

Indiana State University

Faculty Senate, 2021-2022

October 28, 2021

3:30 p.m. via Zoom

Members present: S. Ahmad, A. Akgul, A. Arrington-Sirois, A. Arrington-Slocum, S. Arvin, A. Badar, C. Ball, L. Brown, A. Czyzewski, C. Drew, L. Eberman, S. Ferng, A. French, J. Frost, 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, E. Southard, L. Walters

Absent members: K. Yousif, S. Anderson, J. Finnie, T. Dean

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

Guests: T. London, A. Hay, D. Malooley, F. Manderino, J. Osborne, K. Wright, L. Behrendt, M. Blaszk, M. Soliz, R. Johnson, S. Patton, S. Powers, R. Gonser, B. Balch

#### 1) Memorial Resolutions

##### ***Dr. Clair Woodward read by Dr. Tim London***

Clair Doney Woodward attended Utah State University and completed a bachelor and master's degree in music. He earned a Doctor of Education in music at the University of Colorado.

Clair Woodward taught band and orchestra in Tremonton, Utah, and was band director at Elko High School in Nevada. Under his direction, the Elko High School band played for the opening ceremony of the 1960 Winter Olympics in Squaw Valley, California.

In 1967, Dr. Woodward accepted an appointment at Indiana State University as the Assistant Director for Music Extension, Division of Extended Services, and Assistant Professor of Music. In 1972, he was promoted to Associate Professor of Music and became the Director of Independent Study and Music Extension for Continuing Education and Extended Services in 1977. During his career, he also supervised Indiana State Music Association vocal and instrument competitions as well as Summer Music Workshops. He retired in 1994 after 27 years of service.

Music was more than a vocation for Clair, it was something he created and nurtured throughout his life. While on active duty for ROTC at Lackland Air Force Base in San Antonio, he organized the base's first drum and bugle corps which is still functioning today. He played the saxophone in bands and orchestras for 75 years (including: the Jim Dailey Band, Stonehenge, and Terre Haute Community Band) and was inducted into the Wabash Valley Musician's Hall of Fame in 2013. He tuned pianos for 25 years and was active in piano repairs into his nineties.

Clair was also a star in his local community: playing with the neighborhood kids, mixing up gallons of his homemade root beer, and welcoming visitors from all walks of life into his home.

Clair was preceded in death by his beloved wife Geraldine "Jeri" McBride Woodward, his parents, brothers Doney Leon, Jay, Darrell, and Lynn, and 7 half siblings, grandson William, and great-grandson Logan. He is survived by his children: Daina (Ron) Zollinger, Utah; Eric (Sara) Woodward, Missouri; Nan Noble, Muncie and Roger Noble, Indianapolis; April (Chris) Newton, Terre Haute; Annalese (Greg) Jones, Utah; Joel (Shireen) Woodward, Colorado; as well as his 23 grandchildren and 43 great-grandchildren, plus 3 on the way. He is also survived by his sisters LuDean (Frank) Atwood, Utah and Erika Cantin, Terre Haute. THEREFORE, BE IT RESOLVED that the Faculty Senate of Indiana State University express to Dr. Woodward's family its sincere sympathy and condolences, and that it further express its appreciation for the service, care, and dedication which he gave to his students, the Department of Music, Continuing Education, 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.

*Lyle Hawkins prepared and presented by Dr. David Malooley*

**Lyle E. Hawkins**  
**February 11, 1932 – September 19, 2021**  
**In Memoriam**

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Dr. Lyle Eugene Hawkins, passed away September 19th, 2021 in Union Hospital. He was born in Memphis, Tennessee, on February 11, 1932, to Charles A. and Lillian Jacoby Hawkins. He was the youngest of 3 children. Lyle was an active member of Bellevue Baptist Church, Memphis, Tennessee; First Southern Baptist Church, Terre Haute; and First Baptist Church of Terre Haute. He also was an interim pastor for several churches over the years. He studied the Bible and Creationism for over 30 years. He worked at a local Memphis grocery store from age 11 to age 22. He graduated from Central high School in Memphis in 1951. After high school he attended the University of Tennessee, Knoxville, before joining the US Army in 1954. He served in Germany from 1954 to 1957. He married Elizabeth Ann "Betty" Adams in 1957, but lost her in childbirth in 1959. Their daughter survived and was cared for temporarily by his brother, Charles and his first wife.

