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INDIANA STATE UNIVERSITY

FACULITY SENATE, 2019-2020

August 22, 2019

3:30pm, HMSU Dede III

Members present: A. Anderson, S. Arvin, M. Badar, C. Ball, M. Bergbower, M. Blaszka, M. Chambers, M. Cohen, S. Ferng, J. Frost, K. Games, J. Gustafson, C. Hanson, M. Hutchins, M. Jackson, B. Kilp, W. Ko, S. Kopaczewski, C. MacDonald, L. McQuiston, A. Mohamed, R. Noll, J. O’Keefe, R. Owegi, J. Park, R. Peters, V. Sheets, A. Solesky, L. Walters, E. Wittenmyer

Members absent: B. Jose, R. Guell, S. Phillips

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

Guests: B. Butwin, M. Crosby, S. Gambill, T. Hawkins, S. Powers

1. Memorial Resolutions
2. Dr. John “Jack” Jessell – Prepared and read by C. MacDonald, Chair*,* Department of Applied Clinical and Educational Sciences, 32-0-0

Dr. John “Jack” Charles Jessell was born June 19, 1932 in Waterbury Connecticut to Raymond and Florence Jessell. He passed away July 15, 2019 in Indianapolis, Indiana.

After high school graduation, Jack volunteered for a four-year term with the United States Navy during the Korean War. Upon his return, Jack continued his education at Southern Connecticut State University (known then as State Teachers College) where he was a catcher on the school's baseball team, graduating with honors with a B. S. in Social Science with a minor in English. He taught at the junior high level and coached his basketball and track teams to their city championships. He then obtained his M.Ed. degree in Guidance and Counseling at Ohio University, in Athens, Ohio, in 1962. He earned a Ph.D. from the University of Wisconsin in Guidance and Counseling with a minor in Educational Administration and Educational Psychology in 1964.

On August 18, 1962, he married Audrey Bloodgood of Larchmont, New York, in Larchmont. Following the completion of Jack's doctoral degree, he and Audrey moved to Terre Haute to begin his career as a professor of counseling psychology at Indiana State University. He was tenured in 1967, and promoted to Full Professor in 1972. Jack became Director of the Division of Guidance and Counseling in 1973. He also served for decades as the NCAA faculty representative for ISU, as well as stints as the Missouri Valley Conference president. He presented and published numerous articles on counseling techniques. Jack’s many Counseling graduate students remember him fondly He retired from in 1996, after more than 30 years of service to Indiana State University.

Jack was a parishioner of St. Joseph's University Parish and longtime member of the Terre Haute Rotary Club. He thoroughly enjoyed his children and grandchildren's sports teams. He especially loved baseball and was a wellspring of knowledge about the game's great players. He took this passion to the Terre Haute youth baseball fields, coaching many of his son's baseball teams to great success. He also served as president of Ralph Mills Little League in 1976-1977. Then, in 1978, Jack helped spearhead the creation of the South Vigo Babe Ruth League. These efforts came to fruition in 1980 when coach Jack challenged the long-established northside Babe Ruth League champs to a first-ever "Best of 3" City Championship with his southside league champs, "Terre Haute Auto & Paint." He was very proud to lead his team to the trophy with a clean sweep. A music lover, especially of big band jazz, Jack had an extensive album collection, with his favorites being Frank Sinatra and Stan Kenton. He was able to meet and have a drink with both of them backstage. Jack also loved his pet dogs, Fritz, Harvey, and Arvey.

**THEREFORE, BE IT RESOLVED** that the Faculty Senate of Indiana State University express to Dr. Jessell’s family its sincere sympathy and condolence, and that it further express its appreciation for the service, care, and dedication that Jack gave to his students, the faculty, 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.

1. Dr. Carolyn Fakouri -- Prepared by L. Hall, Executive Director of Nursing and Read By L. Walters, Assistant Processor of Nursing, 32-0-0

Dr. Carolyn Fakouri passed away February 9, 2019, at the age of 80. She was born in 1939, in Naperville, Illinois, to Michael and Caroline Hacker. She graduated from the Augustana School of Nursing in Chicago and went on to earn a BSN and PhD in nursing from Indiana University. She met her husband, Dr. Ebrahim Fakouri, at Indiana University and they both joined the faculty at Indiana State University in 1966.

Dr. Carolyn Fakouri was a master teacher; a respected, knowledgeable, and compassionate educator; a skilled clinician; and a beloved colleague. She had a natural graciousness and a gentle presence which she demonstrated in every interaction.

