#2

INDIANA STATE UNIVERSITY

FACULTY SENATE, 2015-2016

September 17th, 2015, Dede III, 3:30pm

Final Minutes

Members Present: SAMy Anderson, C. Ball, K. Berlin, L. Brown, B. Bunnett, J. Conant, B. Corcoran, E. Gallatin, R. Guell, D. Hantzis, M. Harmon, T. Hawkins, J. Kinne, J. Kuhlman, A. Kummerow, I. Land, K. Lee, C. MacDonald, S. McCaskey, C. Paterson, L. Phillips, J. Pommier, V. Sheets, E. Southard, S. Stofferahn, H. Tapley

Members Absent: K. Bolinger, K. Bolinskey, P. Bro, T. Foster, N. Goswami, E. Hampton, S. Lamb, D. Malooley, M. Schafer

Ex-Officio Present:

Ex-Officio Absent: D. Bradley, M. Licari

Guests: T. Balch, C. Barton, L. Campbell

1. Memorial Resolution: Reno Foli
   1. Vote to approve: 24-0-0
2. Administrative Reports:
   1. D. Bradley: none.
   2. M. Licari: none.

1. Chair Report:
   1. C. MacDonald: I wish to apologize for an error in the Musings about the representatives of the non-tenure track faculty and wish to recognize A. Kummerow and previously T. Alberts. We are delighted to have you all on Senate, as this is a major responsibility. We are lucky that our non-tenure track faculty are willing to serve since we know that is not part of your teaching load. I would like to thank all of you for your service.
   2. Please do your *It’s On Blue* training if you have not yet. It is mandatory. There will be no positive personnel actions if you do not complete the training. Please get it done.