From 1959 to 1962 Lyle had a successful sales career first for IBM, then transferred to MCR until 1963. During this time, he completed his Bachelor of Science in General Engineering in 1962 at the University of Tennessee, Knoxville. He took an engineering job with McDonnell Aircraft (later known as McDonnell Douglas). When the Gemini space program ended, Lyle left McDonnell Aircraft, deciding to become a teacher with the Memphis Area Vocational and Technical Schools, so he could be a full-time parent to his daughter. He financed the completion of his undergraduate degree with his earnings and the G.I. Bill.

In the fall of 1968, Lyle received a federal grant for vocational teachers to further their education, which enabled him to attend North Carolina State University, Raleigh, North Carolina, full-time while working on his Master's Degree in Vocational Technical

Education, which he earned in 1970. After earning his master's, he spent his summer vacations from teaching to earn his Doctorate from the University of Tennessee, Knoxville, in 1980, again using his earnings and the G.I. Bill to pay the way. He was hired as an Assistant Professor of Electronics and Computer Technology by Indiana State University, Terre Haute, Indiana, in August, 1981. He was promoted to Associate Professor in 1986 and continued teaching until his retirement in May, 1996. He married Sarah Mae Tucker in 1982. They were married for 26 years before she died of cancer in 2008. He married Pamela Kay White in 2009; she survives. He was the father of five children and had several grandchildren, great-grandchildren, nieces and nephews.

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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 College of Technology, 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.

*Dr. Roy Buckingham prepared and presented by Dr. Troy Allen*

#### **In Memoriam**

#### **Dr. Roy A. Buckingham**

Roy A. Buckingham, age 87, of Cadiz, KY, formerly of Terre Haute, passed away Monday, June 21, 2021, at Bradford Heights Nursing and Rehabilitation Center in Hopkinsville, KY.

Born August 12, 1933, in Brooklyn, NY, he was the son of the late Frank Thomas Buckingham and Carmelita Morris Buckingham. He served in the United States Navy as an aviator during the Korean conflict, searching for subs off the aircraft carrier, and later retired from the U.S. Navy Reserve. He earned his Ph.D. from Ohio State University and taught aerospace technology courses as a professor at Indiana State University for 27 years. He was a founding sponsor of the Baptist Student Union at ISU, which gave him and his wife an opportunity to minister to many students, even opening their home to international students during school closures. After his retirement from ISU, he and his wife made their home in Cadiz where they were members of Cadiz Baptist Church. He was a faithful servant of Jesus and an active deacon in several churches over the years. Roy was also a member of the Pennyryle Honor Guard, Civil Air Patrol, U.S. Coast Guard Auxiliary, Gideons International, and the Cadiz Civitans. He loved watching football of any team, especially the Texas A&M University Aggies, His B.S. and M.S. alma mater. He enjoyed fishing, woodworking, RV camping, boating, and flying. In addition to his parents, he was preceded in death by his wife, Laura Buckingham, in 2015; and a brother, Donald Buckingham.

He is survived by his children, Lynn (David) Vollmer of Sugar Land, TX, Andy (Tammi)

Buckingham of Hopkinsville, KY, and Ray (Paige) Buckingham of Lawrence, KS; six grandchildren, Cahle (Valerie) Buckingham, Samuel (Shannon) Vollmer, Reid Buckingham, Nikole Vollmer, Heather Buckingham, and Elli Buckingham; and a nephew, Mike Buckingham.

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

*Dr. James Wittenauer prepared and present by Tom Nesser*

### IN MEMORIAM

#### James L. Wittenauer

Professor of Physical Education Emeritus and Associate Dean  
(1937-2021)

On August 23, 2021 Professor Emeritus James L. Wittenauer passed away in Fort Myers, FL.

Born in Ambia, Indiana on May 4, 1937, Jim Wittenauer graduated from Indiana State University with a B.S., M.S. He received a Doctoral Degree in Higher Education Administration from Indiana University in 1973.