Dr. Carolyn Fakouri was active in and a strong supporter of Faculty Government. She was a dedicated faculty member and devoted to Indiana State University. Her approach to all issues in education and nursing was logical and professional, and she promoted an environment that encouraged positive and effective collaboration with students, faculty members, and administrators.

Dr. Carolyn Fakouri was blessed with a loving family who inspired her to keep on learning throughout her adult life. As a nursing professor, she appreciated the many students she had the opportunity to know and was honored to receive the Caleb Mills teaching award in 1985.

Faculty at Indiana State University, School of Nursing, have been touched by Carolyn’s mentoring and the legacy she leaves for excellence in all aspects of nursing.

Dr. Carolyn Fakouri retired from Indiana State University in 1991. In retirement she enjoyed traveling, book clubs, and most of all, spending time with her family. She leaves behind her husband, Ebrahim, son Bejan and daughter Maryam, grandchildren, a brother as well as, nieces and nephews.

THEREFORE, BE IT RESOLVED that the Faculty Senate of Indiana State University express to Professor Fakouri’s family its sincere sympathy and condolences, and that it further expresses its appreciation for the service, care, and dedication which Carolyn gave to her students, the University School, and Indiana State.

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

1. Administrative Reports
2. President D. Curtis
3. Welcome to the start of a new fall at Indiana State University. I am so grateful for all of you being here. You are the reason students come this University to receive a high quality educational experience that they will remember for years to come. I am inspired by spending time with the incoming freshmen on that first Sunday, giving them high fives and looking at each, thinking how different they will be in few year thanks to all of you.
4. Yesterday, we broke ground on our third Habitat for Humanity home that is located on a lovely street. The best part of the day was being able to speak with the mother and her two daughters about what this is going to mean for them and their lives. I would like one and all to come out and help build this home.
5. I would like to welcome Mark Alesia to the President’s Office as Director of Communication. One of the main focuses of his job is to let the community know about all of the good work that is being accomplished, not only inside the classroom, but also in your professional work that takes you away from the campus. We are grateful for the local news media for sharing our stories but they can’t always dig into the campus environment the way that a member of our own community can. His goal is to find out all of the good things happening on this campus and get out it proper media whether it be local or afar.
6. This year we are going to be revisiting our Mission, Vision, and Values (MVV) as a start to writing our next strategic plan. During the fall semester we will be engaging in all kinds of input about the MVV; what it should look like and how it should read. I am hoping that because we are dedicating a whole year into revising the MVV that we can make sure it says who we really are, who we serve, and what happens at ISU. We need to see that in the MVV before we create the road map for our next four years after the current strategic plan is complete. Brad Balch from the Bayh College of Education will be the driving force of this change. Brad does this type of all over the state with different school corporations. He is well respected and enjoyable to work with. There will be a variety of ways to share feedback some of which include meetings and a website. Your feedback will help make our MVV and strategic plan unique and true to what we want to be as an institution. I am looking forward to this and invite you to participate as well.
7. Provost M. Licari
8. Welcome back and thank you to everybody that participated in any of the weekend move-in activities and welcome week events that we have been holding. I know that a number you worked alongside myself and many others to help the freshmen move into their residence halls on Friday and Saturday. Spirits remained high and everyone did great work even with Saturday morning’s rain storm. This was a first year asking for volunteers from the faculty, staff, and administration to greet, welcome, and help the freshmen move-in. I got the chance to talk with parents and students. They were impressed with amount of dedication and commitment that the University has to its students. That was an exciting day and I look forward to future opportunities to welcome our new students.
9. Another part of welcoming students is enrollment management and student success. We have talked about this over the past academic year about how these two items are different parts of a whole. Jason Trainer will be hosting a series of strategic enrollment management open sessions. The first one will be September 3. The ISU today emails will have the schedules. Please attend those sessions. It is vital that our faculty leaders be informed so that the information can be shared. Please encourage all of your colleagues to attend. This a priority for not only myself but for the institution this year. Your role as faculty is important. There is a 17-18% difference on whether a student will attend Indiana State University based on if they have a visit with a faculty member or not. A visit with a faculty member is very persuasive to a prospective student on their decision to attend. They are coming to get to know you and what kind educational experiences they are going to have delivered by you. We need to make sure that over the next year that prospective students and their parents have the ability to meet with you. I have advised the Deans and Dr. MacDonald (as Faculty Senate Chairperson) that I would like to spend sometime this year on developing what this looks like so that we can show case what our faculty really do.
10. In September of 2020 the Higher Learning Commission will visit. This will be the last year that we have to gather information, put together our assurance arguments, and download this to the Higher Learning Commission so that we can demonstrate that what we are doing is what we need to be doing. There will opportunities to learn more about this process so that if you see something that will help with proving our case you will have the ability to pass it along. We will be using all kind of vehicles to drive this gathering of information.
11. There is a lot going on this year and it should give each of us the opportunity demonstrate that we can do all of this great work.

