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Indiana State University

Faculty Senate, 2021-2022

September 2, 2021

3:30 p.m. via Zoom

**Members present:** S. Ahmad, A. Akgul, S. Anderson, A. Arrington-Sirois, S. Arvin, A. Badar, C. Ball, L. Brown, A. Czyzewski, C. Drew, L. Eberman, S. Ferng, J. Finnie, A. French, J. Frost, R. Guell, J. Gustafson, T. Hawkins, K. Hinton, D. Israel, A. Jay, B. Kilp, D. Knaebel, A. Kummerow, J. Liu, J. McKirahan, L. McQuiston, T. Nasser, R. Peters, D. Selman, E. Southard, L. Walters, K. Yousif

**Absent Members:** A. Arrington-Slocum

**Ex-Officio Present:** President D. Curtis, Provost C. Olsen

**Guests:** N. Alp, J. Angel, B. Balch, C. Ball, G. Bierly, K. Butwin, K. Chew, D. Collins, R. Crumrin, T. Dean, T. Exline, K. Ginter, R. Johnson, K. Lugar, C. Mallory, L. Maule, R. Mentzer, J. Osborne, S. Powers, M. Soliz, C. Spicer, B. Yousif

### 1) Memorial Resolutions

Frederic E. Rusch read by Dr. Jim Wurtz

Frederic E. Rusch earned a BA in Modified Religion at Dartmouth College in 1962, then briefly attended Yale Divinity School before enrolling at the University of Iowa where he earned an MA in English in 1966. In 1972, he earned an MA in Library Science at Indiana University. He earned his PhD in Bibliography and Textual Criticism at the University of Leeds in 1984.

Rusch joined the faculty at ISU in 1967 as an Instructor and was subsequently promoted to Assistant Professor in 1973, Associate Professor in 1978, and Professor in 1985. In addition to teaching undergraduate courses in expository writing and children's literature, he offered the required graduate course in research and bibliography.

Rusch served multiple terms on the Faculty Senate, as a member of the Faculty Senate Executive Committee, and as Vice-Chair of the Senate in 1990. As the long-time library representative of the Department of English, he was instrumental in building Cunningham Memorial Library's holdings in English studies. He also served on the Department's Computer Committee, Policy Committee, and Graduate Committee. Over a ten-year period,

he served as Assistant to the Vice-President for Academic Affairs, Assistant Vice-President for Academic Affairs, and Associate Vice-President for Academic Affairs.

Rusch's traditional academic work centered on Theodore Dreiser. He was the co-founder of the International Dreiser Society and served as editor of Dreiser Studies for eight years and the Dreiser Newsletter for seven years. He co-authored Theodore Dreiser: A Primary and Secondary Bibliography with Donald Pizer and Richard W. Dowell in 1984 and a second edition in 1991. With Keith Newlin, he later published The Collected Plays of Theodore Dreiser. He published multiple articles on Dreiser and other modern authors in Modern Fiction Studies, Dreiser Studies, the Fitzgerald/Hemingway Annual, and Notes on Modern American Literature.

THEREFORE, BE IT RESOLVED that the Faculty Senate of Indiana State University expresses to his family its sincere sympathy and condolences, and that it further expresses its appreciation for the service, care, and dedication which he gave to his students, the Department of English, and the University.

BE IT FURTHER RESOLVED that this testimonial be placed in the minutes of the Faculty Senate and that a copy be transmitted to his family.

## 2) **Administrative Reports**

### a) **President D. Curtis**

Thinking of the family of Dylan McConkey, a freshman who recently passed away on campus. M. Soliz attended visitation and funeral. Investigation will continue, which may take two or three more weeks. Expresses her most sincere condolences and that we are thinking about them during this difficult time.

Wonderful to have people back to campus. More normal than a year ago at least. In touch with Vigo County Health Department and following CDC guidance. Fluid situation but following guidance and actively studying next steps.

Involved in state discussions over changes to funding formula changes. D. McKee represents ISU to task force. Each institution has a different mission, and urges state to keep that in consideration.

### b) **Provost C. Olsen**

Will start to see ads on ISU Advantage for Fall 2022 recruiting cycle. Encouraged by the quantity of first applications, running well ahead of past years. Interested in hearing feedback on the ads. Recruiting and enrollment our #1 job going forward, for everyone, not just SEM and Marketing. We all need to be involved.