He retired from Indiana State University in 2000 after 40 years of service as Professor of Physical Education and Director of Recreation Sports. The "Dr. James L. Wittenauer Administrative Suite," located in the University Student Recreation Center, was dedicated in 2012 acknowledging his impact at Indiana State.

He was a life member of Indiana State Alumni, and National Recreational Sports Association.

Dr. Wittenauer was a member of the Indiana Delta Chapter of Sigma Phi Epsilon Fraternity and was a past Alumni Board President. He received several honors including Outstanding Chapter Advisor, Outstanding Alumni, Outstanding Service/Dedication and Career Achievement awards.

During his time at Indiana State University Dr. Wittenauer was considered outstanding. He provided excellent service and stood out in terms of cooperative effort. His service endeavors extended to all levels of the university and to his professional community.

**THEREFORE BE IT RESOLVED** that the Indiana State University Faculty Senate expresses to his family its sincere sympathy and condolences, and that it further expresses its appreciation for the service, care, and dedication which he provided to our institution.

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

Thomas W. Nesser, Chairperson of Kinesiology, Recreation, and Sport

**2) Administrative Reports**

## a) President D. Curtis

*No Report*

## b) Provost C. Olsen

All of the colleges did a great job this weekend with Homecoming events. Thanks to everyone involved.

Just finished the narrative for chairs and program directors for the Academic Affairs annual check-in. We have finalized what information we want from Blue Reports and will make the first report public in January or so.

**3) Chair Report: (K. Yousif absent/ Vice-Chair L. Brown will run meeting)**

*No report*

**4) Staff Council Report: M. Leek**

Staff Council doesn't have many updates at this time. Our PR committee will have a spot in the Haunted Haute Downtown Trick-or-Treating event. Our executive committee will begin working on our SOPs in the month of November. We have been fielding questions about the new announcements regarding the salary and insurance increases. We are working closely with VP Diann McKee and HR to make sure we are able to answer any questions that come our way.

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

No report

**6) SGA Report: Anne Bowen**

We have been taking over some new initiatives. We are still in the search for someone for our advisor position. We will be interviewing people for the Director of Health and Wellness.

**7) Approval of Minutes of September 30, 2021**

Motion to approve, A. Akgul, C. Drew: 28-0-2

**8) Fifteen Minute Open Discussion****a) Faculty Pay**

T. Hawkins: I appreciate that the Administration found funds for a salary adjustment and understand the budget challenges. However, a \$500 increase is an empty gesture given the reality of faculty salaries at ISU, the absence of even a basic cost of living increase in recent years, and the lack of merit pay for faculty who are working above and beyond the call of duty at these difficult times.

Faculty at ISU are underpaid, a fact that has and will have a profoundly negative impact on the institution. Comparing the *Chronicle's* 2018 comparison of the average faculty salaries at four-year public institutions nationwide with those from ISU indicates the following:

- For lecturers, the national average salary was \$61.3k, while at ISU it was \$39k for a difference of -\$22k.

- For instructors, the national average salary was \$62k, while at ISU it was \$45.8k for a difference of -\$16k
- For assistant professors, the national average salary was \$79.8k, while at ISU it was \$60.5k for a difference of -\$20k
- For associate professors, the national average salary was \$92k, while at ISU it was \$71k for a difference of -\$20k
- For full professors, the national average salary was \$128.8k, while at ISU it was \$90.7k for a difference of nearly -\$40k.

Given this data, the Administration is in breach of *Handbook* 505.1.2: Objective of Compensation Program, which states:

- “It is the objective of the compensation program to maintain salaries that are comparable to and competitive with similar positions in other higher education institutions and local industry.”

The Administration is also in breach of the Trustee Compensation Resolution found in section 505.1.4, which states:

- **BE IT RESOLVED**, That the Board of Trustees of Indiana State University desires to give recognition at all times to outstanding performance by the members of the faculty and staff of the University of their assignment; and that in implementation thereof, the Board of Trustees supports the policy of including an increment for merit in granting salary increases whenever and to the extent as is determined appropriate and feasible at such times.