1. Chair Report: C. MacDonald
2. Welcome back to the start of another exciting year! I hope you all had a relaxing and/or productive summer. I would also like to officially welcome Joie Harney, who will be serving as the administrative assistant for the Faculty Senate and for the Faculty Ombudsperson. Please be patient with her – this is only her fourth day on the job, and her orientation is scheduled for this coming Monday. So I am going to ask you to refer to people by their full names, rather than as just “Susan” or “Lisa” as well as avoiding acronyms to help her make sense of what we are talking about. Please be aware that we are recording today, not as a permanent record, but so she can assure good minutes, so if you don’t want to have something taped, don’t say it today. One of the items on Joie’s to do list will be to schedule a photo session for the Faculty Senate. Once we have those dates set, I will let you know.
3. It looks to be a busy year, as we prepare for the Higher Learning Commission site visit next fall, work on Strategic Enrollment Management, and begin Strategic planning for the University. Brad Balch is heading up the latter initiative, and we will invite him to a meeting in November.
4. It is nice to be back with you in this role. I hope to continue the work I began four years ago, in maintaining and increasing our communication, transparency, and inclusion for the entire campus community. One of the first things I did four years ago was to write the Overview of Faculty Governance document. We have revised this document this year, and the new version has been posted on the University Faculty Blackboard site.
5. I wanted to make you aware that there are changes coming to Title IX policy, which will affect our Policy 922, Policy Prohibiting Sexual Misconduct, Intimate Partner Violence, and Stalking, so I have invited Katie Butwin, the University General Counsel to give us a brief overview of what is coming. I hope that we will have a document to vote on in time for the September Senate meeting.
6. We have made a number of changes to the Standing Committees you approved in the spring – Whitney Nesser has become Associate Dean of the College of Health and Human Services, so she has been replaced on the Arts Endowment Committee by Robyn Lugar; similarly, Jim Smallwood has become Associate Dean of the College of Technology, and has been replaced by Richard Fitch on the Faculty Economic Benefits Committee; Ethan Strigkas has left ISU, so has been replaced on the Faculty Affairs Committee by Robin Bonifas; and Matthew Moulton has declined to serve on the Student Affairs Committee, and has been replaced by Brian Bunnett.
7. Other than the agenda items, I also want to remind you that we are in a biennial review year. Biennial Review Training is mandatory for all faculty and administrators conducting these faculty reviews. There are a number of changes to the process form the last time around, so even if you completed the training two years ago, you need to do it again this year. I sent out the link on Tuesday, and you should all have received it. Like last time, you should be able to stop part way through and continue at a later time. You will receive a personalized confirmation of completion email once you have finished the training, and you should print it out and keep it for your records. The deadline is September 10. I will compile the list of completers once the deadline has passed and send it to the Deans and the Provost.
8. One last reminder -- if you have a long statement on an issue at any point during the year, please send a copy to Joie, so she can more easily include it in the minutes.
9. Support Staff Report: T. LaComba – Not Present
10. SGA Report: M. Longyear
11. Good afternoon. For those of you who don’t know me, my name is Maddie Longyear and I am serving as the SGA President. I am a junior majoring in communication. I am from Terre Haute so I come from a family full of Sycamores. Over the summer my Vice President, Ashley Morgan, and I worked really hard getting everything ready for this year. We met with many offices to share ideas and discuss about our goals for the year which include improvements to sustainability, student health and wellness, sycamore pride and traditions, and student involvement. Our staff arrived on Friday and we have been very busy ever since. On Saturday, we hosted an event during the HMSU take over and Sunday we hosted our annual party at the fountain planned by our Director of Student Engagement officer Colten Begle. These events were very successful and brought lots of interest in become part of the student government, the forest and the sycamore leadership coalition. We are so thrilled that campus is full of students again and are excited for a great year ahead.
12. Temporary Faculty Advocate – C. Spicer Not Present
13. Approval of May 2, 2019 Minutes File #1
14. A. Anderson, M. Chambers: 20-0-12
15. M. Chambers- I believe that on page 4 section 2 there is a typo. In the Stofferahn email. It says ‘status ante quo’ but believe that should be status quo.
16. C. MacDonald- Ok, we will get that fixed
17. Fifteen minute Open Discussion
18. Question 1 Textbooks
19. C. MacDonald - I have heard from two faculty members that textbooks aren’t available and that they are current books that should be readily available. More importantly, faculty were not informed of this by the bookstore. If they had been, they could have made other plans to allow their students access to the readings. There is no information about when the textbooks might be in.
