INDIANA STATE UNIVERSITY

FACULTY SENATE, 2014-2015

August 21, 2014

**Minutes**

Members Attending: A. Anderson, C. Ball, K. Berlin, K. Bolinger, L. Borrero, P. Bro, B. Bunnett, C. Fischer, T. Foster, R. Guell, E. Hampton, D. Hantzis, M. Haque, M. Harmon, B. Kilp, S. Lamb, I. Land, K. Lee, C. MacDonald, D. Malooley, A. Morales, C. Olsen, C. Stemmans Paterson, L. Phillips, J. Pommier, D. Richards, R. Schneirov, V. Sheets, E. Southard, M. Sterling, K. Yousif

Members Absent: A. Kummerow, R. Lugar, S. McCaskey

Ex-Officio Present: President D. Bradley, Provost J. Maynard, M. Badar, K. Brauchle, R. Crumrin, D. Dooley, O. Finley, L. Henson, K. Hill-Clarke, L. Maule, L. Maurer, Y. Peterson, B. Yousif

Ex-Officio Absent: B. Smith

Guests: C. Barton, J. Lentz, A. McFaddin, J. Powers, S. Powers

1. In Memoriam: Robert Kent Wright
   1. J. Lentz:

Whereas Robert Kent Wright received his Bachelor of Science in Physical Education in 1963 and Master of Science in Physical Education in 1964 from Indiana State University,

Whereas Kent completed post-graduate work at Columbia University in New York City and served three years as Director of Intramural Sports,

Whereas Kent returned to Indiana State University as Instructor in Physical Education and Assistant Director of Intramural Sports in 1967,

Whereas Kent’s teaching and administrative career spanned 39 years at Indiana State University,

Whereas Kent also served as academic advisor for students majoring in Physical Education,

Whereas upon Kent’s retirement in 2006, he was Associate Director of Recreational Sports, Assistant Professor of Physical Education, and Facilities Manager for the School of Health and Human Performance,

Whereas Kent did a masterful job of coordinating the use of the Health & Human Performance facilities that were shared by four academic departments, a Division I Intercollegiate Athletics program, the Office of Recreational Sports, Campus Events, and Community Events,

Whereas Kent was a dedicated and loyal employee of Indiana State University,

Whereas Kent was Emeritus of Indiana State University,

BE IT RESOLVED that the Faculty Senate of Indiana State University express to the family of Robert Kent Wright 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 Physical Education, the Office of Recreational Sports, and Indiana State 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. Administrative Reports:
   1. President D. Bradley:
      1. Welcome back, everyone. As of today our enrollment is up three percent over last year. One area of worry is our new graduate enrollment is not up. We need to increase substantially our enrollment in Extended Learning. We have 2740 new freshmen this fall. First-year student growth is not an option. If we are to have budgets that are balanced, we need growth overall. It does not appear the budget is going to change. I will discuss our situation with the legislators regarding performance funding. We continue to not do well in performance, mostly because of enrollment drops in the middle part of the last decade. They propose that if there is no new state funding, we will take a $3.8 million cut next year. There is little hope of convincing the commission that it’s not a good plan. We will have to work to convince them that it will be necessary for our students. Growing more than five to ten percent is problematic given the resources we currently have.
      2. We also have three other areas we will be looking to our legislators for support. One is remodeling of the Arena, so we will be able to house more NHHS programs in one building. We need $64 million to accomplish this, and I don’t think they have ever approved an increase in more than $30 million. We also need assistance with working on a remodel for Hulman Center, which is forty years old and has never had a significant upgrade. Hopefully we will be able to work with the city and the county on that. Finally we will also ask for renewal of funding for the Indiana Principal Leadership Institute.
      3. With the Student Success program, we are experiencing success. When final numbers come out next week that will show. We need to begin focusing our efforts more on sophomores, juniors, and seniors for performance alone if not for other reasons. We have made no progress on increasing graduation rates at the four- or six-year levels.
      4. We have a couple of interim Vice Presidents this fall. I have asked D. McKee to chair the Provost Search Committee. I have asked the Senate to provide names for that committee. Hopefully they will meet near the end of September. J. Beacon will chair the search for Student Affairs. Both are looking for someone to start July 1.
      5. My priorities for the year, particularly for the Senate and Executive Committee, will be to finalize, quickly, the Biennial Review Process for next fall and move forward with recommendations from the Departmental Success Taskforce. We hope to have something before the Board of Trustees meets next week.
      6. Finally, we reviewed compliance with Title IX last spring and it’s clear we are not meeting expectations in terms of scholarships for women athletes. We will be creating a new women’s sport which will hopefully begin competition next year, but issues in getting it organized may push it back to the 2016-2017 academic year.
   2. Provost J. Maynard:
      1. I wanted to welcome myself back and state that I look forward to working with all of you as we continue to address many important steps in our commitment to student success.
2. Chair Report: R. Guell
   1. R. Guell: Welcome to a new academic year. It promises to be another great year full of tough choices, aggravating edicts, and tough-to-come-by compromises. Thanks to J. Beacon, R. Toomey, M. Hughes, C. Baker, and their respective staffs, though, it also promises to be another year in which enrollment rises.

