

Faculty Senate Minutes

Friday, February 22, 2013

University Center 206

PRESENT: Peter Cashel-Cordo, Rohn Butterfield, Brandon Field, Adrian Gentle, Mary Hallock Morris, Garret Merriam, Paul Parkison (Chair), Daria Sevastianova, Rex Strange, Maria Shirey, Frank Ward, and Steven Williams; *Ex Officio member*, Shelly Blunt (Interim Assistant Provost).

GUESTS: Jessie Hellman and Jessica Stallings, *The Shield*.

CALL TO ORDER: The meeting was called to order at 3:02 p.m.

APPROVAL OF MINUTES: Adrian Gentle made a motion to accept the minutes from the February 8, 2013, meeting. Maria Shirey seconded. The motion passed with two abstentions.

UPDATE FROM THE PROVOST'S OFFICE: Interim Assistant Provost Shelly Blunt reported that the Provost's Office has been working on its budget request. The provost's presentation will be on Monday, March 4, at 8:30 a.m. in University Center East 2219. Blunt indicated that one of the provost's major requests is funding for the DegreeWorks software program which would replace the current degree audit system. This program would: (1) prepare individualized four-year academic plans; (2) link to financial aid requirements; (3) run various GPA calculations; (4) allow advisors to add notes to their advisees' files; and (5) would help department chairs predict the number of sections they may need for a course. The cost of buying and implanting the program will be approximately \$200,000. The program has a \$19,000/year maintenance fee. It was noted that most state institutions in Indiana are using this program.

REPORT FROM THE FACULTY SENATE CHAIR: Faculty Senate Chair Paul Parkison read the following report into the minutes:

- Faculty Senate Website: Special thanks to Oguz Hgurkan Akkaya (our student worker) for all his hard work on the Senate webpage: <http://www.usi.edu/facultysenate>. The website includes: (1) links to committees and rosters of representatives; (2) the agendas for this year's Senate meetings; (3) PDF documents of charges; (4) PDF documents of Senate approved minutes; and (5) PFD documents of Senate actions and recommendations.
- President's Council: The President's Council meetings on February 12 and February 19 were cancelled.
- Provost's Council: The Provost Council meeting held on Tuesday, February 19. I was invited to attend this meeting as the council was discussing the budget hearings for Academic and Student Affairs.
- Live Twitter Feed: Kristalyn Shefvland and I met with Erin Gibson, the faculty advisor to the Shield to discuss the protocol for the live twitter feed of Senate meetings. We emphasized our support for this valuable reporting but wanted to assure accuracy and thoroughness.

- Diversity: As a follow up to the Spring Faculty Workshop breakout session on Diversity, I met with Dr. Chris Garrett to begin the development of a Campus Learning Community on “Creating Community.” An initial meeting is being arranged with faculty, administration, staff and students interested in issues of diversity and inclusion on campus to brainstorm next steps. Kristalyn Shefveld established a Groomt site to help facilitate the ongoing conversation and Stephanie Walden-Schwake has encouraging lunch meetings.
- Senate Recommendations: Senate Recommendations were forwarded to the Provost Office and President’s Office regarding:
 - Senate Bill 180: Cindy Brinker reported that SB 180 passed out of committee. The bill has been significantly changed, but still has reporting requirements. Brinker did testify against the bill in committee as did IU and Ball State. Purdue and IVTC testified in favor of the bill.
 - Consensual Relations Handbook language was forwarded.
 - On February 19, I met with Dr. Rochon and Dr. Blunt to discuss the budget hearing process and potential areas of overlap.

OLD BUSINESS:

- Assessment Committee Report: Paul Parkison reported that the Assessment Committee submitted the requested inter-item correlations from the faculty morale survey data. He noted that the committee’s co-chairs Sherri Mathis and Charles Hathaway will give a report at the March 22 senate meeting.
- Faculty Senate Budget Hearing Presentation: The faculty senate’s presentation will be a part of the campus community presentation scheduled for Monday, March 11 at 8:30 a.m. The administrative senate and the staff council will also be a part of this presentation. Parkison noted that the three groups developed three common priorities: (1) more stress reduction events; (2) salary adjustments; and (3) the development of a sick day bank. The suggested salary adjustment was 3 percent across the board plus a merit pool.

Parkison noted that the senate does not have a budget line, so we should consider endorsing recommendations from those groups that do have budget lines. He noted that Academic Affairs has several priorities include: funding 15 graduate assistantships; increasing the library’s materials budget; purchasing the DegreeWorks program; funding a grant administrator position; and increasing the budget for the Center for Academic Creativity. Student Affairs’ priority is a diversity and inclusion fund which would pay for community building programs and speakers. The academic deans and Outreach and Engagement are looking at developing an Experts-in-Residence Program.

Senate members discussed a variety of priorities associated with faculty compensation, such as salary compression and salary inversion as well as gender inequity in salaries. The need for new faculty lines was addressed; the senate feels that this would help minimize the need for faculty members carry an overload. Senate members agreed that these issues could lead to problems with retention of faculty members. The senate noted that it is important to present the right narrative in our request: that we are concerned about stability, maintaining human capital, and providing our students with a quality education. It was also noted that the narrative should address issues of faculty morale and the fact that faculty salaries have been essentially flat lined for the past three years.

The final priority list included the following (unranked): an across the board cost of living adjustment; the creation of a pool of funds to help address ongoing inequities in faculty salaries; an

increase in travel funds; an endorsement of the library's request for an increase in its materials budget; and support for new faculty lines. In its budget narrative, the senate will also note that adjuncts are a critical part of our campus community.

- Campus Wide Meeting: Parkison discussed the agenda for the campus wide meeting scheduled for March 1. The agenda includes: the introduction of the new assistant vice president for marketing and communications; the academic affairs group's list of budget priorities; distance education's priority requests; the finalization of the senate's budget priorities; and the call for at-large senate and standing committee nominations.

NEW BUSINESS:

- New Program Review Process: Parkison noted that the senate will consider the New Program Review process at a future senate meeting.
- Senate Website: Stephen Williams thanked Parkison for his work on updating the Faculty Senate website.

MEETING ADJOURNMENT: The Faculty Senate adjourned at 4:37 p.m.

NEXT MEETING: Campus-Wide Open Meeting: March 1, 2013 from 3 – 5 p.m. in University Center 2217/2218. The Senate will issue a call for at-large Senate and Committee nominations during this meeting.

Submitted:
Mary Hallock Morris
Secretary, Faculty Senate