington, H. Chait, D. Collins, B. Corcoran, N. Corey, S. Davis, J. Fine, E. Hampton, P. Jones, M. McLean, M. Miller, G. Minty, S. Phillips, S. Pontius, T. Sawyer, R. Schneirov,

C. Stemmans, G. Stuart, K. Wilkinson, J. Wilson, D. Worley, D. Yaw, T. Zaher, G. Zhang

Absent: S. Allen, K. Evans, S. Ghosh, P. Hightower, J. Hughes, N. McEntire, T. Steiger,

Ex-Officio:  President Benjamin, Provost Maynard

Visitors:      Dennis Bialaszewski, Marion Schafer, Tad Foster

I.                    Revised agenda approved by consensus

II.                 Memorials

a.       Frances Irene Williams, read by H. Scott Davis

b.       David Alan Gilman, Ph. D., read by H. Scott Davis

       III. President Benjamin

a.       welcomed everyone back

b.       noted good signs regarding enrollment, with significant growth in the incoming freshman class

c.       thanked faculty and staff who have helped students find comfort in the heat, noting air-conditioned buildings which are remaining open later than usual for students without air-conditioning

d.       For the fourth straight year, the Princeton Review has recognized Indiana State University as one of the best colleges and universities in the Midwest.

e.       ISU is on President Bush’s list of Engaged Institutions

f.        noted the progress being made in Program Prioritization

g.       Enrollment remains a priority in both graduate and undergraduate levels.

h.       Fundraising continues to be important as the Foundation teams up with the University on a comprehensive fundraising campaign.

i.         NCAA accreditation – not focused totally on athletics. Academics are very important, too. Andy Myers is working as a consultant. David Wright is determined to keep the process on track. There is great leadership in Jeff Edwards and Blanch Evans. The team visit will be in 2010. Kevin Snyder, working with Provost Maynard, will be helping orchestrate the process.

IV.   Provost Maynard

a.       welcomed everyone back

b.       visited about four of the colleges during their Welcome Back Programs and got a sense of good attitude

c.       welcomed over 30 new faculty to campus last week, compliments to everyone who put in many hours of hard work hiring these talented people who fit in well with ISU’s goals.

d.       Back To School Picnic last week, fed about 1,500 people. People seemed to enjoy themselves very well. There were many volunteers who helped create the fun.

e.       Noted upcoming dates

i.         9/10/07 The Foundation is hosting an All Faculty Welcome Back reception at the Ohio Building.

ii.       9/13/07 President Benjamin’s Fall Address and reception in Tirey Hall

iii.      9/15-9/16/2007 Terre Haute Air Fair. We made a long term commitment as sponsors of the air show. ISU has hopes of making this a 2nd Homecoming. There is a shuttle between the show and the ISU campus.

f.        Enrollment – at the graduate level enrollment is up by 55 people by this date last

year,at the under-grad level enrollment is down by 14. This is not disappointing     because there was a large graduating class last year. The Freshman class is up   approximately 190 students over this time last year. Officials numbers will be out   next Wednesday. Expectations are 11,500 to 12,000 students.

     V.    Chair Sheets

                        Welcome, members of the Senate, administrative representatives and visitors.

The fall has set upon us (sooner than most us of may have wished). Nonetheless, I trust    that you—as I—are returning refreshed and ready to face the challenges of a new year.

The opening of each academic year brings renewed hope and optimism.

Our enrollment numbers—at least on first glance (as “official” counts are still a few days away)—look quite good giving us a basis for optimism. It appears that we may have a solid increase in new freshmen, and overall enrollments appear to be above levels used in making budget projections.

This is clearly reason to celebrate, but we must not become complacent. We must continue to focus on marketing & recruitment strategies that bring high-achieving classes of students. And as importantly, we must redouble our efforts on retention. We must identify and support initiatives that promote students’ academic success in the first year as well as their identification as ISU Sycamores, and we need to increase our attractiveness to transfer students or our gains may be temporary.

There are additional challenges coming before us this year. We must begin to prepare for our upcoming NCA visit. We must revisit our mission statement to give clarity and direction to the review process, and we will review our General Education program. These activities, which strike at the very heart of the institution, must be driven by faculty who hold the academic values of the campus as their guide.

