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Indiana State University

Faculty Senate, 2020-2021

**Executive Committee**

November 3, 2020

3:30 p.m. via Zoom

Members present: L. Brown, M. Chambers, L. Eberman, J. Gustafson, R. Guell, T. Hawkins, C. MacDonald, V. Sheets, K. Yousif

Absent Members:

EX-Officio Present: President D. Curtis, Provost M. Licari

Guest:

1. Administrative Reports
2. President Curtis
3. Happy Election Day. Things are going well at the voting center. What a great opportunity it is for our campus to be leading the way in this kind of activity. I want to thank Dr. Rogers and her staff for hosting a watch party tonight and other activities happening the remainder of the week. There have been some faculty invited to do debriefing sessions with students about the election. I think it is really important for students to be able to talk through this and think about what this means for our country. I will be putting out a message tomorrow morning. In it I will talk about what a wonderful country this is and that whatever comes out of the election, ISU will be fine. I want to thank everyone that has encouraged students to participate in this wonderful civic process.
4. Strategic Planning. I will say after the question we had last time I went back over the materials that Brad Balch and Teresa Exline have been sharing about the process happening this fall. The process is that governance units, campus, and external stakeholders are involved in developing key performance indicators through small group sessions, one on one discussion, open group forums, and electronic surveys. In January, they will be developing a draft that will be shared to the different on campus groups for more feedback. Early February will be spent refining the draft based on that feedback, that way later that month it can be shared with the Board of Trustees (BOT) so we can gather their input. In March, the revised draft will be shared with external stakeholders for additional feedback, than they will collaborate with on campus groups for additional feedback and revise the draft again for preparation for submission to the governance units and campus in mid-April with an intention for it to go to the BOT. This will not get an approval from the BOT but will get an affirmation so that we can make adjustments as needed in the future.
5. I am taking a role with the Campus Compacts Program in Indiana and have been asked to chair that group. I had an introductory conversation with J.R. Jamison who is the state leader of Campus Compacts to hear about what is happening nationally. As this evolves I will share any information that you want. I am proud to say that Indiana is more involved than many other states. I have done this work with this group in three other states and each on has had different levels of involvement. Nancy Rogers and her team are very connected to what is happening in Indiana but there are also a lot of things happening at the national level.
6. Provost Licari
7. Nancy Rogers sent out a message to Deans and a few others about the guidelines for the spring term. The message states that the guidelines for experiential learning that are in place now will continue into the spring. This means no group travel until the COVID-19 numbers start to go down. This is unfortunate but it is the right thing to do.
8. Last week the milestones of service and the awarding of a number of university medallions took place. A lot of really good work is being done around campus and it was nice to be able to take a break to focus on all of the good things that people are doing. Obviously we will have more things to think about at the end of the semester in preparation for the spring. I just wanted to make sure that the experiential learning experience information was out there and I will include that in my newsletter as well.
9. Chair Report Liz Brown
10. Today is my older daughter’s 2 to the 5th birthday. She posted on social media this morning that all she wanted for her birthday is for everyone to go out and vote. I hope that everyone here on this call did their civic duty and made it to the polls.
11. Fifteen Minute Open Discussion
12. Thank you
13. J. Gustafson- I just want to say that it has been a tense couple of weeks with the election coming up. One of the bright spots has been the American Democracy Project with their activities here on campus. I just wanted to give a shout out to Carly Schmitt and all of the students working with that project. It has been really outstanding to see how active they were in promoting awareness of where and how to vote along with what it all means. They have been really active even with a pandemic happening.
14. Faculty COVID-19 Notifications
15. C. MacDonald- I have been asked if Covid-19 faculty notifications are still going out. I told them that they are, but they are just slow. I hope this is correct?
16. V. Sheets- I have received some in last couple of days.
17. M. Licari- They are definitely going out.
18. C. MacDonald- It seems as if some of the faculty aren’t getting them. It doesn’t do us any good if we are getting the notifications after the students are able to return to class.
19. Approval of Executive Minutes of October 27, 2020 File #1

Motion to approve edited minutes K. Yousif, M. Chambers: 9-0-0

1. Time Capsule Items: Katie Sutrina-Haney
2. K. Sutrina-Haney- Hello everyone. I am Katie Sutrina-Haney and I am the Special Collections Director and University Archivist. The University Archives Committee was asked to help with list of items for a time capsule. The University is doing a time capsule to document Indiana State University’s (ISU) 150th anniversary. The committee has been talking and believe that there various groups should have an item in the time capsule that represents them because of their involvement in ISU’s history. The committee really wanted to each group to be able to pick an items to represents them. It could be anything from a historical item to something present day. The time capsule is sizeable but we still have quite a bit that goes into it so we ask that it not be to huge of an item. We wanted to give you an opportunity to voice what you wanted to place in the time capsule.
3. L. Brown- What kinds of things go in a time capsule?
4. K. Sutrina-Haney- An obvious item for Faculty Senate would be a copy of the minutes. Photos are a common item to go into a time capsule. Sometimes smaller items can go into a time capsule.
5. C. MacDonald- What about a membership list that goes back over the years?
6. L. Brown- I was thinking a photo since we have not done ours this year. I was thinking since COVID-19 is going on we could all send a photo to Tony to see if he could create something for us.
7. K. Sutrina-Haney- You don’t have to decide right now. You have until the end of the semester. We just wanted you to have input on the item.
8. J. Gustafson- Can you give examples of what other groups have submitted?
9. K. Sutrina-Haney- I can tell you some of the other items. We have photos. We are going to have different programs represent different presidents throughout the history of ISU. We are putting in former President Lloyd Benjamin III and his recent architecture book since it has concise information about the buildings. Teresa is going to make sure we have an ISU logo mask to represent the pandemic.
10. L. Brown- We will think about this. Thank you.
11. Additions to PTOC File #2

Motion to Approve C. MacDonald, J. Gustafson: 8-1-0

Liz- There were two that terms had expired. I went back through the survey and found two that meet the criteria and wanted to serve. They are Stan Buchanan from the College of Arts and Sciences and Karen Evans from the Library.

