#10

INDIANA STATE UNIVERSITY

FACULTY SENATE, 2017-2018

April 26, 2018

3:30 p.m., DEDE III

Approved

Members Present: Y. Bai, L. Brown, B. Bunnett, S. Buchanan, M. Chambers, M. Cohen, A. Czyzewski, T. Hawkins, L. Henson, M. Howard-Hamilton, M. Hutchins, M. Jackson, J. Kinne (on sabbatical), A. Kummerow, X. Li, , M. McInerney, N. Nichols-Pethick, J. O’Keefe, L. Phillips, J. Potts, B. Roberts-Pittman, A. Solesky, F. Stewart, S. Stofferahn, J. Weust, E. Wittenmeyer

Members Absent: E. Gallatin, K. Games, J. Gustafson, D. Israel (on sabbatical), B. Kilp, S. Kopaczewski (on sabbatical), J. Liu (on sabbatical), A. Payne, M. Williamson, K. Yousif.

Ex-Officio Present: Provost M. Licari

Ex-Officio Absent: President D. Curtis

Guests: Lindsey Eberman, Amanda Muhammad, Katie Butwin, and Susan Powers

1. Administrative Reports:
   1. President D. Curtis
      1. No report (absent).
   2. Provost M. Licari
      1. Today I have an update on some leadership position searches. For the Vice-Provost of Enrollment Management position, we have had the first two of four candidates visit. They did a nice job, I am very encouraged. All the candidates have been meeting with President Curtis, and she is encouraged as well. The final two will be here next week.
      2. The graduate dean search is in the final phases. Candidate Christine MacDonald was interviewed today, Denise Collins will be interviewed next week. That search will be wrapping up quickly as well.
2. Support Staff Report: E. Phillips
   1. No report.
3. SGA Report: T. Smith
   1. No report.
4. Temporary Faculty Advocate: T. Tesmer
   1. No report.
5. Chair Report: L. Brown
   1. Thank you all for being here, I am pleased that we have quorum today. In case you did not see it, the Executive Committee members for next year are: Chair Tim Hawkins, Vice Chair Liz Brown, Secretary Shawn Phillips, Felicia Stewart, Kent Games, Bob Guell, Randy Peters, Matt Cohen, and Mike Chambers. Congratulations to those who will be serving next year.
6. Approval of Faculty Senate Minutes of March 22, 2018
   1. **Motion to approve (M. Jackson/J. O’Keefe); Vote: 24-0-2.**
7. Fifteen Minute Open Discussion
   1. L. Phillips: I teach an African American history course, it just met. One of the students shared, during class, an experience she had had on campus. She was more than disheartened by it. It involved at least one of ISU’s Greek organizations. We need to make sure our campus is a welcoming one and that our students treat each other respectfully.
      1. M. Howard-Hamilton: In response to Lisa, I know what she is referring to. African American students in Greek organizations face discrimination in the community and on campus. We have a block party coming up this Saturday, downtown by the Hilton Garden Inn, 9pm-1am, a “Silence to Violence” event. We need everyone’s support, the community and ISU, to make sure we have a safe event for all of our students. While we were planning it, we found out that there is a new city ordinance that bans dance parties. They were told not to play ‘hip hop’ music, that participants cannot dance or ‘stroll,’ something African American fraternities and sororities would expect to do at a block party. We have communicated with the city police and the campus police. They have been great. The event is Saturday, we hope to make it annual. It is an official university event, we received a Sesquicentennial grant to plan it. Admissions has been inviting incoming students. We are hoping that we can work with the city on the dance ordinance.
         1. L. Brown: When was that done? It seems like it would interfere with events like the Blues Fest.
         2. M. Howard-Hamilton: Connie from the Verve (it sponsors the Blues Fest) has been working with us. She has been wonderful. It is a discriminatory policy. When the city saw Delta Sigma Theta on the sponsor list, questions and problems started. Come and support us and go to city council meetings to help us get the ordinance changed..
         3. F. Stewart: It looks like it passed in 2017.
         4. M. Howard-Hamilton: What is it called; we have been referring to it as the ‘footloose’ policy.
         5. F. Stewart: No special name, just numbers, but it says you must have liability insurance. The ticket, if you violate the ordinance, is only $37.
         6. M. Chambers: There was an incident last year near North High School. There was an open party, mobs formed, guns were fired, the police were called. I imagine this is in response to that. They are trying to control those situations.
         7. L. Henson: I understand that, but the prohibition on a certain genre of music is against the first amendment. The activist commission will go to city council for that.
      2. B. Bunnett: Lisa can you provide any more specifics?
         1. L. Phillips: I told her I would mention it, but I do not feel comfortable providing all the details here. All I can say is that some of the white Greek organizations were not welcoming. We cannot have that on campus.
         2. J. Kinne: Can she not report this to the equal opportunity office?
         3. M. Licari: There or the Office of Fraternity and Sorority Life as well.
         4. L. Phillips: She could, but I do not know if she would want to be identified, she may not want to be at the center of it, maybe further traumatized.
         5. J. Kinne: Yes, but if it is systemic we would want to do something.
   2. X. Li: Why are we not able to look outside of the US for job candidates?