In addition, as everyone is aware, we will soon begin the process of a presidential search. A presidential search provides a unique opportunity for faculty input into a process that can literally shape the future of the institution. I believe this is the single most important task for the year. Though you’ve probably tired of solicitations about this, I want to again encourage you to nominate highly-respected colleagues to serve on the search committee. In my opinion, we need strong faculty who can raise appropriate questions about the vision, leadership, and overall “fit” of the candidates for ISU, while at the same time garnering the respect of other committee members and the board of trustees (as this will serve our long-term interests as a faculty and institution).Feel free to submit names of nominees (or self-nominations) with a brief description of the nominee’s background and strengths to the Senate Office where they will be held until AAC is formed and can deliberate on them (along with the results of their own solicitations).

It thus appears that it will be a very busy year. But I am confident that the faculty, working together, will identify solutions to our challenges that enhance ISU’s greatness.

VI.   15 Minutes open discussions

a.       The Academic Integrity Support web site is up and running

       b.   Comments by Dr. Dennis Bialaszewski, Management Information Systems

I would like the faculty senate to consider various concerns. I would like to preface these concerns by stating that I came to ISU as an Associate Professor in 1984. I subsequently served as a Chair in the Department of Systems and Decision Sciences for 10 years. Prior to that, I was tenured at Mississippi State University, I taught for 5 years in the S.U.N.Y system, I taught as a Graduate assistant at the University of Buffalo. Before that I was a Mathematics teacher for 3 years. Prior to that, I ran a tutoring Program for the city of Buffalo for 2 years while completing my undergraduate degree in Mathematics. Thus, I have had extensive experience in teaching.

I have found that students learn well working in groups in group projects. I first published research supporting this contention in a Journal titled “Improving University and College Teaching” in 1979.  Moreover, as a Chair at ISU in the Department of Systems and Decision Sciences, I structured a Corporate Advisory Board. They encouraged courses including multiple short projects. This was also encouraged by an Editor of the Journal of Management Education who was brought here for a presentation on improving teaching from the University of Oklahoma.

The current system of allowing students to add for the first 5 days of the semester penalizes the good students who start on their projects from day one.  In my teaching I do start out on the first day of classes and I assign the first project on that day and I hand out the makeup of the first groups. It is easy to do as I do it a couple of days prior to the start of classes and modify it the morning of the first class. Students must complete the first project in about 2 weeks. I also provide extensive feedback and pre-grade all projects up to one week prior to the due date. However, I provide no feedback in the week prior to it being due. I encourage the students to work ahead of time. I allow no late submissions at any time. That is because any member of the three person group can submit the project. I also have rules for firing group members who do not contribute. The remaining members of a group are then given a reduced work load. Students must plan, and firing can not be done in the week prior to the project being due.

So, many students get right to work on the first project and have this first short project virtually completed in the first week of school. When a student adds a class at the end of 5 days it is a disservice to any group he/she is placed on because much work has already been done. This causes much havoc to group structures. My daughter graduated from I.S.U., but went her first 2 years to California State University, Los Angeles. All of her courses there were set for her first day of classes. There were no late additions after that time. Pre-requisites were all checked prior to that time. At ISU there are many who feel nothing is done the first day of classes. I heard students talking yesterday about a group of friends who would not get to Terre Haute for about a week because nothing is really done the first week of class. That is a terrible impression to give the students. There are not many who add late but those who add late help give this bad impression and also cause problems for those using group work. These students who add late most often do not do as well as those who start class on time. I beg the faculty senate to help rectify this situation and promote starting when we are truly supposed to start and ending the process of being able to add after possibly missing a week of the semester.

It is as large of a problem when we allow students to drop classes late in the semester. I have 2 larger projects in my class that account for 35% of the course grade. These students can drag their groups down. These are due in the last couple of weeks in the semester. Students have actually told group members they are working on things when they are not. These same students then drop the course on the last possible day, leaving their other group members in a bad position.  I would ask the faculty senate to please consider a more reasonable last date to drop a course … a date much earlier in the semester. Even though a grade may be required of these students, it does not provide justice when one relies heavily on group work in the course.  They have not yet gotten a grade on the larger projects and may be passing the course prior to the due date for the larger projects. When we have group projects and poor students drop late with no repercussions we often might be penalizing the best students by having them carry more of the load and we should not have a system that  helps those not working hard for whatever reason and at the same time penalizing those who are working hard. That can happen when courses stress group projects.

I beg the faculty senate to re-examine these policies and dates for adding and dropping courses. Thank you for your time.