1. Support Staff Report: none.
2. SGA Report: none.
3. Temporary Faculty Advocate Report: none.
4. Approval of August 27, 2015 Minutes:
   1. Motion to approve as amended (A. Anderson, E. Southard) Vote: 23-0-1
5. Fifteen Minute Open Discussion:
   1. B. Bunnett: I would like to pursue an issue I raised from last week. Why do we discuss the issues that we do? C. MacDonald, maybe you can intervene when I say something incorrect. My impression is that the issues we discuss come from the Executive Committee in conjunction with campus administration and include issues that carry over from last year. Is that fair to say?
      1. C. MacDonald: By and large, but not exclusively.
      2. B. Bunnett: Are those the ones we should be spending our time discussing? My concern is that these issues come from a small group of people and are given to the rest of us to discuss. I wonder if some way could be found to address other issues, or have another intake stream.
      3. C. MacDonald: There are intake streams via the Executive Committee. The larger group brings ideas to us as well. Certainly any of us as Senators can talk to our colleagues and bring concerns to us. In addition, the standing committees are free to create charges for themselves in addition to those we send them; many issues come from them.
      4. B. Bunnett: That’s good. I wonder if other actions can be made to further this process. At beginning of last Fall, R. Guell convened a meeting. It was an open forum, and many faculty attended to discuss what Senate might consider during the year. The turnout was fair I would say. I’m not sure if anything came out of it.
      5. R. Guell: Nothing was raised that we did not already intend to discuss.
      6. B. Bunnett: There may be other types of things we can consider. Maybe we could send out a Qualtrics survey asking faculty for input on the issues we should discuss. They can choose what they feel is worthwhile. We could do another open forum or, perhaps, send out a call for agenda items. The Executive Committee could vet the suggestions. I’m not always convinced we talk about the most important things in this group. We spent all last year on the Handbook. This is important. But there are other things we might discuss. For example, at the Provost retreat last month, we heard from the president that he wants to promote career readiness and experiential learning. Is that so? If so, how can we integrate it into the curriculum? It sounds like a curriculum issue. Can we use that as an example?
      7. C. MacDonald: Experiential learning is something we already discuss. By career readiness, the President means our students need to learn how to be an employee: e.g., how to arrive on time, dress appropriately and address the employer appropriately.
   2. R. Guell: I can in no way be described as an outsider. I am Faculty Senate establishment. This year I am chairing FAC and do not sit on the Executive Committee. I would welcome any faculty issues that you believe should be raised. I am sure SAC would feel the same. The way the faculty and administration work together is that things percolate in informal meetings, then a charge is created and sent to a task force or a standing committee. For example, task forces on departmental success, advising, etc. bring a coherent document that standing committees can then modify. This has been standard practice for the last six or seven years. It wasn’t always this way. Things went to subcommittees. However, the process didn’t produce what it needed to produce. While the Handbook is not the universe, sections like 305 are critical to faculty. For example, it defines how we hire, promote, and remove them. We took the lead in revising this section, not the administration. I think there’s always a place for the experienced senator and someone with new ideas. Some of us who have been around for a while are out of fresh ideas.
   3. K. Berlin: In response to issues, this is my third year so I should understand, but as a senator, that’s our job to be in touch with faculty. I know my colleagues ask me what happens in Faculty Senate. It’s an opportunity for me to say, “What do you want me to take to the Senate and the administration?” I thought it was our responsibility to bring issues to Senate.
      1. C. MacDonald: You are not incorrect.
      2. K. Berlin: okay.
   4. J. Conant: Having served on committees for many years, I always got e-mails from faculty and knocks on doors about things they thought were important. Through the College Council and Senate committees, we certainly have not done a good enough job letting faculty know they can take concerns to a committee or to their senator. We need to remind faculty about those opportunities.
   5. D. Hantzis: Thank you for bringing that up. I used to think it would be great if the senators in the College of Arts and Sciences could have their own meeting where we could share ideas. It was too difficult to get everyone together. But, there are other ways. Arts and Sciences is a large group of people. Once your name is out there, people will contact you. I like to find ways to mobilize people – an open forum is a good idea. I respect that as someone who came in late today.
      1. C. MacDonald: I would be open to look into that. Things also will come from the strategic planning committees. They start there before they go forward. There are lots of ways for faculty to raise issues. It makes sense to try a survey, too, to avoid the challenge of scheduling a meeting.
      2. B. Bunnett: That’s what I’m suggesting, that there are other things we might do. We might be able to reach more people and get more contributions than we have previously.
   6. V. Sheets: I am a defender of free speech, even when others espouse messages and modes of delivery I find repulsive. What I am curious about, however, is how their venues are chosen. As some may know, I am a smoker whose behavior has been restricted to just a few places, most frequently to the area just west of the Shriners, which is directly adjacent to the free speech area allotted to the campus preachers. Perhaps this is the work of the campus health committee, encouraging me to repent my sinning (smoking) ways (since the increase in my health insurance premiums didn’t work); or perhaps it is someone’s wish to put all of the campus undesirables—the smokers, the preachers, and the atheists residing on that side of campus—in one place (I hope the fact that the College of Arts & Sciences and departments of social sciences are nearby speaks against this possibility); most likely, it is that inadequate thought was given to the fact that we are providing the preachers with a relatively captive audience that would be taken away if we moved them a little bit north (We have plenty of vacant lots north of Locust). I would like to see if it would be considered to have the preachers re-located.
      1. C. MacDonald: Yes we will see.
      2. A. Anderson: Yes they are right outside my window.
      3. C. MacDonald: If it’s interrupting a classroom, we need to relocate them.
   7. K. Berlin: I have taken this concern to the Executive Committee. Why is it that the associate deans are not evaluated by other faculty? We evaluate chairpersons and deans, but not the associate dean. The answer I hear is that the associate dean serves at the pleasure of the dean. Faculty feel that’s not an appropriate answer, when we have so much association with them.
      1. C. MacDonald: Good question.
   8. D. Hantzis: I want to mention a few things I am grateful for:
      1. Immediately after the August Senate meeting, during which I mentioned my concern that the Title IX phone had not been connected, AVP Lisa Spence let me know that she had already contacted the telecommunications office to ensure the phone would be connected.
      2. I noticed this morning an announcement on Blackboard letting me know that students who’d dropped a class had also been dropped from Blackboard. If this isn’t new, then I apologize for not saying thank you before. It is helpful to faculty and to students – advisees are often confused about why they are receiving emails from faculty of courses they dropped and why the course remains on their Blackboard list. I know Blackboard didn’t make the fix, we did. Two kudos and thanks to AVP Lisa Spence and her staff.
