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Indiana State University

Faculty Senate, 2021-2022

September 30, 2021

3:30 p.m. via Zoom

Members present: S. Ahmad, A. Akgul, S. Anderson, A. Arrington-Sirois, A. Arrington-Slocum, S. Arvin, M. Badar, C. Ball, L. Brown, A. Czyzewski, T. Dean, C. Drew, S. Ferng, J. Finnie, A. French, R. Guell, J. Gustafson, T. Hawkins, K. Hinton, D. Israel, A. Jay, D. Knaebel, A. Kummerow, J. Liu, J. McKirahan, L. McQuiston, T. Nesser, R. Peters, D. Selman, L. Walters, K. Yousif

Absent Members: L. Eberman, J. Frost, E. Southard

EX-Officio Present: Provost C. Olsen

EX-Officio Absent: President D. Curtis

Guests: A. Hay, B. Balch, D. McKee, J. Trainer, J. Osborne, M. Soliz, R. Johnson, K. Butwin, S. Gambill, S. Patton, S. Powers, K. Wright

## 1) Memorial Resolutions

a) **Dr. James Conyers:** prepared by Dr. Robin Bonifas and presented by Dr. Keri Yousif

Dr. James E. Conyers Sr. was born March 6, 1932 in Sumter, South Carolina and died Wednesday, March 10, 2020.

Young James graduated from high school in 1950 and attended Morehouse College, graduating with a degree in sociology. He then went on to earn his master's degree from Atlanta University. He was later called into the draft and served in the U.S. Army. After his military service, James went on to Washington State University in Pullman, Washington, to earn his Ph.D. in sociology.

Dr. Conyers was offered, and accepted, a faculty member position at Indiana State College (now Indiana State University) in 1962. Dr. Conyers remained on the sociology faculty at Indiana State University for 28 years; he was one of only two full professors in the division of social sciences (then department of sociology) for many years. As a faculty member, he achieved teaching excellence, receiving numerous awards and accolades for his teaching brilliance. Students unanimously agreed that his classes were some of the best courses that they had taken and that he was an extremely knowledgeable professor. The courses that he taught that were most popular included Social Problems, Black Community, and Minority Groups. While a faculty member in the Department of Sociology, Conyers's classes were cross-listed in African-American Studies, a program he helped found and develop.

He also was a prolific writer and researcher in the area of race relations. He authored several books, journal articles, book reviews, monographs, and pamphlets. Often asked to present at both national and international conferences, his fame in this area continues to echo today. One of his most noted writings include *Black Elected Officials: Study of Black Americans Holding Government Office*, based upon a questionnaire, this work includes the first nationwide profile of Black Americans holding elective governmental office in the mid-1970s.

The book compares Black elected officials with their White male and female counterparts. Another noted work was *Black Youth in a Southern Metropolis*, a work coauthored with William J. Farmer and Martin Levin and published by the Southern Regional Council in 1968. That same year, *Black Youth* and its authors were recognized on the CBS national news for their outstanding work. Other works include *Sociology for the Seventies* published by John Wiley and coauthored with Morris Medley (1972) and journal articles “Negro Passing: To Pass or Not to Pass” in *Phylon* (Fall 1963), “Racism Ain't Dead Yet” in *Journal of Social and Behavioral Sciences* (Spring 1981), and “Racial Explanations” in *Western Journal of Black Studies* (2002). For his teaching, research, and writing efforts, Conyers was often recognized by his peers. Dr. Conyers was the recipient of several academic awards including the prestigious W.E.B. DuBois Award in 1981 from the Association of Social and Behavioral Scientists and the distinguished Scholar Award in 1994 from the Association of Black Sociologists. He was a longtime member of the Young Men's Civic Club, a Life Member of the NAACP, and Kappa Alpha Psi Fraternity, Incorporated. He served on the Board of Governors of the Community Foundation of the Wabash Valley from 1969-1976 and on the Board of the Terre Haute Symphony Association from 1979-1985. He taught courses at Farm Camp at the United States Penitentiary in Terre Haute on a volunteer basis until his retirement in 1996. Dr. Conyers is a member of Unitarian Universalist Church in Terre Haute, Indiana.

**THEREFORE, BE IT RESOLVED** that the Faculty Senate of Indiana State University expresses to Dr. Conyers's family its sincere sympathy and condolences, and that it further expresses its appreciation for the service, care, and dedication which James Sr. gave to his students, the Department of Sociology, 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

No Report

### b) Provost C. Olsen

Thanked everyone that submitted their interim grades.

Regarding vaccine verification uploads: just to be clear, everyone is involved in contact tracing whether you provided proof of vaccination or not, although it does affect the nature of quarantine or isolation.

