

**Faculty Senate Retreat Agenda**  
**Thursday August 18, 2011**  
**YWCA, 118 Vine Street Evansville, IN**

8:00 Breakfast (Coffee and Donuts)

8:15 Call to Order  
Welcome and Introductions

Approval of Minutes from May 4<sup>th</sup>, 2011

Election of Senate Officers

- a) Vice Chair
- b) Secretary

Chair's report

9:00 Unfinished Business

- 1. Nepotism and Consensual Relationships
- 2. P&T Language
- 3. Ad-hoc Committee on Faculty Work
- 4. Faculty Governance

10:30 New Business

- 1. Election to University Advisory Committees
  - a) Student Publications Committee
  - b) EEO Appeal and Hearing Board
  - c) University Athletics Council
- 2. New Charges
  - a) Summer / Out-of-Contract advising
  - b) One-hour Overloads
  - c) Payment for Summer Teaching

11:00 Core Curriculum (Michael Dixon, UCC Task Force Co-Chair)

12:00 Lunch

12:30 Update from Dr. Linda Bennett, President

Update from Dr. Ron Rochon, Provost

1:15 Senate Meeting Times for Fall Semester

Next Regular Meeting: TBD

2:00 Adjourn.

Faculty Senate Retreat: 18 August 2011

Present: MT Hallock Morris, Maria Shirey, Sid Hall, Jennifer Williams, Ethel Elkins, Kent Scheller, Steven Williams, Adrian Gentle (chair), Brandon Field (acting secretary), Linda Bennett (President), Ron Rochon (Provost), Michael Dixon (UCC Review Task Force Co-Chair).

Meeting called to order: 8:15am

- Motion to approve Minutes from 4 May 2011: M. Shirey; seconded K. Scheller. Carried unanimously by those members who had been present.
- Kent Scheller congratulated on his appointment to the Indiana Commission for Higher Education.
- Steven Williams elected vice-chair of the Senate this year; will act as chair in the Spring when Adrian Gentle is on sabbatical.
- Decided to have a rotating secretary for the year, in absence of volunteers. Brandon Field chosen as acting secretary for the retreat. Again this year, we will seek a student worker to assist with the meeting minutes.
- Senators encouraged to email their constituents and encourage them to issue charges. Form available on website.
- A list of members of Faculty Senate and Senate Subcommittees was distributed to senators.
  - K. Scheller reminded senators that the existing governance structure of the subcommittees will be reviewed by the Senate this year.
- A list of recommendations that came from Faculty Senate that were approved last year was distributed and discussed.
  - The Chair believes that only one of the changes that were recommended by Faculty Senate has been incorporated into the new Faculty Handbook this year, even though most of them were supported by the Provost.
  - The recommendation that the English translation requirement for student fliers was *not* supported by the Provost, in consultation with the Dean of Students.
  - The schedule of revision of the Faculty Handbook is irregular. It was recommended that a charge be made to have HR regularly revise the Handbook yearly, rather than update only when changes are requested.
  - It is unknown if the Clinical-track changes for the recommendations were included to the Handbook. The Clinical-track details are currently being discussed with faculty in the College of Nursing & Health Professions. This semester CNHP faculty will have the one time option of either the tenure track or clinical track. Several questions were raised about the Clinical-track and since the clinical track changes were passed “in concept” through the Senate, it is requested that further information be provided to the Senate. It was mentioned that Dr. Nadine Coudret be invited to return to the Senate and provide additional details regarding the clinical track.
  - Question about the recommendation regarding Health care for adjuncts: Who is to inform the adjuncts? HR? Have these recommendations been made?
  - Regarding the adoption of the Federal per-diem rates, there was a concern that this would put pressure on the travel budgets throughout the University; the Provost was going to investigate the impact and report back to us.
  - Changes to the handbook with regard to Advising were made in the Faculty Handbook.
  - Several other recommendations that were put forward need to be addressed by the administration: support of breastfeeding mothers, signage at the exit ramp from the Lloyd,

privacy of personal information. Perhaps an audit process could be put in place to track the recommendations that were forwarded from prior years?