         1. A. Kummerow: I live online and am thankful for this. I ran into a major problem. I had students removed who were not to be removed.
         2. K. Berlin: if you have two courses and it was merged, it will drop half the class. It can be fixed but...
         3. B. Guell: I was in a conversation with a slew of Information Technology people. This is what they’re going to do. What happened overnight was very different from going into your users and deleting students who have dropped. When you do that, you do in fact lose all of the information. When Information Technology does it, they should be able to retrieve the information.
         4. C. MacDonald: It shouldn’t take individual requests.
         5. A. Kummerow: We learned that the student did not in fact drop. Now the student is not in my course because that’s how the new system works. It sounds like we are going to get the student back in but…
         6. C. MacDonald: That sounds problematic, but I haven’t looked at my course so now I’m a little worried.
         7. A. Kummerow: In the end I’m sure it will be beneficial.
      3. I’m concerned about the walkways to the HMSU from the south and southeast side. One must walk off the sidewalk onto gravel and then onto dirt before reaching sidewalk again. I’ve seen individuals with serious voluntary shoe challenges stumble as well as wheelchair bound individuals, others who have a walking difficulty, and cyclists at risk trying to reach the Union during the fountain construction. Talking with a colleague, she suggested that the restoration of the passage from the southwest side of the science building to the Union be prioritized. It was a great fix.
6. Update on Wellness and Health Benefits
   1. L. Campbell: I am the Wellness Coordinator on campus. I assumed this role in January. I come from a large hospital in Indianapolis. Wellness is my passion. Please feel to reach out to me. You have been provided a packet in front of you with my business card in the packet. Please complete your health assessments and screenings. If you or your spouse cannot attend here at ISU, you can go to your physician. There are still open dates for the wellness screenings. We will not have wellness screenings during the week of the Covered Bridge Festival. November 9th.
      1. Day one screenings did not go well. There was a 45 minute wait, which is totally unacceptable. We ran behind and did not utilize our screeners to the best of our ability. We have been trying to reach out to individuals to reschedule.
      2. Your packet provides information on a survey that is an opportunity for individuals to send anonymous comments: negative, positive, how to improve screenings. Contact me if you have questions. I appreciate the feedback. There is also subsidy information. The last flyer is a walk that I am hosting: “Wellness not Weight Walk” ISU. All are invited to attend. It’s something new this year.
      3. Wellness screening: 2300 are eligible. 900 have completed the online assessment and labs. We would like those numbers higher, and we will be sending out a lot more communication to get those numbers up. We are taking walk-ins.
      4. Wellness website: it is updated monthly with tips and calendar events. All wellness information is also online.
      5. October will be the Wellness Month at the university: the Wellness, Not Weight Walk, a stair challenge. October 28 will be the Wellness Bash. Over 50 vendors are currently confirmed.
         1. R. Guell: Would it be possible for you to have the screening times published in the spring so we can schedule our private physician?
         2. Lauren: Absolutely. We are looking at dates to be set before December.
   2. T. Hawkins: I wanted to let you know, and I’m not sure if you can do anything with it. I’m concerned with the personal health data I had to put into the system. After completing the survey, I was immediately inundated with healthcare spam. It was disturbing that so much spam came so quickly when I assumed my information was private and secure.
      1. L. Campbell: It is all facilitated with EEGAS, which is our third party. I will take that back to them about their health articles. We do need to be respectful so I will definitely take that to them.
      2. C. MacDonald: It does make us feel like our information is less confidential when we get spam and targeted ads right after we submit.
   3. C. Barton: I brought some information fresh from the Health Benefits Committee. We have potential changes:
      1. Basically we are not showing any changes on medical coverage. For prescriptions, we are. Claims for prescription drugs are 50% more than previous. We are on track to spend additional $2 million on drugs this year and we are trying to find something to minimize that cost. We are changing from the Basic Formulary to the National Preferred Formulary (NPF). This will save $170,000. The NPF excludes 66 brands currently covered, which affects 81 people at this time. NPF offers Preferred Alternatives for all excluded drugs. We are also including prior authorization via physician by an authorization form. New exclusions are announced each fall. The Fall 2016 list has yet to be announced. We are sending mailing letters to make sure people are informed.
      2. You might have noticed the claims made on TV about a cure for Hepatitis C. That cure does not come cheap. The estimate cost for one person to go through with it is $84,000. It is a 24 week program. There are 3 individuals affected. We are looking at a cost containment plan. No more than $100,000 per person. There would be no cost to ISU. We hire more people so we want to make sure we have no issues. We get savings if we use ACREDO, a specialty pharmacy from ExpressScripts. I am not sure if we can get them in 2016, but we are working toward it.
      3. Dental: We are sticking with our annual maximum of $1200. We are adding implant coverage. We are adding posterior composite resins and evidenced based dentistry. We are also adding additional cleanings for individuals with costs (diabetics, pregnant women, renal failure, etc.).
      4. There is a potential to add new prescription type of program: advocacy program. We are currently investigating it. It will not be in January, but possibly in the middle of 2016. About 400 faculty could qualify. They will be directly contacted by the company. There will be no cost to the university and faculty. $50 per month per individual for each person on the medication is the only cost.
      5. We are also looking into allowing spouses to use the Student Recreation Center at no cost.
   4. R. Guell: The increase in costs associated with pharmaceuticals was a predictable outcome of the health screenings. Why is that a surprise?
      1. C. Barton: Basically in March when I noticed the increase in prescription drugs, we asked for a comparison. Some went up 2000%. It wasn’t just additional drugs being used by people—the prices were outrageous. They haven’t gone down. We are comparing the same drugs one year to the next. That is why we’re taking this step
      2. C. MacDonald: Thank you.
7. Curriculum
   1. CAAC --Suspension of Theater Education Minor
      1. Motion to approve (B. Guell, A. Anderson) Vote: 23-0-1.
   2. Graduate Council – Revision of School Counseling M. Ed
      1. Motion to approve (C. Paterson, V. Sheets) Vote: 24-0-0.
      2. R. Guell: Why is this here and not just a Graduate Council change?
      3. C. MacDonald: It came to us from Curriculog. Because it came through to us, I thought we would do it this time. We will get it sorted.
8. Constitutional Changes
   1. C. MacDonald: We will vote today. If they pass, we are prepared to send a Qualtrics ballot out to all faculty. They will have two weeks to vote. We do have to have it approved by the majority, but also 40% of faculty.
   2. Motion to approve both proposed constitutional changes (A. Anderson, J. Pommier) Vote: 24-0-0.
   3. C. MacDonald: V. Sheets and R. Guell will oversee the survey of the faculty.
9. Adjournment: 4:48pm