We had over two thousand people register for family weekend. There was a lot of activity on campus. Many thanks to the faculty and staff that were here over the weekend. Homecoming is coming up in a few weeks. A lot of the colleges will be repeating what they did for family weekend so if you are interested in being involved please check with your chair or your dean about what is happening for homecoming.

## 3) Chair Report: K. Yousif

Expressed support for the President's announcement of the Sycamore Community Health Initiative, which extends the vaccination or testing protocols that go into effect on October 1, 2021. Those will apply to the entire campus community on January 1, 2022. Given Presidents Curtis' announcement and our Senate discussion on September 9<sup>th</sup>, asks Senate to consider a revised resolution, originally drafted by Dr. Tim Hawkins, in support of the Sycamore Community Health Initiative.

Requests unanimous consent to add the noted resolution to the agenda. (*no objections*)

- 4) **Staff Council Report:** M. Leek  
Staff Council committees at work on a number of goals. Staff Relations Committee working to get communications out on community service leave to get more people involved.  
Staff Council not doing the harvest party this year. Participating instead in the Downtown Haunted Haute.  
T-shirt orders going on right now.  
Staff Benefits Committee is working with HR on different policies including work/life balance.
- 5) **Temporary Faculty Advocate Report:** C. Spicer  
Several adjuncts have requested retirement-like benefits for when they separate from the University.  
Discussed at FAC.
- 6) **SGA Report:** A. Nettrouer  
No report
- 7) **Approval of Faculty Senate Minutes from September 2, 2021**  
Motion to approve: S. Anderson, A. Kummerow (29-0-0)
- 8) **Approval of Faculty Senate Minutes from September 9, 2021**  
Motion to approve, S. Anderson, S. Arvin (29-0-0)
- 9) **Fifteen Minute Open Discussion**
  - a) **Sick Pay Donations**  
R. Guell: Requests that administration raise the amount of sick pay that can be donated to more than 150 hours.  
C. Olsen: Will look into this.
  - b) **Compensation**  
T. Hawkins: Will there be a raise this year? With what we have been forced to go through the last year and a half can we look forward to some kind of adjustment?  
C. Olsen: Looking into it, but with the current budget environment it would not be a full cost of living increase.  
T. Hawkins: What is the time frame?  
C. Olsen: We will let everyone know as soon as possible.
  - c) **Retirement**  
K. Hinton: What is the purpose of phased retirement? How are those done? Is it financially in our best interests?  
C. Olsen: The general philosophy of a phased retirement is for someone in retirement to continue to be here for students and other responsibilities as needed. If they are not physically on campus, hard to see this as a good investment of resources.
  - d) **Library Survey**  
S. Arvin: Starting next week a survey will be sent out regarding academic journal publishing.  
Faculty will receive an email link to the survey.
  - e) **Mental Health Training**  
A. French: Mental health on college campuses came up in a piece in the Chronicle of Higher Education this past week. The increased demand for mental health services has had an impact on

faculty. Specifically, the lack of training they have to respond to an unexpected mental health crisis is concerning. What is Indiana State University doing to train faculty, not to be crisis responders, but to know what to do when certain situations arise? We know that the counseling center is there but there are lengthy wait times.

K. Yousif: We had the counseling center at the last meeting on September 2. Other than their information, we have nothing further to share.

C. Olsen: We are always reviewing our capacity at the student counseling center and what the rest of us can do. It is always a question of triage and the best places to send students that may need help. We all feel like we are getting more of these requests and should better equipped. Happy to pursue that and see what we can do.

**f) Review Committees in Smaller Departments**

A. Jay: Regarding Policy 305.4 on peer review committees, especially when we are looking at tenure and promotion, smaller departments on campus might not have enough tenured faculty to complete reviews effectively. The burden is often on one or two faculty members to be on every review committee because of the understanding that junior faculty cannot be on tenure review committees. For smaller departments, is it appropriate to have assistant professors on these committees? The other concern is that we have to find external members to be on every one of these review committees.

K. Yousif: The Senate Officers did make a ruling on an interpretation of the handbook which clearly defines the composition of the committees for peer review committees at every level. We are often to review candidates outside of our discipline.

A. Jay: The sentiment is that what works for large departments doesn't always work for smaller departments that might be primarily made up of adjunct professors or instructors rather than full professors. They say it doesn't seem equitable to hold certain faculty to different standards based on their current rank.

T. Hawkins: It has been practiced in the past that the interpretations of officers have been announced to the senate. It might be helpful to write up the opinion and provide more details that are just being suggested here.