Their hard and effective work and the President’s insistence on making our way to 555 FTE faculty have us working harder to teach those students. I can also tell you the professional staff are working harder. My wife put in 50-hour weeks throughout this summer because, like many offices, they have been pressured to control costs and not replace retiring staff. We are teaching more students with fewer personnel of all types. We are all more productive and we are all likely to be more exhausted.

The result is that since 2009, while salaries at peer institutions have risen at barely the rate of inflation—if that, ISU salaries have risen nearly two and a half times faster than that. It is entirely because of our increased enrollments and productivity.

We are all to be congratulated. From custodians to bi-weekly admins to professional staff to the faculty and administration, we have done a great deal more. We have a great deal more to do, however. We have to listen to everyone’s ideas regarding how to maintain the momentum on enrollment while simultaneously increasing the rates of success of our students.

The Charges that the Executive Committee have generated are only the beginning of that process. They are what nine faculty have come up with. I ask you all to encourage your colleagues to come to HMSU 307 on Thursday, September 4th at 3:30pm for a no-food, no-frills conversation between faculty. Ideas shared there will be turned into charges for the Standing Committees. Those ideas can be related to enrollment, student success, faculty rights and responsibilities, the Strategic Plan…anything.

Speaking of no-frills and no-food, the customary water jug here is gone. Sodexo is no longer willing to offer free ice water and I am not willing to spend $35 on $2 worth of water and ice. I’ll get enough of that when my daughter gets married and has her reception here at the end of this semester.

We are working out distribution of the minutes. We mistakenly thought that minutes were simultaneously uninteresting to the masses while of so much interest to some that they would happily check the Senate website for them. We will again distribute minutes via email.

Standing Committees are starting their work much earlier than in previous years. AAC, SAC, and FEBC have met. CAAC meets next week. FAC will be meeting tomorrow.

We have been asked by the administration to work quickly to propose changes to the Biennial Review system. FAC’s preliminary report is in the hands of Chris MacDonald and Chris Olsen. They are working out a compromise between what FAC recommended and what the administration will accept. You will see that next month. You will also see, with hope next month, a complete overhaul of Section 305 of the Handbook. We had some difficult personnel challenges last year that revealed a lack of clarity and highlighted a need for a total reorganization of the Academic Ranks, Promotion and Tenure, and Faculty Review sections contained in 305. FAC has it and we hope to bring that to you as early as the October meeting. FAC is also charged with many of the Taskforce on Departmental Success recommendations that have been the subject of previous Musings.

CAAC has one gigantic task that carried over from last year as they deal with the long programs. A bow has to be put on that by December or the Board will express extreme displeasure.

AAC will produce a Provost search slate for us to review next time as well as participate in a discussion of the Academic Calendar. The President has asked the Provost to convene a group of Enrollment Management, New Student Programs staff, and Registrar’s Office staff as well as faculty to discuss the many challenges associated with our Academic Calendar. Maintaining Donaghy Day as our commitment to experiential learning for first-year students, getting our lost Tuesday back, getting a mid-term break—if even only a Friday, having a weekend move-in day in August, having more than one week between Thanksgiving and Finals…all of these issues are important. AAC will be monitoring that discussion and will review that group’s work and bring it forward.

