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Indiana State University

Faculty Senate, 2020-2021

**Executive Committee**

October 27, 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: A. Waite, R. Peters, R. Gonser, D. Collins

1. Administrative Reports
2. President Curtis
3. The end of last week was really busy for us. We had multiple meetings starting with Foundation Board meetings Thursday and Friday morning. The Board of Trustees (BOT) meeting was Friday afternoon.
4. The Foundation was celebrating exceeding their goal by raising $10.6 million for 2019-2020 year. They have a goal of $13 million for this year. Faculty and staff giving was up nineteen percent.
5. The BOT would like to give many kudos to the faculty. They said that the faculty are giving high quality education even during these uncertain times. We didn’t believe that we would be on campus past October 1 but we are still here and it’s almost November. The BOT would like to thank to everyone for following guidelines. Liz did well representing the faculty with her report to the BOT.
6. Provost Licari
7. I have a couple of items I would like to report on. First, the University College Council passed the Social Justice course concept. This is going to be a long curricular process. We will be getting feedback from the campus. This will then be brought in front of the Executive Committee then the Faculty Senate. We are asking that faculty members be involved with the process to express ideas or concerns. We would like for those that might have insight on this to please give feedback. There are many things to consider as we move forward.
8. The second item I would like to detail is the retirement of Lisa Spence-Bunnett. She is looking forward to moving out west. Robert Barley will be taking over as interim Chief Information Officer. I believe that he will be an effective leader. He has been with Indiana State University for 18 years. Robert and Lisa have a month to work together to make sure that he is up to speed.
9. Chair Report Liz Brown
10. Jeffrey Taylor would like for me to pass on thanks to the faculty for all of the work they are during this difficult time period.
11. The first place to contribute to the broader discussion regarding the Social Justice course will be at 3:30 pm on Thursday via Zoom. You should have received an email with a whitepaper and the link. Please, if you are interested, attend this meeting. This will be the first part of the curricula process. It will start here and go through the complete process. There will be plenty of opportunities to have discussions on the proposal.
12. Fifteen Minute Open Discussion
13. Social Justice Course Review

R. Guell: To be clear. The University College Council has the same standing as any other college governance body. So, you are using your authority to call this to a full Senate review. This doesn’t have to be a full review. It can stop at CAAC just like any other college curricular change.

L. Brown: I believe that changes to Foundational Studies, not courses added, but changes to learning objectives do need to go all the way to the Senate, and so does the UCC leadership.

R. Guell: That has been practiced, but I believe that the policy is equated the actions of the University College Council. I am grateful that this is going all of the way to the Senate. I believe that it should be the subject of a short musings to advertise that it is going to go all the way to the top.

L. Brown: Ann Rider has made it very clear during her communications that this review should go all the way up. Even if I were not Senate Chair this year I would believe that something like a change in Foundational Studies would still go to the top and changes to that program should have a University-wide hearing.

R. Guell: I agree.

1. Consultants

C. MacDonald: I just wanted to follow up with the cost of the consultants that we are using through Burning Glass for the course study review?

M. Licari: I do not have that information yet. I have put that on Jason Trainer’s plate.

1. Graduate Commencement

C. MacDonald: In looking at what was sent out to the students, I would like to point out that the graduate graduation is being treated differently than the undergraduate graduation. There doesn’t yet appear to be a live stream for the graduate ceremony. It says that live streams will be available Saturday and their graduation is on Friday.

M. Licari: That was a typo.

C. MacDonald: There is also no dedicated place for pictures.

M. Licari: Thank you. We will get these issues fixed.

1. Major Changes

T. Hawkins: I was especially disturbed to find out about the increase of health premiums from the newspaper this past weekend. It has been the practice for the last couple of years that the information has been shared and discussed with the Senate before action from the Board of Trustees. I don’t believe that anyone here on the committee disputes the rights of the administration to make this decision. However, for this decision to be made without consultation is ignoring and dismissing what has become the precedent over the last couple of years.

D. Curtis: I have never experienced an increase of health care expenses, so this is news to me about precedent in procedure.

T. Hawkins: You have been in the room when we have discussed this issue while I was chair. I always invited Candy Barton to talk about this issue. It was something that was practiced and I don’t appreciate hearing about it from the newspaper.

D. Curtis: Can we slow down and let me finish what I was saying. The answer to that was that Vice President Diann McKee met with the committee that reviews these issues.