VII.   New Business

a.       Name change for Aerospace Technology to Aviation Technology

M. Schafer, T. Foster

(S. Pontius/E. Bermudez  33-0-0)

b.       Reorganization of the College of Technology into three departments

M. Schafer, T. Foster answered questions, going from a 3 Dean to a 2 Dean model will bring sustained cost savings of approximately $135,000 and also result in increased efficiency

(T. Sawyer/E. Bermudez  32-0-0)

                        c.   Standing Committee Slate - (S. Davis/T. Sawyer  32-0-0)

                          d.    All University Slate -  (T. Sawyer /D. Collins 32-0-0)

e.    Special Purpose Faculty Advocate, Susan Hoffman

                   (S. Davis/M. Miller 32-0-0)

VIII.   Information Items - Information Items changed to Action Items to forward to VP Floyd.

a.   Recommendations Regarding Sustainability of Health Benefits

1.       The University should place a *Faculty* link on the University homepage. From the *Faculty* link, faculty will be able to go directly to information regarding compensation and benefits.

2.       The Vice President for Business Affairs should make ***transparent*** to the entire campus community (employees and retirees) ***any movement towards modifying or eliminating existing*** ***retirement benefits or employee compensation benefits***.

3.       The Vice President for Business Affairs should broadly disseminate and post on a compensation and benefits website the white paper produced by the 2004-2005 President’s Committee for Benefits Review.

4.       The Vice President for Business Affairs should post actuarial reports, auditing requirements, data relating to the VEBA trust, and the membership and decision making parameters of the committee charged with investment decisions on a compensation and benefits website for all members of the ISU community to view.

5.       The Vice President for Business Affairs and the Director, Staff Benefits Administration, should facilitate open forums over the summer (2007) and fall (2007) to discuss issues relating to post retiree coverage (e.g. the VEBA trust) and a potential move from defined benefits to defined contributions for retirees.

6.       The Vice President for Business Affairs and the Director, Staff Benefits Administration, should author quarterly global or targeted e-mails on issues relating to increasing insurance costs and potential solutions for reducing those costs.

7.       Human Resources should disseminate a monthly newsletter which deals in a sophisticated manner with a single topic in the area of compensation and health benefits (e.g. disability coverage, difference between defined benefits and defined contributions with respect to health benefits, the positive and negative aspects of moving to a menu or cafeteria style of health benefit selection, etc.).  Future FEBC committees could use the newsletter as a resource.

8.       The Vice President for Business Affairs and the Office of the President should make public immediately the time line and process for creating the President’s Committee for Benefits Review 2007-2008.

***9.***      The President should consider inviting the following campus/community representatives to serve on the President’s Committee for Benefits Review 2007-2008 (PCBR): Chairperson of the Faculty Senate, Director, Staff Benefits Administration, two representatives from the FEBC,  two representatives from SEBC, retirees from each of the employment groups (staff, EAP, and faculty), select faculty from the College of Business (e.g., its insurance program), Legal Counsel for the University, a faculty member hired since 2005, an EAP representative, and an ***external accountant or actuary***. FEBC maintains that an ***external accountant or actuary*** must serve on this committee.

10.   The PCBR 2007-2008 should explicitly delineate ways in which a *modified* defined benefits plan could constrain costs and how this cost reduction would compare to the cost reduction resulting from moving to a defined contribution plan.

11.   The PCBR 2007-2008 should explicitly delineate the ways in which moving to a third-party insurer would constrain costs and how this cost reduction would compare to the current cost reduction from the University being self-insured.

12.   The PCBR 2007-2008 should identify what coverage is gained by moving to a third-party insurer (e.g. birth control coverage, cafeteria benefits) and what coverage or internal control would be lost.

13.   The PCBR 2007-2008 should identify proactive measures (e.g. chronic disease management, stress reduction, wellness programs) that if implemented may reduce increasing costs.

ACCEPTED -  Executive Committee  4/17/07 (9-0-0)

                                    (S. Davis/ T. Sawyer   31-0-1)

b.  FEBC Recommendations Regarding Disability Coverage

       1.   The Director, Staff Benefits Administration, should post on the

Employee Compensation website and send out via global e-mail and targeted portal messages an information sheet on Indiana State University’s CIGNA Long-Term Disability Insurance (who is covered, who pays for coverage, what are the benefits should someone become disabled, what are the issues surrounding disability coverage).

        2.  The Director, Staff Benefits Administration, should assess whether ISU’s

CIGNA Long-Term Disability Insurance can be increased from 60% of            the base appointment salary minus payments contributed by ISU to 65%.

**ACCEPTED** – Executive Committee – 4/17/07  (9-0-0)

                                    (S. Davis/ T. Sawyer   31-0-1)

                        c.   Parlimentarian – Dr. Thomas Sawyer  (M. Miller/S. Pontius  31-0-1)

The meeting adjourned at 4:20 p.m.