R. Guell: Handbook section 351 describes the responsibilities of a department. 351.1 states that the department must have a mission that is viable and 351.3 states that the academic department must be able to carry out its functions. One of those functions under "b" is to take regular faculty evaluations. I have considerable sympathy for this department, because in my own department if retirements fall right, we would have zero tenured faculty to evaluate its newest tenure track faculty member towards the end of his tenure track probationary period. If you don't want your department merged with another one, don't make that complaint too forcefully: that your department is not viable from an administrative point of view.

A. Jay: That is a great point and was brought up. That was also countered with a question over why a department would be punished after not being given tenure track lines for the past decade.

**10) Resolution in Support of Sycamore Health Initiative**

Motion to Approve J. Gustafson, S. Anderson (28-2-1)

J. Gustafson read the resolution, written by T. Hawkins:

Given the continuing threat of the pandemic to lives, careers, and educational opportunities among members of the ISU and wider community

Given the existence and availability of safe and effective vaccines

Given the decision made by hundreds of colleges and universities to mandate vaccines as an essential part of a comprehensive strategy to stop the spread of the Covid virus and resume normal operations

Therefore, we the Faculty Senate of Indiana State University express our support for The Sycamore Community Health Initiative, as announced by President Curtis (9-24-21), which will require proof of vaccination or weekly testing for COVID-19 for all faculty, staff, and students starting January 1, 2022.

R. Guell: Last year the prior Provost took the reasonable action of summarily dismissing a lecturer who refused to wear a mask in class. What is potentially troubling is that a tenured faculty member could be dismissed without due process by this rule, and by our endorsement of it, for either refusal to show vaccination status or refusal of weekly testing. My other concern is students that come from anti-vax families might have to lie to their parents if they get the shot. I do plan on voting for support of the document but those are my concerns.

J. McKirahan: Concerned with the applied research in this case. Regarding the mandate and resolution, viruses don't go away. Vaccines are not a cure-all. Breakthrough cases have occurred. To cite the decision made by hundreds of colleges and universities to mandate vaccines as an essential part of our strategy is a bandwagon appeal. Narrowing the solution to vaccination and testing a form of "technological solutionism." Advocates for universal weekly testing and other strategies to minimize infection.

**11) Policy 923: Non-Discrimination (Approved at Executive Committee) (8-0-0)**

Motion to approve L. Brown, M. Badar (29-0-0)

K. Butwin: After we received the final Title IX regulation, received more guidance from the federal government. Specifically, have to rework discipline and dismissal procedures. For those selected for the discipline and dismissal committee, if it is a title IX sexual harassment case, they would also be the panel for purposes of that hearing. They could make both the determination and recommendation. We still need to work through some of those details.

D. Selman: Do we have faculty trained already? How are we going about doing that until then?

K. Butwin: We already have the discipline and dismissal committee members though we have never had a hearing. Really this is focused on student issues. We would train the discipline and dismissal committee member with other faculty and staff to serve in student cases. We are looking for people to serve. We would like to have diversity in that membership and have lots of people so that there will not be conflicts of interest.

R. Guell: Looking forward to a discussion on 912. Some of us have been hoping for a really ironclad policy on student/faculty sexual relationships and the prohibition thereof, for many years. What I could read in the debate between FAC and K. Butwin is that there is considerable amount of overlap between what FAC had proposed in 912 and what we are talking about today in 923. Is a faculty member soliciting a student for some form of sexual relationship just icky, or is it a form of harassment? If it is just icky, then 912 applies. If it is harassment, then 923 applies. The process should be aligned if we are going to try to deal any situation dealing with a faculty member that is soliciting an intimate relationship with a student whether it is harassment or not.

K. Yousif: 912 has been sent to a subcommittee comprised of myself, L. Brown and A. Arrington-Sirois. We will be working with K. Butwin on doing a side-by-side comparison of what FAC proposed and current policy. These concerns are noted.

R. Guell: If we pass this, is it going in front of the Board of Trustees in October as an action item or is it an informational item in October?

K. Butwin: It is hitting the Board of Trustee for action in October.

R. Guell: My concern is that the spirit of what FAC wants in 912 is tightly enough linked to 923 that it puts the subcommittee in a box to make it align. Simply because the two policies can't stand by themselves.

J. Finnie: What does the third bullet mean [excluding off-campus cases from Title IX complaints]? In terms of international travel and inappropriate things happening there, this seems to suggest that it would not be dealt with.

S. Gambill: Those fall outside of Title IX regulations. For that reason, we also have a sexual harassment policy which covers anything that is not covered by Title IX.