How can you reassure faculty that their salaries are a priority—even in the current budget climate? How do you intend to honor the sections of the Handbook that I have just quoted? Can you tell us, the representatives of the faculty, where faculty salaries are on your priority list? For the health of the institution we must support our faculty with salaries that reflect our understanding of their worth. We must reward them for the work that they do. Thank you.

C. Olsen: We have not done an adjustment in two years. I will have to take a look at this.

R. Guell: It has been longer than two years. Last time anything was done was at the beginning of President Curtis’ time here, when I tricked the Provost into doing [a salary adjustment]. It would also be a strategic error to go by those [*Chronicle*] numbers. They represent institutions with types of programs with higher-paid faculty that we don’t offer. We are not underpaid by forty percent. It would be closer to ten percent.

T. Hawkins: I would have to argue that we are paid below the national average and we deserve far better than the national average.

L. Eberman: What is more important, lines or being paid more? You’re both right. The solution is not an easy one.

M. Badar: With inflation at 7% the \$500 adjustment will not cover that. Just saying we should be happy to have a job is not good enough anymore. Costs are increasing, including our health care costs. We want our staff and faculty to be able to make livable wages.

R. Guell: With the financial situation, the President chose to save faculty lines instead of increasing the pay for those that would have remained. This was an incredibly hard decision to make and we have to live with the one that was chosen.

T. Hawkins: With all due respect, we are experiencing exceedingly difficult work conditions and are not compensated appropriately for it.

D. Israel: We need both things. Without faculty to instruct and do research there is no university. We need to think about the longer view.

L. Eberman: We need to make sure that we keep everyone happy as many that are still here are here because we like what we do. We need to make sure that everyone feels engaged and making a living wage.

A. Arrington-Sirois: I hope that the administration will look into this. We are grossly underpaid. Faculty and staff are committed to ISU and ISU should show its commitment to us.

C. Olsen: At this time we have a lot of turnover, especially on the staff side. Enrollment in higher education is down everywhere. These are the budget times that we are living in.

#### **b) Internships**

A. Czyzewski: Can you offer guidance on internships and how many hours that qualify for a high impact experience?

C. Olsen: You can contact Nancy Rogers for more information.

L. Maule: It is not linked to a number of hours but to meeting the five learning objectives.

#### **c) Eli Lilly Grant**

A Czyzewski: What happens budget-wise when the Lilly Grant runs out?

C. Olsen: The program should be covered by increased student numbers and retention. The grant's main purposes is to help cover the cost of getting the program started and everything worked out. Some of it will end but most should be taken care of.

### **9) Nominations for PTOC (Promotion and Tenure Oversight Committee)**

Motion to approve, J. Frost, E. Southard: 30-0-0

### **10) Curriculum**

**New program: Accelerated Master Degree in Occupational Safety Management.**

See curriculum: <https://indstate.curriculog.com/proposal:5024/form>

Motion to approve, J. Frost, E. Southard: 29-0-0

F. Moayed: We did a small poll to see if there was interest in this program and the results were mostly positive. We will be able to do this without increased support. We just had to change some course levels from 400 to 500 and 600.

**Suspension, graduate program: Dietetics**

See curriculum: <https://indstate.curriculog.com/proposal:5327/form>

**Suspension, graduate program: Dietetics**

See curriculum: <https://indstate.curriculog.com/proposal:5586/form>

Motion to approve suspension E. Southard, L. McQuiston: 19-10-0

L. Behrendt: These two items are the same proposal.

L. Brown: What concerns me is that these programs were created three years ago. I saw all of the hard work that went into creating these programs. Can you explain the rationale in suspending these programs?

L. Behrendt: We have had a dietetics program for 47 years. Graduates wanting to work in dietetics will have to have a master's degree soon, which is why we created the 4+1 program. Then we lost a faculty member and was not able to replace them so we don't have what we need to teach out the program. We actually lost a few students that had enrolled to take this program and were told we could not accept them.

T. Hawkins: Could you explain the split vote at Exec?

L. Brown: the split vote centered on the unusual way the program was suspended. It was decided to suspend the program rather than replace the lost faculty member. The three that voted to not suspend the program wanted to hear the reasons why.