Health dashboard has COVID numbers posted. Numbers 1/3 of where they were last year, so a good sign so far. Seeing impact of vaccines and better understanding of transmission.

Three-week attendance reports due next week.

Enhanced COVID requirements under consideration for experiential learning activities. Will come out tomorrow. Wants to stay as close to normal as we can, but that requires certain activities where students are in close contact with each other or the public to have higher level of requirements.

### 3) **Chair Report: K. Yousif**

Welcome to first session of Senate. Our most important tasks are to keep you informed, to advocate, and to get more time for what's important for us. Please stay in contact with us, share your concerns and ideas. Gentle reminders on policy and procedures also very welcome and helpful. It's up to all of us to maintain faculty governance. 15 minute discussion is a good starting point for these discussions, but we should also move beyond criticism and towards action.

Several employees in need of sick leave donations, please contact me if you can help.

Reminders about biennial reviews from S. Powers will be coming from a Watermark address. Look in Spam folder.

Establish and maintain seating charts for contact tracing.

Implicit bias training begins next week for anyone involved in faculty review cycle.

Senate will have special single-item agenda meeting next Thursday: the Faculty slate for the Provost search committee.

### 4) **Staff Council Report: K. Lugar**

*Note: K. Lugar filling in for M. Leek.*

Staff Council held a retreat in July focused on formulating new goals.

Staff Benefits Committee: Exploring telecommuting policy revisions, better access to incentives, collaboration with employee wellness coordinator to establish wellness hours, and work on year round flexible schedule for work life balance.

Public Relations Committee: Implements fundraisers and events, and will collaborate with other units on community service opportunities.

Staff Relations Committee: Communicates policies on usage of service leave; staff evaluation process; implementing and identifying changes with HR; address communication needs during hiring process including the hiring timeline; and promote cross-training with staff.

Executive Committee: Discussing equitable compensation; diversity and inclusion matters; revising staff council bylaws; and continuing supervisor training.

Staff Council will also look at recruitment and retention as well as morale.

**5) Temporary Faculty Advocate Report: C. Spicer**

Sent survey to all lecturers on her list to crowd source questions and problems. Get very few responses usually. Anonymous survey got a lot of feedback.

Maintaining library access after retirement a big issue. Temp faculty put in a lot of time and effort, would like to see those benefits maintained after retirement.

K. Yousif: A charge already with FEBC on this specific issue.

**6) SGA Report: J. Angel**

*Note: J. Angel filling in for A. Nettrouer*

SGA is working on a celebration of life with campus partners and the family of Dylan McConkey.

SGA is finalizing plans for a Scholarship Fair; promoting a vaccine drive and urging students to upload health information; discussing having a voting center on campus for midterm elections; and creating a policy for the Flags of Inclusivity project at HMSU.

**7) Approval of Senate Minutes from April 29, 2021**

Motion to Approve: Eberman, Anderson (30-0-2)

**8) Election of Parliamentarian: Shelly Arvin**

Motion to Approve: L. Brown, S. Anderson (32-0-0)

**9) Fifteen Minute Open Discussion**

**a) Vaccine Mandate**

T. Hawkings: IU's vaccine mandate upheld in courts. Is a vaccine mandate on the table?

D. Curtis: Everything on the table. We will continue following CDC guidance.

**b) Implicit Bias Training**

Eberman: Will that be available even to those not in evaluation?

K. Yousif: Yes, it is.

D. Selman: To clarify, training must come before any access to review materials? What if people refuse to participate?

B. Guell: In previous times, people could be removed if they refuse. Handbook violation.

K. Yousif: Handbook violation, and a letter of admonishment, both possible.

C. Olsen: Participation is not optional.

A. Kummerow: Do we have to sign up or just participate?

K. Yousif: Yes, you have to enroll.

**c) Remote Instruction**

C. Drew: Many struggling with pedagogical soundness, specifically over faculty isolation or quarantine. Of course classes listed as on-campus should of course be on campus, but in some situations it is damaging to not allow faculty to shift online temporarily instead of having a proctor or other alternative arrangements to keep it on campus. Isn't Zoom a better, more direct way to teach in short term situations rather than have intermediaries in the classroom?