L. Brown: She did. On October 1st she met with FEBC.

R. Guell: It was not FEBC that she met with. It was the Health Benefits Review Committee. This committee met on this topic as per usual. Something that didn’t follow past practice is that it should have been followed up at FEBC. Debra Israel is the chair of FEBC and is on the Health Benefits Review Committee. She stipulates that she said something about this at FEBC as the meeting was starting or breaking up but it was not discussed. Tim is absolutely correct that by past practices when we had health cost increases, Candi Barton and/or Diann McKee would present that at FEBC, Exec, and Senate. Because Candi retired, it is possible that Joey Newport didn’t know that was part of the job and Diann thought that she had done her part of the job. She has expressed that she happy to come back and gives the details on why this is necessary and why it happened this way. I think we should cut Joey and Israel some slack. There was a breakdown in communication and the world didn’t come to an end.

L. Eberman: I am sorry if I missed that conversation. I was late to that meeting and it was not in the minutes.

L. Brown: Like Bob said there are people new to the process and I don’t think it was intentional.

M. Chambers: This is like the change to the spring calendar and how it was announced in the paper before being put in ISU today. The faculty is concerned that they are not being informed about big changes by the administration before reading about it the newspaper, as this the second time a big change was announced in the paper before it was to the campus. Could you please have Communications send out an email to the campus before releasing the information to the newspaper? So far, the health insurance increase has not been in ISU today. I was contacted by faculty over the weekend about why hadn’t they heard from campus about this?

D. Curtis: When Senate is involved do you not release your own information?

R. Guell: You asked us not to say anything about the spring calendar.

D. Curtis: The calendar change was in ISU today.

M. Chambers: What I am asking is that an email be composed and sent to the campus before the information is released to the news. Items go online instantly now unlike in the past. This is causing a concern among faculty since this is the second time in a month that they have found out from an outside source about a big change.

D. Curtis: So ISU Today doesn’t get it done is what I am hearing.

M. Chambers: This has not been in ISU Today over the last couple of releases for health benefits increase. There hasn’t been any announcement to the campus yet.

R. Guell: There was no board meeting announcement either. Normally every board meeting is followed up with a Teresa Exline newsletter about what happened as soon as the meeting is over.

D. Curtis: I am going to go back and look at that. I am pretty sure the calendar change was in ISU Today.

M. Chambers: It was. What I am saying is that an email needs to be sent out not to campus, not just a news release.

D. Curtis: I am going to say that ISU Today is communication.

R. Guell: In the past we have been able to have prior input with how the change for health benefits would go into effect especially during times of no raises. It was in one of those meetings that the Faculty Senate asked and got a concession that higher income faculty would pay more so that our lower income faculty would have less financial strain of the additional cost. There has been substantive prior input in the past.

T. Hawkins: When I was chair I would have Diann met with the committees even if there was no change to the benefits. This way we could have an open discussion. This is a topic of importance and the default should always to be have an open discussion.

L. Brown: These types of changes need to be sent out in an email to the campus community.

L Eberman: This did come out in an email on Monday, but the subject line indicated only that it was about open enrollment.

R. Guell: Many of us that have been here for years and don’t plan on making any changes just deleted that email.

L. Eberman: There are many that don’t open up ISU Today and complain about not being informed.

1. Graduate Payroll

L. Eberman: With the change to the spring calendar how will this affect payroll for graduate assistants? There are many GA’s that are nervous about this extended break.

M. Licari: This would be smart for us to look at to see if we could make adjustments so the impact won’t be so huge. I will have to have a conversation with Diann McKee.

1. Contact tracing

L. Eberman: I was wonder if there is an update on contact tracing. I am quarantined and have been contacted by both ISU and the state. I have been given conflicting advice on what date I can return to work so I am hanging out at home for an extra day. I can see how students can become frustrated, because they are challenged by mixed or multiple messages.

M. Licari: I know that contact tracing team has daily communication with the county contact tracers.

L. Eberman: I am a Healthcare worker so I knew to stay home when I was told by someone they had been placed in quarantine. I know that we need to pay more attention to our surroundings.

M. Licari: I know that they did a good job laying out the challenges and the there is always going to be a 36 to 48 hour working period, so there is going to be delay.

L. Eberman: If there is always going to be a delay then we need to be more vigilant about what is happen around us.

L. Brown: SAC has created a COVID handout that I have just received. Bob will be sending it out soon. This should help provide more clarity for the faculty.