C. Mallory: We were under the impression that there was going to be a change in the accreditation process as to why the program was going to be suspended. Our understanding that they were going to need someone with a stronger clinical background and this was the best process for them to revise the program and move forward.

L. Brown: Could we just vote to temporarily suspend the program?

L. Behrendt: That would make the reaccreditation harder than revising the program. We have been working with Tim London and are hopeful that we can get this done.

J. Frost: Is there still student interest in this program? How many students are interested in the program?

L. Behrendt: Yes, there is still interest in the program. We were limited on the number of students we could accept into the program due to limited resources. We are looking at making this an online program with would open the program up more since students would be able to find programs locally.

D. Selman: Why did the faculty member leave?

L. Behrendt: It was not about tenure or salary, but I don't have the exact reason.

D. Selman: We need to do a better job with exit interviews.

L. Eberman: This is a good example of why we need to have exit interviews and keep track of why faculty are leaving.

M. Badar: Why suspend the program if you are going to revise it?

L. Behrendt: We would not be able to revise the program quickly enough to keep the accreditation.

J. Gustafson: While this is a great loss, would it would be better for the department if this wasn't on the books for the revision process?

L. Behrendt: Yes.

D. Israel: How many students were in the program?

L. Behrendt: We were capped at sixteen. We will be able to have more if we revise the program to be online.

S. Arvin: I was on the fence about how to vote until I heard this information.

R. Guell: There is no need to have a program on the books that isn't going to generate revenue even if the loss has created missed opportunities. I will be voting to suspend the program.

L. Brown: It was a protest vote at the Exec meeting so that we could be informed as to why this happened.

A. Kummerow: The decision has already been made. We need to vote to suspend this program so that the department can move forward.

J. Gustafson: Do you have what you need to teach out any students still remaining in the program?

L. Behrendt: Yes.

M. Badar: What was the vote at the college?

L. Behrendt: It was unanimous.

J. Frost: If you had been able to find a faculty member in time would you have been able to keep the program moving forward?

L. Behrendt: That wasn't in the realm of possibilities.



J. Frost: So it was a budgetary issue?

L. Behrendt: Yes.

C. Mallory: It wasn't that we just lost the faculty member, there was also a small number of students. The program was not sustainable.

L. Eberman: What is the minimum requirement? How many lines are expected? What is the mean number of faculty?

C. Mallory: By revising the program it will help us understand what is needed to be competitive.

**Suspension, graduate program: Piano Pedagogy Certificate**

See curriculog: <https://indstate.curriculog.com/proposal:5448/form>

Motion to approve suspension E. Southard. C. Ball: 29-0-0

C. Olsen: We have already suspended admission to this major and this certificate is part of that program. This is clean up.

**11) Graduate Policy Revisions: Graduate Faculty Policy Library**

Motion to approve, C. Ball, A. Arrington-Sirois;

Motion to table, J. Gustafson, L. Eberman: 25-2-0

R. Gonser: The procedures for this were tabled at the Executive meeting. We were charged over the summer to review the status of a graduate faculty member and found that there was no process and it has been a few years since the policy was cleaned up.

D. Selman: Would this allow everyone to a chance to review their faculty status?

L. Brown: Yes.

D. Selman: By having the program director in this, does that change the process?

D. Collins: This broadens who can initiate and who is involved in the review.

D. Selman: Then in that case, the procedures are important and should be seen with this.

L. Brown: Regardless of who initiated the request, everyone, especially chairs, should be in the loop. Would it help to table this until the other parts of this catch up?

D. Israel: I second D. Selman's concern that people can be bypassed and left out of the loop.

L. Brown: This is covered in the procedures that were tabled at the Executive meeting.

R. Guell: Program directors play a variety of roles on campus. We need to make sure that similar policies are parallel.

R. Gonser: Tried to write this policy broadly enough to capture those different roles. Current procedures already had provisions that would allow not only for bypassing chairs, but also deans.

J. Gustafson: We should wait until the procedures are here before we pass the policy.

**12) Adjournment 5:25 pm**