C. Olsen: Evidence overwhelming that students do better when they are in the classroom. We have two groups that are like first-year students right now. Emergencies arise, but do your best especially for those particular populations. No one is going to get upset about one or two sessions in an upper division course going to Zoom, but the scope of things last year was pretty disastrous for student success. Education campaign on vaccination upcoming to try to held head off more of this.

**d) Conflict of Interest Policy**

D. Selman: Conflict of interest policy changes held at end of last year.

K. Yousif: It is on list of charges for senate committees.

**e) Temporary Faculty and COVID Course Coverage**

C. Spicer: Temp faculty often teach at multiple institutions. Worried about quarantine protocols. Temporary Faculty especially vulnerable. Fear they will be burned out or will be taken advantage of to carry burden of coverage for faculty who are out for quarantine or isolation. Zoom and a proctor a good alternative.

L. Brown: Chairs and regular faculty need to not ask lecturers to cover classes for them. Regular faculty are paid to be full time and flexible; this should be a priority.

C. Olsen: I have given this guidance to deans and chairs, for this and for FMLA. If temporary faculty are brought in, they should be paid on a pro-rated basis.

**f) Use of Zoom in cases of Emergency**

D. Knaebel: Dept chair indicated that Zoom will not be used. Had a personal emergency where this policy added anxiety to an already difficult situation when trying to cover a 400 level class.

C. Olsen: We have always made accommodations, just trying to keep highly enrolled freshman and sophomore classes on campus as far as possible. Not meant to be so rigid that we won't use common sense to cover a day here and there for upper division classes.

K. Yousif: Had my students teach a guest lecturer in the past. There are other ways to do it.

**10) Syllabus language on COVID Policies for Fall 2021:**

Motion to Approve: D. Selman/A. Badar (31-0-1)

**11) Student Course Evaluations, Spring 2020**

Motion to Approve: L. Eberman/S. Anderson (30-0-2)

**B. Guell:** Will we be doing this in perpetuity? Will this continue for those going up for promotion in future years based on 2020? We can address that later.

L. McQuiston: Only Spring semester. Suggests also doing this for Fall.

**12) University Committees: Membership Slate**

Motion to Approve: D. Selman/ S. Anderson (31-0-1)

A. Kummerow: Need two for each position, some have a larger number.

K. Yousif: One committee has six nominees for three spots. Slates sent forward to President to choose from.

**13) Informational Item: AAC Annual Staffing Report (2020-2021)**

J. Frost: In acquiring data, we missed the library. We did not phrase the information query correctly.

J. Gustafson: Had a good discussion in Exec over some of the disparities we identified. Please elaborate for Senate.

J. Frost: Main disparities were that we do not have a faculty body that is representative of the diversity of the student body. Total numbers balanced by gender, but women make up a greater share of temporary instructors.

S. Anderson: What was the demographic balance for all full time faculty?

J. Frost: Difficult to get complete data for this.

J. Finny: How does one get a copy of the report?

K. Yousif: Corrected email came at 3:05pm today to all senators with a finalized report.

J. Gustafson: Will be public on our website. This type of data should be used to inform our decision making on Diversity, Equity, and Inclusion.

S. Anderson: Looking at shift from year to year. There is a lot of data in there, and gives a moving picture.

D. Israel: The tables don't look like they have that level of detail, but did not get a chance to read over the narratives closely. In past, discussed working across committees to have a regular data query. This would be a standing request that comes in a timely way. That would be an impactful change.

**14) Informational Item: Faculty Ombudsman's Report, C. Ball**

C. Ball: This is the 3<sup>rd</sup> year on the job. Goal is to serve as confidential resource to faculty over workplace concerns, separate from other processes. Informally support faculty to reach resolution to problems and questions, and conversely help and support university identify patterns or trends that may be problematic. Annual report goes out to show what comes across the desk of the ombudsman, find areas for improvement.