- Chair's report:
  - Adrian Gentle attended the Dean's retreat over the summer
    - Distributed the summary of the Faculty Senate recommendations
    - Shared the frustration of the faculty with regard to workload. As much of the responsibilities that are being done by the faculty, there are few new hires to spread the workload.
  - It was noticed that for the first time in many years, the Chair of the Faculty Senate was not invited to speak at the Fall university-wide meeting.
  - Interim reports were instated last year for the chairs of the subcommittees to report their work to the Senate. Were these helpful? Decided that an Interim report be required of subcommittees again this year, but not a personal appearance. They are helpful to keep Senate up-to-date and to monitor progress.
  - Adrian asked the Senators to send an email to their respective colleges introducing themselves, asking for Senate charges, and inform individuals regarding the various university committee opportunities available.
- Unfinished Business:
  - Nepotism and Consensual Relationship recommendations from last year discussed; will be put on the agenda for the first meeting of Fall. Senators asked to review and be prepared to discuss.
  - P&T Language: The Senate asked the Provost's office to develop language linking of promotion and tenure. Has heard from Provost's office, and they will get together to finalize language in the near future.
  - Ad-hoc committee on Faculty Work: Kent Scheller, chair:
    - Committee was developed to look at load distribution, identify ways to alleviate pressures regarding faculty loads. Committee has identified things that will come forward to the Senate in the Fall as charges.
  - Faculty Governance with the 4-College structure:
    - Last year's Senate statement on Faculty Governance was distributed.
    - At-large members had been added to the Senate subcommittees by changes to the bylaws. These changes expire at the end of the year, so the future structure needs to be addressed by this Senate this year.
    - The structure of the Faculty Senate also needs to be addressed.
    - K. Scheller: moved that an ad-hoc committee be formed to develop models for the governance of Faculty Senate and its subcommittees. Seconded: J. Williams. Passed unanimously.
      - M. Hallock Morris and S. Williams volunteered to serve on subcommittee, they will populate the remainder of the committee from other members of the faculty.
      - M. Shirey requested there be representation from multiple colleges.
- New business:
  - University Advisory committees: Several names put forward. Most of them have not been asked yet. Interested people should send a brief bio and short paragraph, and discussion can be done over email. Senators asked to pass names and statements to Adrian by Friday August 26<sup>th</sup> for him to disseminate and vote via email.
- New Charges:
  - Summer and out of contract advising: Faculty perceive they are being bullied into advising

during the summer, and the ones who are teaching summer classes are not compensated the \$50 per half-day. Some colleges apparently have advising fellows, some put the burden on faculty. It was requested that a review be made of the current practices and the charge be updated.

- Payment for summer teaching: timing of summer paycheques is not in line with handbook and possibly even federal law. It was requested that the discussion be extended to pay rate for the summer pay. The discussion should also be expanded to fellowship pay. Added to agenda for the first meeting.
- The Core Curriculum Task force: Michael Dixon, co-chair
  - Background of the proposed framework:
    - Task force created from Senate, charged to review UCC and if pertinent to make a recommendation for change.
    - Retreat scheduled in July, task force subcommittees were created to split up the work and shared in advance of the retreat. On retreat examined the data from the subcommittees, speaking in general terms about models, developing a framework for the proposed model. Blind, anonymous vote was taken, 16 in favor, 0 opposed.
    - Wanted to see clearer distinction between BA and BS. (Currently, it only is distinguished by the C4 category).
    - Wanted to embed certain elements of the University Mission statement, especially diversity and global.
    - Wanted to include elements of verticality and communal experience. Existing core uses D category to attempt to provide verticality; the intent was not understood to create capstone courses in the major to fulfill this category.
    - Wanted to move away from "checklist" mentality that differentiates the core from the major experience.
    - Wanted to redefine the core, viewed this as a once-in-a-generation opportunity to update the core for the first few decades of the 21st century.
    - Clearly have more work to do; need to work to define things, seeking faculty and student input. Distribution was immediately after the retreat, but task force discovered that many of the faculty had not reviewed the document prior to the all-faculty meeting and the responses from the breakout sessions represented this.
    - Announced dates for the Town Hall meetings, looking for the Faculty Senate to moderate these meetings.
    - Working on getting the website able to accept comments.
    - Willing to hold town hall meetings for individual colleges.
    - Student members from the task force are developing ways of getting student input.
  - Model itself:
    - Freshman experience -- UNIV 101. Modeled on LLC. Task force related to strategic plan on Graduation rates has been working on a recommendation for a first-year experience course. Emphasis on critical thought, designed to get students to buy in to the core curriculum experience.
    - Foundation skills: close to existing core experience. Reducing Physical Ed from 2 to 1 hours.
    - BA/BS separation:
      - Other core curricula: how they differentiate is by putting the burden on specific majors: some majors have to get BA, some have to get BS. This proposed model is almost identical to the new core adopted by IU this fall. IU defines a "international

experience" as meaningful experience, no less than 6 weeks abroad.