J. Finnie: Does your office clarify which of these two processes are best to peruse?

S. Gambill: That is up to the Title IX coordinator. They rely on statements from the parties, witness reports, and police reports. Usually the geographic boundary is clear and easily determined. If it dismissed there is still an appeal process where one of the parties could appeal and say they want it addressed as sexual harassment rather than as sexual misconduct.

**12) Informational Item: Health Benefits Update, Diann McKee**

D. McKee: ISU is fully self-insured. Our health insurance program has an average cost of about \$20 million per year. The insurance budget operates on a calendar year so it crosses over fiscal years. We have an outside company that helps determine premiums. It has been determined that there needs to be a 7.4 percent increase. We are looking at ways to offset this. COVID has an effect on this. We have had nine larger claims this year, defined as at least 50% of the "large claims" threshold of \$250,000. We have stop-loss coverage for anything above that threshold, and when renegotiating that coverage rate, those larger claims will increase our premium. To offset the costs that are passed on to employees, we have been looking at increasing the wellness discounts. 90% of employees take advantage of this.

J. McKirahan: Has there been any comparison in rates with other institutions of comparable size?

D. McKee: These rates are based on our own experience. Actuarial calculations do account for broader trends. It is difficult to compare to other institutes in the state because there are a variety of plans.

J. McKirahan: Are we contractually obligated to this?

D. McKee: We are self-insured. Anthem is just our third party administrator and they have very deep discounts throughout the state. We moved from Cigna to Anthem and have receive significant discounts.

**13) Informational Item: The Lily Grant. Dean Linda Maule.**

L. Maule: The Lily Grant is focused on improving student success. The grant has three phases: planning (\$250k), responding to institutional challenges (\$2.5 mil), and the competitive grant "Sycamores Achieve: Scaling to Success" (\$6.5 mil). Designed to address a significant institutional challenge. Closing the graduation gap is our focus, especially among Pell-eligible and minoritized students. Focusing on better supporting our students, increasing opportunities for engagement, and experiential learning. Working on academic maps, using analytics, case-management advising, and expanding high impact practices. We are expanding the number of students who will be covered under "Project Success" in Phase III of the grant. Project Success advisors will be their primary advisor in year one, and a support person thereafter.

K. Yousif: Thank you for the detailed information. It's nice to see all of the faculty representatives that we can contact as well.

L. McQuiston: Will there still be something in MySam that lets us know that these students are in this program? There is a little flag that lets us know students are a 21<sup>st</sup> Century Scholar. It would be nice to easily have this information.

L. Maule: Do you want to be on the steering committee? This is why we need help with this. We want this to work for everybody. This is the same of all subcommittees related to the Lily grants. We are happy to have more faculty on them.

A. Kummerow: Does this apply to transfer students?

L. Maule: No, this is for four-year students that start with us from high school.

R. Guell: What data will be used beyond three-week attendance and interim grades?

L. Maule: The technology and analytics software piece of this is in the works and to be announced. We have already worked with the student success program part of it. We are now adding a technological piece. We will have much better ability for the advisor and project success advisor to assist the student with a whole array of problems.

R. Guell: Between the Canvas transformation group, Project Success group, and FAC there needs to be a conversation about getting contemporaneous grade data right away. FAC should be considering defining certain gradebook fields within Canvas that Project Success advisors could access.

L. Maule: That would be helpful because right now we have students come in and show us their Blackboard site.

C. Olsen: This underscores again that interim grades have to be meaningful and have to be based on something. I know that a study that we did a couple of years ago showed that there is not a good correlation between interim grades and final grades. Hopefully it has gotten better since we did that. Secondly, all of that Lily grant money and work won't be meaningful if we don't have access to that data.

D. Israel: Are international students excluded? Also, during COVID it was hard to know what to do with the people that still haven't made progress towards making up their missed assignments. Maybe faculty should be giving notifications on significant numbers of absences.

L. Maule: It would be helpful to know if students are attending some, but not all, classes.

A. Czyzewski: Advising for students coming in with 20 or 30 credit hours requires knowledge of majors and programs.

L. Maule: We do that already. We see students of all types. All advisors, even though they are generalists, are assigned to an area. One of the commitments that we have made with the associate deans is that we are going to strengthen our liaison program.

A. Czyzewski: Are instructors for these students going to have some additional record keeping that you are going to ask for?

L. Maule: Yes, but a lot of that record keeping is going to happen in that UC freshmen course.

A. Czyzewski: If I have one of these students in my class, are you going to be tracking them all four years. So every class that they take four years are the faculty going to have to submit additional information?

L. Maule: No. After transition the advisors in the colleges are going to do the heavy lifting.

## **14) Adjournment: 5:13 pm**