      1. M. Licari: It is a very complicated situation. There are all sorts of expectations that go into getting approval to sponsor a candidate. The bar is quite high. We would have to show a total lack of ability to hire someone from the U.S. who is qualified. Then there are subsequent complications to getting somebody approved even if we can demonstrate that we cannot find anyone here that is qualified. It is all very difficult to navigate, almost requires a legal seminar. It is not usually a matter of developing a better pool if we sponsored more applicants, this is where some of the confusion stems from. There are fields where we would, yes, be able to have a deeper pool if we were able to sponsor applicants but that is not the standard. The standard is we have to hire someone already in the U.S. to work here.
      2. K. Butwin: Yes, and it has to do with wage rates. The USCIS (Citizenship and Immigration Services) is squeezing in all the ways that they can. The regulations specify how applications are handled. USCIS is requesting more and more evidence, pay stubs for example. Some of my colleagues are being asked to provide annual financial statements from the institution. It all costs time and money. Assistant professors coming in with no credit towards tenure are not considered entry level which would require us to pay a level two wage. We are having discussions internally and are trying to figure out what demands will be made of us before we get too far down the path. We are working on it for our international faculty who are in or will be in the process.
      3. L. Brown: Could we pay them for only 9 months, ¾ of the salary?
      4. K. Butwin: I floated that by the external council, it will not fly, but I tried to make the argument. The USCIS uses a percentage of the wage. There is nothing magical about this, the numbers come from the Department of Labor’s database.
      5. L. Brown: We used to count assistant professors as level one and not two.
      6. X. Li: Does this include visiting professors?
      7. K. Butwin: No, they are on a ‘J’ visa, so there are no wage restrictions.
      8. M. Licari: It is a frustrating and unfortunate situation.
      9. J. Kinne: Is level two pay higher?
      10. L. Brown: Yes, significantly in our department. I am not sure about others.
      11. K. Butwin: It depends on the discipline.
   3. L. Henson: Primary elections will be held on the Tuesday of finals weeks (May 8). Remind students they can vote on campus, but also city buses will be free that day. Mention that to them and remind them to vote.
8. CAAC Items (see curriculog)
   1. Textiles, Apparel, & Merchandising
      1. A. Muhammad: The programs we are presenting are for our major, which is very broad. These two minors focus on the consumer and creator relationships.
         1. L. Brown: These are only for your majors?
         2. A. Muhammad: Yes, but there is a general minor for external students.
         3. A. Kummerow: Are you are asking for additional resources?
         4. A. Muhammad: No, these classes were originally in the major as electives. We made them required for the minors.
         5. F. Stewart: I just want to clarify, you are asking for no new resources?
         6. A. Muhammad: That is correct.
         7. E. Wittenmyer: Do the design classes require computer programs?
         8. A. Muhammad: Yes, our students right now are starting with Illustrator in the digital technology class. We will also be working with Interior Design to learn how to use CAD.
      2. Design Minor (new program)
         1. **Motion to approve (M. Howard-Hamilton/A. Kummerow); Vote: 26-0-0.**
      3. Merchandising Minor (new program)
         1. **Motion to approve (F. Stewart/S. Buchanan); Vote: 26-0-0.**
   2. Medical Sales Certificate (elimination)
      1. **Motion to approve elimination (L. Henson, A. Kummerow); Vote: 26-0-0.**
      2. A. Czyzewski: Originally, this was designed to combine the medical field with sales, but we have not successfully placed anyone in that field as a result of this certificate. The certificate can be earned by anyone who majors in sales. It does not add anything. Our [medical sales] advisory board has suggested it be eliminated. This move is also in keeping with the university’s trend of eliminating certificates.
   3. Financial Services Selling Minor (new program)
      1. **Motion to approve (B. Roberts-Pittman/J. Potts); Vote: 26-0-0.**
      2. A. Czyzewski: This is a combines some of the requirements of the finance and sales majors. We are trying provide students who need them with more quantitative skills and others with more soft skills. This was suggested to us, we are not asking for new resources. It is not open to non-business majors due to prerequisites.
9. FAC Items: Biennial Review Revision
   1. **Motion to amend the Biennial Review revisions with the Spring calendar dates submitted by Keri Yousif (L. Brown/J. Kinne); Vote 6-20-0**
      1. A. Czyzewski: I would prefer it remain in the fall. I will have the summer to prepare rather than trying to get materials together while I am in class.
         1. T. Hawkins: I personally agree with that. If the amended dates work better for others then it does not make too much of a difference. I prefer getting it done in the fall. I would not want it looming over the whole academic year but I will not be too upset if it is moved to the spring semester.
      2. M. Howard-Hamilton: Would new faculty be involved?
         1. L. Brown: No. BR only applies to professors, associate professors, and senior instructors.
      3. L. Henson: Based on my personnel committee experience the spring would be a relief, but I am torn. I know that the personnel committee work-load [across campus during the fall semester] was why the argument is being made.
         1. L. Brown: For larger departments, spring may make sense.
         2. A. Kummerow: It does seem to make a difference, the department size. Communication has a lot of faculty.