1. Standing Committee Reports
2. AAC (M. Chambers)- No report.
3. AEC (R. Guell)- There were no applications for grants for AEC this year. In part due to there seems to be no COVID friendly ways to organize artistic presentation. Their decision is to roll the money into spring. What they are concerned about if they can roll the money into the next fiscal year as this seems likely that this spring will be as difficult to organize safe ways to present artistic expression. I forwarded that email string to Mike Licari.

M. Licari- Yes, Bob did forward me that email string. My response to Bob via email was that I am supportive of that idea but I can promise anything at this point. Although I am supportive I don’t want to make a promise or commitment that I cannot backup.

1. CAAC (C. MacDonald)- Met today. Discussed a couple pieces of curriculum as well as potential fast track of the curriculum proposal process and the possibility of allowing students to take one course a semester as an S/U course. They don’t vote on items at the same meeting they discuss them, so they will be voting during the next meeting.
2. FAC (V. Sheets)- No Report.
3. FEBC (L. Eberman)- We had a rather circular conversation about summer teaching. I can’t say that we are any further along than we were before the meeting. It would be great if there was some insight to how summer pay is perceived by both the administration and Faculty Senate at large because there seems to be a large disagreement as to why we are even discussing it as an issue. So that created that sense of circular conversation.

C. MacDonald- No, it was not a good meeting. I got once sentence before conversations started. It did eventually get back to me. It was a very difficult meeting. I tried to provide some insight as to where I thought we were going towards a less complicated system. I was trying to provide insight on how summer compensation and overload pay work together and don’t work together as we are looking at new calendars for some programs just to give them something to think about. The conversation seemed to go down several different kinds of rabbit holes.

R. Guell- Last year FEBC did have some sort of proposal?

L. Eberman- It was a spreadsheet that I would not call a formal proposal where they actually articulated what they were trying to do.

R. Guell- They did have some thing about smoothing out the sharp break points. The sharp break points at two percent, two and half percent, and three percent create some perverse incentives within both the administration and faculty. Faculty want to cut things short right were the break point starts and deans where capping it were it is about to start.

C. MacDonald- I did provide that context. The entire committee received that spreadsheet that basically shows compositions paid now and that proposed pay with lots of decimal points. There was no verbiage around that, therefore I think that some people found it confusing.

L. Brown- So where did that spreadsheet come from?

R. Guell- Kevin Bolinger.

C. MacDonald- It never came up to Exec last year.

L. Brown- Is he on the committee this year? Ok, no. Is there any recommendations on what to do to get this dealt with more productively?

R. Guell- It seems to me that Chip Rogers is putting together data that will put forth information on blending overload and summer compensation pay. The chewing on that should stay within the taskforce or even a sub-committee and that a solidly articulated proposal should come from the taskforce to be presented to FEBC.

L. Eberman- I agree, but what I also think needs to happen is that they are given a clearer directive. It seems to me that some on the committee won’t admit that there is problem within the system.

C. MacDonald- Some of that disproportionality happens in my college and I was not able to communicate that at this meeting.

L. Eberman- I can try to direct the conversation, but if they won’t listen to Chris I doubt that they will listen to me. This might need to be presented by an aggressive communicator.

R. Guell: A clearer proposal with the gravitas of the taskforces recommendation should help with some of those issues.

L. Brown- I agree and having a well-articulated plan will help.

T. Hawkins- If this is the environment right now than you need to be prepared for any proposal from the task force meeting resistance and potentially being killed by the committee. There needs to be some thought given to the smoothing of FEBC so that they will be accommodating of a proposal. That might require some discussion and early intervention. Not necessarily along the lines of specific proposal but rather a conversation about what needs to be accomplished. We also need to decide on who from the taskforce can drive this conversation.

C. MacDonald- It might need to be Mike Licari as they might allow the Provost to get a word in.

M. Licari- Tim is correct and we have been in this situation before within other contexts and need to plow the ground first before the formal proposal hits the group so that it doesn’t just get killed upon arrival. Which it sounds like a very good possibility here.

R. Guell- A standing committee doesn’t have the ability to kill a proposal.

M. Licari- They can gum it up so badly that it makes it difficult to move up the chain.

R. Guell- They can make the work among the larger senate far more challenging.

1. GC (T. Hawkins)- Meeting Thursday.
2. SAC (K. Yousif)- Meeting Friday.
3. URC (J. Gustafson)- No report.
4. Motion to move into Executive Session R. Guell, V. Sheets 9-0-0
5. Motion to move out of Executive Session R. Guell, M. Chambers 9-0-0
6. Motion to refer Faculty member A to Faculty Discipline and Dismissal C. MacDonald, K. Yousif 9-0-0
7. Motion to refer Faculty member B to Faculty Discipline and Dismissal J. Gustafson, L. Eberman 9-0-0
8. Adjournment: 4:40 pm