- 9 elective hours: Trying to shift away from the content-based current core towards a ways of knowing. No one views current core as eschewing ways of knowing, nor would the new core eschew content. But the paradigm would move. Wanted to expose students to breadth rather than depth, hence the limitation to one course from each area.
- UNIV II Diversity, taken after 45 hours, UNIV III Global, taken after 75 hours: envisioned as multidisciplinary, team taught courses that expand on the ways of knowing. Recognize that there are structural elements across the University that are road-blocks to team-teaching across colleges. Specific topics for these courses have not been fleshed out; Idea for UNIV III course would be sustainability. This would address the "living wisely" aspect of the University mission statement.
- Tagged courses:
  - Several model curricula had these tagged courses, commonly global and diversity.
  - Wanted to include experiential aspects, one course would come from the core (above 41 hours), and one could be from a class taken in the major.
  - Also wanted a requirement for writing at the upper level. Can be done either in the major or in an elective course.
  - The model was not designed that the tagged courses be done in excess, but that they should all be done in the major.
- Does this proposal cause the departments to re-think their curriculum? Yes, this is necessary to advance our teaching.
- Want to improve upon the shortcomings of this proposed model.
- Want to present the improved model in the early spring.

- Q&A:
  - M. Hallock Morris: Timeline for new core? Fall 2013 is target. If that were the target, Senate would need to approve it by end of this Spring.
  - M. Hallock Morris: Tags would have to be reviewed. How would the tags be approved? Every course would need to be reviewed.
  - M. Hallock Morris: "Pre-modern" tag; how is this defined? M. Dixon: Pre-industrial revolution...? Want students to experience more than just modernity.
  - M. Shirey: Could pre-modern be covered in the history classes? M. Dixon: Yes, the tag could be applied to the courses in the core.
  - M. Dixon: Maybe one of the diversity classes be with regard to diversity within the United States.
  - M. Hallock Morris: How to define "diversity"? M. Dixon: Task force not united on the definition yet. The definition will need to be developed and then examined.
  - B. Field: Tags: are the three hours divisible between different classes? M. Dixon: Did not come up, would be willing to go with that.
  - S. Williams: UNIV 2 and 3: These will need to be new courses, and they must only take that course? M. Dixon: Yes. S. Williams: Could another course fulfill this core requirement? M. Dixon: Would be opposed to that, because envisioned the multi-disciplinary.
  - K. Scheller: Three comments: (1) Thanks. (2) Discussion of process: Where, when and what happens next? M. Dixon: Two town halls are scheduled. Need outside facilitator. All members of task force will examine the feedback from the breakout sessions. Need to develop something different for town halls than breakout sessions. Want on-line

feedback, and a special survey that OPRA will administer. More town halls, concurrent drafting the goals and objectives that are currently lacking. Finally, make revisions and clarifications. K. Scheller: (2) Appreciate the interdisciplinary aspect of the UNIV sequence. Taught a world cultures class at U of E, and it was an excellent and enriching experience. M. Dixon: Haven't heard conceptual opposition, it has all been pragmatic and practical opposition. J. Williams: Team teaching is an interesting and useful side. K. Scheller: (3) Bottom set of tagged designations will get bastardized, in the same way that the D1 synthesis aspect has been bastardized. Recommend that the bottom row of tags be eliminated, and ensure that those elements be covered in the UNIV courses. MD: Personally was not a proponent of the writing intensive tag, wanted to include that in the UNIV 2 and 3. All the aspects are included in the top 41 hours, the intent is reenforcement. One of the difficulties is who are you going to get to teach the UNIV courses? The more that goes into them, the more difficult that is.

- M. Shirey: These proposed changes all come with an economic cost and we should consider this piece as well as the educational aspects of the proposed changes.
- S. Hall: Has there been any discussion with administration about staffing costs? M. Dixon: Expect that a budgetary analysis will be done along side one of the existing core to see what the difference will be. This will probably affect the final draft. S Hall: It might be advantageous to do these concurrently, to influence the decisions.
- M Hallock Morris: UNIV 1, 2, 3: planning on teaching with full-time or adjuncts? M. Dixon: That is yet to be determined. Not up to us to answer that question. There are currently adjuncts employed to teach core classes currently. B. Field: Who would administer the UNIV classes? M. Dixon: Good question. Some university body would need to be created to coordinate this change. In addition, some mechanism for assessment must be developed for the courses and for the core itself.
  - A. Gentle: Thank you Michael and your task force for the work that has gone into this.
- Lunch
- Update from Dr. Bennett:
  - She is happy to respond to invitations to Faculty Senate meetings through the year.
  - USI and U of E have both canceled their memberships in the Indiana Chamber of Commerce. The Chamber does not support higher ed, and she does not agree with supporting efforts that are in opposition to us.
  - Budget: Only 4-year residential campus that ended up with an increase in funding. \$900k increase, after 5% tax. We begin this year with budget equal to that from FY2008. This is better than we expected.
  - Commission recommended tuition increase caps: 3%. We, and every other institution, exceeded that: 4.5% in first year, 5% in second year for us. All presidents have been summoned to Indianapolis to explain why they have done this. Will be going with Board member Ted Ziemer.
  - From Governor's office: Graduation rates handout distributed. Will be discussed with Governor in upcoming meeting. Her response to graduation rates: ours need to improve, but we can't improve them in two years. Methods for improvement: Helping the new high school graduates to focus on what they want to do. Handout of degree production rate 2001 and 2010 at USI distributed.
  - She believes that USI does not get the appreciation for what we want to do. We are not a public-Ivy league-want-to-be or a research-want-to-be, we are charting a different path, and this is not appreciated.
  - HR did a thorough review of the salary of the support staff. 65% less than other comparable

jobs in the region. Focused a chunk of money to increase the salary for support. 5, 10 and 20 year increase was built in to start raising the salaries. Cost a little over \$400k, in future expected to be in the \$40-50k per year. It will be less than that, going forward. Legislature did not want us to do anything with respect to compensation, so this will be a point that they will ask us about.