1. Spring Schedule

L. Eberman: I know it’s too late to change to the spring calendar. However, other institutions are adding wellness days in the middle of the week. Doing something like this could help with the 16 week long haul.

J. Gustafson: I have been hearing from faculty wondering how they are going to this for 16 weeks straight without break. Many are expressing concern about not having that mental break in the middle of the term.

L. Brown: It was expressed at an earlier meeting that faculty have the ability to adjust the workload in their classes if they see a need.

1. Zoom

J. Gustafson: I have suggestion for a charge. This would be to look at the compatibility with academic freedom and our contract with Zoom. There have been a number of instances where Zoom has refused to host meetings. Next term I will be teaching some of those topics and need to have plans for alternatives methods to those if Zoom shuts us down. It seems as if corporations are limiting our ability to freely teach.

L. Brown: Any thoughts on where this should go?

1. Financial Standing

T. Hawkins: I would like to make request. In November could we have a presentation on where the University is at financially and have a discussion on where we stand.

D. Curtis: I would like to make it clear is this for this fiscal year?

T. Hawkins: This would be looking into the spring.

D. Curtis: So this fiscal year.

1. Approval of Executive Minutes of October 6, 2020 File #1

Motion to approve J. Gustafson, M. Chambers: 9-0-0

V. Sheet: Page 3, section 4, letter b- needs to be November not June.

1. CAAC and GC Item: Technology Management 4+1 See Curriculog

Motion to approve R. Guell, C. MacDonald: 9-0-0

1. R. Peters: We have spent a lot time reviewing and changing our Master’s degree. We found that there has been a decline in our enrollment for the Master’s program. We have already had interest in the program so believe that this change will turn this around. This will work with three of our programs, but will work with other programs in the College of Technology if this does pass to see if this could work with them as well.
2. L. Brown: I saw the attached five year plans for those within these three majors.
3. R. Peters: Yes. I am just not sure if this would be three programs or just one. I see it as three.
4. R. Gonser: The challenge would be to find three 500 level course in their senior year that all of these majors could all take. Our problem is that there is no accelerated in the title. GC needs a flow chart so that we can better advice.
5. R. Peters: When we sent it in it did have accelerated in the title and it was removed.
6. R. Gonser: We noted that in our notes.
7. R. Guell: Do we need to table this?
8. D. Collins: It is in the Accelerated Master’s program section of the catalog. This is a simple issue.
9. R. Peters: That is something that the Academic Affairs and the registrar can sort out.
10. GC Item: Master’s Degree Revision File #3

Motion to approve R. Guell, C. MacDonald: 9-0-0

1. R. Gonser: The current minimum is 32 credit hours. We are proposing to reduce that required amount to 30. This also includes eliminating the 6 minimum credit hours outside of the program.. We have a couple of programs that would like to take advantage of this.
2. D. Collins: 30 is the number of credits that other universities in Indiana use. I have done some research and 32 is an artificial number. It was a result of a shift from quarter credits. 30 credits make much more sense. Each program will be able to create their own credit standard.
3. L. Brown: Are there any questions for Denise or Rusty?
4. Standing Committee Reports
5. AAC (M. Chambers)- No report
6. AEC (R. Guell)- No report
7. CAAC (C. MacDonald)- No report
8. FAC (V. Sheets)- They started surveying Chairs. They have asked for links of faculty members’ websites be allowed to be entered into FAD so that they are available on their ISU directory page. At their next meeting they will be discussing external employment. They wanted me to ask if there are resources for them to gather and interpret information gathered on surveys regarding minoritized faculty.

M. Licari: What is their timeline?

V. Sheets: I am not sure. They started out with a general survey but by the end it was much more specific survey. The timeline might be the end of the year.

M. Licari: That’s pretty quick. I need to learn more about their expectations are. Who is the best person to communicate with?

V. Sheets: I am not sure what they want. I guess I would be the best one to communicate with.

M. Licari: I need to learn more about what they want to accomplish.

V. Sheets: So you are not dismissing this, but they need to create something about why this is viable.

M. Licari: Yes, I am not dismissing this.

1. FEBC (L. Eberman)- No report
2. GC (T. Hawkins)- They approved the reduction of 32 minimum credit hours requirement for graduate classes to 30. They approved a major revision of the Athletics Training program. This was a complete revision and will go through the proper curricular change policies.
3. SAC (K. Yousif)- No report
4. URC (J. Gustafson)- No report
5. Adjournment: 4:36pm