It will be a tough and productive year, and it will be my pleasure to work with you as we pull it off.

1. Support Staff Report: R. Torrence
2. Student Government Representatives: O. Finley, D. Dooley
   1. O. Finley: We are up to a great start this year; we have already participated in the move-in and met with the new freshman class as well as spoke at the Convocation. We also hosted the Fountain Party Monday night, which went well. This year SGA has many good ideas and we are looking forward to working with faculty. We are also helping with the Commission for Higher Education; they are starting a campaign called “Fifteen to Finish.” We plan to pass out related material next week from a booth at the Commons. The Sycamore Leadership Coalition, a freshman council, is off to a good start as well. We have very high membership in the Forest, with well over a thousand members.
   2. D. Dooley: One other highlight is our work with J. Powers. We have started to work on confirming SGA roles that contribute to student success.
3. Part-Time/Temporary Faculty Advocate: L. Henson.
   1. L. Henson: I’m happy to be here, and I’m hoping to soon receive a list of colleagues this week and assemble a list of their concerns. I am welcome to feedback from all of you.
4. Approval of the Minutes from April 17, 2014: A. Anderson, D. Malooley (27-0-4)
5. Fifteen-Minute Open Discussion
   1. S. Lamb: First, it’s very hard for this institution to accommodate five to ten percent growth—even three percent, if given our numbers are somewhat fixed as far as faculty and staff. I don’t understand—if we have good numbers and our ratios are favorable—why that doesn’t avail us of resources to better accommodate it. Secondly, and I know you’re as frustrated as anybody, I don’t understand the state’s attitude. We have had such success, and they are still using such prehistoric data. Why?
      1. D. Bradley: I think ultimately we’re trying to stick to the 555 FTE and a 21 student/faculty ratio in the next three years. If we continue to grow beyond that and get close to 14,000 in enrollment then we’ll be back in a growth mode for faculty and staff. We grew quite a bit in faculty last year. The increase will have to come from students before we increase faculty. Right now we are in a lull. In terms of the mission, I think the Commission is just so dedicated to their performance funding model they aren’t willing to look at its shortcomings and limitations…not for lack of hearing from me. They will hear more in September. In part it is our sister institutions that have pushed them into using long-time horizons. They may be sorry about it in the future. They are absolutely committed to this four-year graduation rate. It’s something over thirty percent of performance funding dollars in that category, and we have not qualified for any of them. Indiana University actually has submitted data that showed they went from a 42 percent to 57 percent graduation rate from 2011 to 2013. They will probably be saying if IU can do that why can’t we as well. As of last year, for the first time, our in-state tuition exceeded the state appropriation for Hoosier FTE. Last year, for the first time, tuition dollars exceeded what is appropriated for students (on a Hoosier FTE basis). If you look back to 1990, students were paying roughly $1900 and the state was contributing $7000-8000. Now, adjusted for inflation, students are contributing $4000 and the state is just below that. State appropriation has been less than balanced by increases in tuition. Unfortunately they have better PR machines than higher education does. The Commission is getting much encouragement from politically active groups on both the left and right side of the spectrum.
   2. A. Morales: The programs that rely on buying out faculty from their departments to sustain themselves, such as Honors and Women’s Studies don’t know where they stand—that discussion began last year under R. Williams. Now departments don’t know where they stand in terms of buying out faculty. Our chair is leery of letting faculty go because he doesn’t know what that will mean for SCHs.
      1. J. Maynard: I will get back to you and the Deans very quickly on that.
6. Informational: Wellness Update: C. Barton
   1. C. Barton: Last year, year one, was called “The Year of Discovery.” Through the online health risk assessments and the screening programs, people discovered what their health was like. Our second year, “The Year of Action,” we are inviting spouses and domestic partners to attend screenings as well. Details will be on the webpage on Monday (August 25). Because we have added spouses/partners to our screenings, I have made arrangements with the Center for Occupational Health on Wabash Ave. to also be available if they cannot make screenings here on campus. Hopefully we will be able to accommodate everyone; last year we had an outstanding 90% participation rate among employees. The screenings begin September 9 and run through October 24. There is a new form for the same process; for those who cannot go through the process here on campus or at Occupational Health due to being out of state or for some other reason, we have made arrangements for them to see a doctor, and as long as they use their CIGNA coverage, they can use their copay. The doctor will fill out the screening form and will fax it to the Center for Occupational Health. Last year there were times when forms were mailed, and it became a possible confidentiality issue when we had to open the envelope to find out what was in it.