- Commission admitted with the tuition caps that it did not consider the individual conditions on any campus. We are balancing the reduced funding with maintaining accessibility.
- Faculty need to be engaged in the politics that are affecting the state of education in the nation. Political environment discouraging.
- Fall enrollments: about the same as last fall. Significant difference: conditional admits last fall were about 8%. Currently: 2.3%. This was a deliberate push to reduce the conditional admits; other options exist for these students. Last year: 72% acceptance rate (analogous to Ball State).
- Impact will be on reducing the remedial education that we are providing to students.
- Would rather have a smaller freshman class with less conditional admits than larger numbers with more conditionally admitted students.
- Adrian: From Fact sheet, high school GPA of recruits hasn't changed that much. L. Bennett: Test scores *have* increased. We need money to provide scholarships.
- Lots of opportunities with the people in Scotland and New Harmony. Great opportunities in India and China.
- Q&A:
  - S. Williams: What are the political problems? L. Benett: Existence of for-profit educational entities, and their increased presence. This is across the entire political spectrum.
  - S. Williams: Is this what's driving the obsession with assessment? L. Benett: Partly. Part of it is the institutions trying to figure how well we do what we do.
  - K. Scheller: Is there a metric that can be institutionally independent that can be used to compare all the state schools? L. Benett: Some of that is speaking to the quality of the degree programs. They are not used to us being part of those conversations. Working to have a marketing plan. "College portrait" tab on our website includes "success rate" metric, which includes the students who graduated from another institution.
- Dr. Bennett thinks our institution is positioned in a good way. One of the things that came out of the new budget is that we have 6-8 new faculty lines that can be created in addition to the ones that were created already.
- RR: pushing interdisciplinary endeavors in new faculty lines. New Teacher Education Council will assist us in taking strong positions in the state-wide conversations.
- State-wide review of teacher education programs is planned from Governor's office.
- K. Scheller: Faculty Senate was not represented in the Fall Faculty meeting. R. Rochon: Not an intentional omission; wanted to get core review into the schedule.
- Ron Rochon:
  - Met with Department Chairs, significant discussion with regard to tenure and promotion. Will be working with Promotions Committee to streamline the process. Will put language in the handbook that links tenure and promotion.
  - Major searches around the corner: Director of Library; Dean of Nursing and Health Professions, interim dean will be appointed late fall for spring with program director input, position to be filled by spring
  - With respect to student advising: sent team to conference this summer to examine what

resources they will need. Last year, talking to students advising kept coming up. We need to examine this and respond to those needs.

- Engaging in a Dean's review. Want to review Dr. Gordon this Fall, will only include faculty from Pott College before the merger last summer. Historically, dean reviews were done on 3-year-cycle.
- Student affairs: If you haven't met Marcia Kiessling, you should. Asked her to work with Res Life, want to reduce some of the incidents that get written up, to engage the students. L. Bennett: Retention rates among LLC were more than 20% higher than general student population. Retention from freshmen living in apartments was same as commuter students (contrary to the literature). Want to create a freshman/sophomore ring within the apartments to create dormitory-like environments in the apartments.
- Wants to increase faculty experience with student affairs so faculty can understand more of the student lives. Looking to create this from the existing structure, maybe with dean of students.
- Q&A:
  - M. Hallock Morris: In the discussions about P&T, can there be discussions about promotions to full professor? There are not a lot of full professors, there is not a lot of time to do research; release time? RR: Faculty need to talk with deans to identify who is in need of support and we need to find ways to support them. Need to find creative ways to support them.
  - E. Elkins: Clinical track? R. Rochon: Whole University, not just Health Professions. Dean is now talking with faculty to see who would like to become clinical track. Want to have the faculty respected, have other faculty review their work, promotion sequences, etc. Wanted to start with Health Professions and spread it to the other colleges.
- Future meeting times for the semester:
  - Fridays, 2-4pm. Meeting place that is more central than the HP building (UC East?)
  - Aug 26th
  - Sept 9th, 30th
  - Oct 21st
  - Nov 4th, 18th
  - Dec 2nd.
- Motion to adjourn. Passed by acclamation, 2:02pm.