20. M. Licari - Moving forward please let me know about issues of this nature as soon as they happen and not wait until a full Senate meeting. The sooner we know the sooner we can work on getting the issue fixed.
21. C. MacDonald -I heard about it today.
22. Question 2 Homecoming
23. C. MacDonald- Since the tents have been moved inside the stadium will the faculty and staff that are working those tents have to buy tickets to get into the stadium?
24. D. Curtis- There hasn’t been a discussion on this but I am going to say “No”.
25. J. O’Keefe- What will the tent situation be like on campus?
26. D. Curtis- There will not be tents on campus. Any organization that normally would have had a tent will now have the opportunity to book a physical location on campus for their event. This to help keep the strain on security resources lower.
27. Question 3 – Data Retention Policy
28. M. Chamber- I was reminded of an issue that we were supposed to have information on and that is data retention policy. Is there a point at which we will get some information about what is going on?
29. M. Licari- Yes, this is a topic that we will return in the near future.
30. C. MacDonald- I can ask Lisa Spence-Bunnett if she will come speak about changes on this.
31. Fun fact
32. M. Jackson- One of our Alumni (Ryan Neimiller) last night got passed through to the semifinals round on America’s Got Talent. We would love to see some marketing or press about that.
33. Selection of Parliamentarian
34. Motion to approve M. Chambers (V. Sheets, M. Hutchins): 32-0-0
35. Review of Title IX changes- B. Butwin
36. B. Butwin- I am Katie Butwin and I have been invited here to talk about where we are headed in regards to our sexual misconduct policy. The changes that we will be presenting to you have to do with student issues only. There are lots of challenges with sexual misconduct policies across the United States and the ways in which those policies are implemented. We have been paying a lot of attention where this policy is moving nationally in regards to what legal obligations are required. We are moving forward with a two phase process.
37. Phase one began in early August when we proposed to the BoT some policy changes to our Sexual Misconduct policy. The BoT did not take a vote on this since we wanted to talk to the campus community and early August wasn’t a good time to do that. We will be taking the changes to policy to the BoT in October so that they can help us meet our legal obligation. The situation with this policy is that it fluid right now because there are new changes all the time as new court rulings happen. The Department of Education of should hopefully releasing rules to help us with this process any month now. Changes to this policy will reflect where we need to go at this point. We plan on bringing a draft of that policy in September for you to review. Right now the BoT have asked to remove some of the procedures from the policy.
38. I am here today to talk about some of the changes that we are going to make right now. I did not pass out a draft as these are changes that are required by law. A draft can be put in the musings if you would like. The first change is to make resources consistent and equitable to the parties involved. In the previous federal administration the focus was primarily on complainants, now services are offered to the respondents as well.
39. There has also been a change to the hearing process. In the past the parties were invited to the Title IX panel hearing. Now it will be required so that the decision makers can assess creditability and ask questions directly of that person. S. Gambill has done a review of attendance and participation. In the past, most of time the parties participate in all processes. We are hoping that the new requirement doesn’t put a chilling effect on reporting. We need to be upfront and transparent with the students about the process and resource available. We will also be allowing the parties, through a moderator, to ask the other parties questions.
40. The policy itself will focus on due process in the entire conduct process and to provide support to all of individuals involved in the process.
41. M. Jackson - So if I have a student come up to me with concerns about another student, am I going to have to tell them up front that if this goes to the Title IX hearing they will have to sit across from the other student.
42. B. Butwin – My suggestion is to allow the Title IX administrator (S. Gambill) tell the students the process. What we need you to do is to gently stop them, if you believe they are going to be telling you something reportable, letting them know you are required reporter. If they still want to talk to someone then help them get to the resource that best fits their needs.
43. J. Gustafson - What role will the Faculty Senate actually have in changes of policy? Are we going to just review the statement made available from legal counsel or are we going be able to make meaningful changes to the policy?
44. B. Butwin- I am going to say it is a mixture of both because there are legal obligations that we have put in, but we worked well with the Faculty Senate in 2015 and value your input and concerns. In reality the BoT makes the final decision.
45. M. Bergbower - Will the moderator be employed by ISU or be appointed by the parties?
46. B. Butwin - The moderators will be trained ISU staff. We are seeking guidance from the National Council and also legal support so that this is set up correctly. We do allow support personnel, that aren’t directly involved with the case, for the parties that’s not involved in case.
47. Adjournment 4:22 pm