   2. We will have a new test this year also. Anyone who signs the tobacco-free form will have a cheek swab. If they refuse to have it done, they will not receive the $50 discount on their insurance premium. One form is for those who are tobacco-free, one is for a tobacco user, and one is for those who use tobacco but agree to a cessation program. Employees with coverage for spouses/partners and dependents will receive a $50 discount off their premium. Single employees and employees plus dependents will receive a $30 discount off their premium. Both the covered employee and the covered spouse/partner have to participate to receive the discount. The rest of the screening will be the same for spouses/partner this year as it was for the employees last year.
   3. We have been watching aggregate, not individual, claims very carefully. Our claims in 2014 are higher by a double-digit percentage. In one month claims increased from 5-6% to 16%. We may have to have a double-digit rate increase or changes in coverage to help deal with this.
      1. K. Yousif: It sounds like every year everyone will have to have a health screening?
      2. C. Barton: Yes, every year.
      3. K. Yousif: Is there any explanation for the increase in claims?
      4. C. Barton: Of course there is the trend in inflation fueling some of it. The cost of an office call has risen by 8-9%. Also, we had three claims that exceeded $250,000. We are also seeing an increase in the number of claims coming in; after the screening last year, many people were advised to see their doctor.
      5. A. Morales: About the surcharge, those of us who are using cessation products are concerned. What is the swab looking for?
      6. C. Barton: I’m not entirely sure. If they are using a cessation product they should fill out a questionnaire and speak with their doctor. We are not asking those in an approved cessation program to take the swab.
      7. A. Morales: What about the surcharge for those in a program?
      8. C. Barton: We will waive the surcharge for the year as long as they are participating in an approved program. We have to know the name of the program. There are many options out there. Some are using the prescription drugs that the university is paying for 100%.
      9. D. Bradley: My recollection is that you can only be in a program for two years?
      10. C. Barton: Correct. Some of those who are using e-cigarettes, I don’t think are using them for cessation. I even spoke to one man who told me how much he enjoyed them, and offered me a puff on a chocolate-flavored one.
      11. D. Malooley: If I say I don’t use tobacco I have to take the cheek swab? You don’t trust me to tell you the truth? I find great offense in that. My word is my bond.
      12. C. Barton: I understand.
7. Executive Committee Nomination of Parliamentarian: C. Olsen. E. Hampton, A. Morales. (31-0-0).
8. Executive Committee Nomination University Health Benefits Committee Representative: D. Richards. A. Anderson, B. Kilp. (31-0-0)
9. Executive Committee Nomination of ICHE Faculty Member Screening Committee: A. Anderson. T. Foster, S. Lamb. (31-0-0)
10. All-University Committee Assignments: A. Anderson, D. Malooley.
11. Emeritus/Emerita Changes: A. Anderson, E. Hampton. Vote: 31-0-0
    1. R. Guell: There were two issues driving these changes. The first was for faculty who were in a financial position to stop working, but did not meet the age restriction specified for retirement. They were not eligible for Emeriti status regardless of how long they worked. We had a case last year in which a faculty member of great distinction absolutely considered himself retired, was not taking a position at another institution, and wanted to continue his research agenda associated with Emeriti faculty. The administration was willing to work with him on some things but couldn’t on others. This fixes that.
    2. R. Guell: The other is a case which has actually happened, where a person has committed an extremely egregious behavior and an unexposed violation, and could have exposed the university to considerable scorn, but was allowed to retire. The Handbook essentially says retirement and Emeriti status is an automatic deal. We need a mechanism akin to the de-tenuring process to remove the Emeritus/Emerita distinction from someone for a similarly egregious offense.
       1. D. Hantzis: I think it’s clear how FAC responded to what we were sent. We added changes but otherwise supported it.
12. Adjournment: 4:16pm.