- L. Eberman: Recommendations very compelling. How strong are they, and where do they go, especially over conflict management, mediation training?
- C. Ball: Function independent of other entities. Ombudsman reports to Chair of Senate and to Provost. Could offer training and resources on the ombuds webpage that offers informal options for training. I cannot myself make it happen.
- C. Olsen: Happy to support chair training. Workshops and conferences impactful, especially over conflict management and resolution. Chairs are the most critical administrative positions on campus. Chairs also rotate a lot, and we have a new cohort every year. Would be happy to invest in chair development.
- L. Eberman: Many of the consultations were over evaluation and fairness.
- C. Olsen: Changes to 305 and 310 and implicit bias training a step in right direction.
- K. Yousif: With new Title IX policy, we have a need for faculty to be trained as mediators.
- C. Ball: Ombudsman's Office can facilitate and recruit a pool of faculty for that purpose.
- R. Guell: Two disproportionate things in data: large number of cases from one college, and a disturbing number of cases from female faculty.
- J. Gustafson: For cases of harassment and hostile work environment that don't reach the level of a Title IX complaint or the grievance process, they seem to be left unresolved. Sometimes the chairs are the problem. Does this not come down to the deans to be responsible for maintaining a safe work environment in their units?
- C. Olsen: At level of deans, yes, the same applies.
- S. Arvin: Report backs up what comes to AAUP. We often refer people to Carrie. Strongly support the mediator pool idea.
- C. Ball: Disparities across college not always like this historically. It jumps around a bit. Sometimes people came in groups about a single issue. Oversight of chairs, not just training, important and I support. Needs to be more care about whether proper procedures are being followed.
- K. Yousif: A. Arrington-Sirois also engaged in Restorative Justice training.

#### **15) Informational Item: Dr. Kathy Ginter, Student Counseling Center**

- K. Yousif: For college students, anxiety and stress a serious ongoing issue.
- K. Ginter: Students have been through a lot. Anxiety is high after coming back from Zoom.
- K. Chew: Counseling Center trying to reach as many offices and units as possible. Expected flood of mental health issues, help alleviate some of the anxieties you may also be feeling about this. Counseling Center is on 2<sup>nd</sup> floor of Gilliam, M-Th 8-5, Friday to 4:30. Provide a little bit of everything, like a community mental health center: individual and group counseling, educational groups, alcohol, marijuana, court referral, test anxiety, study skills, couples counseling, but mostly work with individual students. Have a psychiatrist, Dr. Parvaz, but with about a six week wait. Do some consulting as well. Busiest summer we ever had this past year, and fastest start ever to this school year. We have had 1000 appointments since July 1. 500 of those in the past three weeks. The 1000<sup>th</sup> appointment usually comes in mid-September or early October. Only 607 students last year came in, but 8300 total appointments; well up from where we were a few years ago. Still able to get students in, but we are historically busy at highest level. Not many referral services locally for us to send people out, so we sometimes have to deal with

things internally more than we otherwise would. Faculty can play a productive role in helping send students where they can get help. K. Ginter can serve as a liaison to senate if you wish to have that line of contact.

Distance Education issues: telehealth options were in place where governors allowed them to operate across state lines. This was extended in Indiana again. But it depends on what state the student is coming from, in addition to what Indiana says. For the most part, they have to be in Indiana, but sometimes we can also work with students in Ohio and Illinois. Liability and license issue.

L. Eberman: Online students: is there something we can develop, by state or region where we do have a large body of students? Those students experiencing the same levels of stress and anxiety.

K. Chew: Having a repository would be great. If out-of-state people contact me, it is helpful that I can contact local resources where they are, but having resources for specific geographical pockets of students would be helpful. Psy-Pact Legislation allows reciprocity agreements among 27 states or so. Indiana has not signed on.

A. Kummerow: When we have a student in crisis, what should we do? Refer them to you?

K. Chew: Depending on the situation, yes. We deal with crisis appointments. Walk a student to the office. For distance students, if you feel like you can't make headway with referring them to local services, we can help with that.

J. Gustafson: In what situations do we have a responsibility to report?

K. Chew: No requirement, but a strong encouragement. Self-harm, suicidal ideation, high risk situations. Call us, or public safety first. Sexual assault or other criminal activity you do have a responsibility to report. If you are in a health care profession, and especially if licensed, you may have to make a report. It is ambiguous otherwise, but always err on the side of helping a student.

K. Ginter: Call 3939. Adjustment, life changes, new surroundings can be difficult. A few weeks into the semester, mental health starts to deteriorate.

## **16) Adjournment 5:18pm**