      4. J. Kinne: If the spring dates passes, could departments still choose to do it in the fall if they wanted to?
         1. L. Eberman: No
         2. L. Brown: No, a department would not be able to require earlier submissions.
         3. T. Hawkins: If it moves to the spring, a department could not say ‘You have to turn in your BR materials by October’ since the review period would not have ended yet and the rest of the university is turning in BR materials later.
      5. X. Li: Do we need to revise out departmental BR document?
         1. L. Eberman: Yes, everyone would need to revise *meeting expectations* and *not meeting expectations* categories[regardless of what happens with the dates].
         2. L. Brown: Yes, revisions will have to be made, some major, some minor, depending on the department.
      6. S. Buchanan: I do not want to speak for Keri [Yousif], but so many other things are due in the fall. We have had this discussion in chairs’ council and in the CAS. Everything is due in a 21-day time span. This by itself it is not so bad, but this plus everything else is a lot.
         1. L. Henson: Having been on personnel committees, if the only advantage is personal convenience I would not be as supportive. The move to spring does provide some institutional leeway, some breathing space across campus.
      7. M. Chambers: We also have to review adjuncts every year; do we have to review them all in the fall (except for those only teaching in the spring)? Or can we do half in fall, half in the spring?
         1. L. Brown: You can shift. For lecturers there is that option.
      8. M. Chambers: I also want to remind you that the switch to the spring would likely mean you would be updating your FAD over winter break rather than over the summer.
         1. L. Eberman: Or you could do it all year on a regular basis. That would make Susan [Powers] happy. You could much of it over the summer then update FAD over winter break. A lot of faculty do not do it early.
         2. L. Brown: We are just shifting when the review happens. You could still do FAD in the summer, and have just have everything finalized over winter break. I work to deadlines, too, but we could do that.
         3. J. O’Keefe: With BR in the spring, we would actually have a longer amount of time to enter data. I am in the field all summer and usually have to rush to get it all in over Labor Day weekend, but this lengthens the time we would have.
         4. S. Stofferahn: I agree with Tim [Hawkins], the attraction is getting this kind of work done in the fall. There is something about the spring not having to engage in review-types of work that allows for other, more creative, work. We generally engage in other kinds of activities in the spring, community semester, etc. I would like to get all the review work done in the fall.
      9. A. Kummerow: Did FAC hash this out?
         1. L. Eberman: Yes, and we could not agree. The only thing that tipped it back to fall was that searches happen in the spring, those can be time consuming. Personally, I am split but I get load issues. Our department is balanced.
      10. M. Jackson: Does this affect salary adjustments? If you are *not meeting* expectations and do not, then, qualify for the salary adjustment, would we all then have to wait until those decisions were made before salary adjustments went into effect? If we are *meeting expectations* would we have to wait until May? Or even August?
          1. M. Licari: I have not brought the possible move up to finance or gotten Diann McKee’s thoughts on how that would affect the salary adjustments. That would be another moving part.
      11. E. Wittenmyer: I have recently served on the college P&T committee, making those revisions was painful, to have to do so again would be frightening.
          1. L. Brown: It has to be revised anyway regardless of the spring/fall dates. Sorry, Edie.
   2. **Motion to approve (M. Chambers/M. Hutchins); Vote 26-0-0**
   3. **Motion to approve the resolution (T. Hawkins/M. Jackson); Vote 26-0-0**
      1. T. Hawkins: I have written a resolution in response to what talked about last week.
         1. J. Kinne: What was the discussion?
         2. M. Jackson: There was no mention of merit pay in the revision. We wanted it on record that the administration says it is still on the table even if it is removed from the BR process.
         3. J. Kinne: Provost Licari, is it still on the table?
         4. M. Licari: Yes, nothing has changed since last week.
      2. S. Buchanan: What is the formal procedure for how much goes to each department?
         1. L. Brown: FAC will come up with university-level guidelines in the fall.
         2. T. Hawkins: Scott, do you mean how much of the whole merit pay pot of money goes to the departments?
         3. S. Buchanan: Yes.
         4. L. Brown: It will go by head count of regular faculty. Departments would then figure out how to award it.
      3. B. Bunnett: Could a department decide that everyone who is *meeting* be awarded merit pay? Could the money be shared equally?
         1. L. Brown: No, some regular faculty will not in included in the BR.
         2. B. Bunnett: A department could give it to one person or two people one year, another two the next, rotate the large lump sum among the department’s members equally. How much leeway do we have?
         3. L. Brown: We do not know yet.
         4. M. Jackson: FAC will be charged to create the general guidelines.
         5. L. Brown: We have to look at it and see what fits within the guidelines FAC creates.
      4. M. Chambers: The important thing is that it will be departmentally based.
         1. L. Brown: Yes.
10. Adjournment at 4:23pm.