

University of Southern Indiana
Faculty Senate Minutes
Session: 9
Room: UC 206
Date: March 16, 2007

Members Present: C. Baker (Chair), B. Boostrom, P. Cashel-Cordo, M. Dixon, P. Doss, M. Hamington, R. Hoebeke, B. Hooper, B. Long, J. Kempf deJong, M. Shaw, B. Wilding, L. Bennett, ex-officio.

1. Call to order at 3:04 P.M.

2. Announcements from the Chair:

- A) Elections: C. Baker requests that we begin to look at the election process in individual colleges. C. Baker will send information on elections to college Deans, Associate Deans, and Senators.

3. Report from Dr. Linda Bennett, Provost & Vice President of Academic Affairs:

- A) Status Report on Grading System: Dr. Linda Bennett is not in favor of changing the current grading system at this time. She presented a formal report that addressed the three reasons for the proposed change from prior Senate discussions. She arrived at her decision because she did not find sufficient reason to implement a change to USI's grading scale at this time. Please see the attached report from Dr. Bennett.
- B) Budget Recommendations: Dr. Linda Bennett presented via Power-Point™ the 2007-2008 budget requests beginning with the entities this budget impacts and the funded priorities for 2006-2007. The priority for 2007-2008 is to increase full-time faculty lines. A link to the Power-Point™ presentation slides will be available on the Faculty Senate website for all faculty members to review. Selected aspects of the USI Summary of Operating and Capital Improvement Budget Request 2007-2009 document were reviewed and discussed. This document, available in hard copy, will be made available electronically via a link on the Faculty Senate website for all faculty members to review.
- C) Search for new dean of the Bower Suhrheinrich College of Education and Human Services: The search has been closed without a hire after appraisal of 14 candidates, two of whom were interviewed on campus. The decision was made to close the search and reopen the process in the fall. Dr. Davis-Brezette will continue as Interim Dean.
- D) Advertisement for full-time Director of Faculty Development: This new position will be funded for the first three years from Lilly Endowment monies, seeking permanent funding thereafter. The person who fills this position must be eligible to teach in the classroom approximately 25%. This position reflects a change in faculty development structure at USI; the new position will report directly to the Provost and VP for Academic Affairs and will chair a new Faculty Development Board in addition to directing CTLE. The new Faculty Development Board will have representation from full-time and part-time faculty, chair/program directors,

and a dean. The Board's mission will be to identify priorities for faculty development in an annual or two-year time frame. This change in faculty development structure will give the Director more support and bring more people to the table to discuss faculty development initiatives compared to the previous structure at USI. We extend our thanks and recognition to Dr. Tim Schibik for all that he has done to establish a framework for faculty development on this campus as Director of CTLE, and for his service in providing teaching consultations for faculty and organizing teaching development workshops and events. Our thanks also go to Dr. Scott Gordon and Dr. Charley Harrington (even if only by e-mail) for their efforts in these endeavors as well for the past several years.

4. Report from C. Baker, Faculty Senate Chair

- A) Breakfast with the President: On February 21st 44 faculty and administration members attended the breakfast. C. Baker compiled the 152 questions she received from faculty into major groupings of representative questions. The panel members, comprised of Faculty Senate representatives, took turns asking President Hoops the questions. The breakfast session was video-taped. C. Baker was asked if the videotape could be converted to a video-stream link for the Faculty Senate website for all faculty members to review.
- B) Budget Presentation: C. Baker presented the budgetary recommendations of the 2007-2008 Faculty Senate on Monday February 26th at 0815. There were three priority areas with recommendations.
 - 1. The highest priority is to provide a remedy for the compensation gap. The size of the gap depends on two factors: how compensation is measured and which Universities constitute our peer institutions. The Senate recommends:
 - a. That we continue discussion between faculty and administration regarding these two crucial factors with the goal of achieving consensus across stakeholders. The Faculty Senate has charged the Economic Benefits Committee and a Senate ad hoc committee to make recommendations on the on-going identification of peer institutions.
 - b. That the University put into place a plan to close the compensation gap in a planned and timely manner.
 - c. The Senate recommends for the fiscal years 2006-2007 and 2007-2008 a budget appropriation of \$111,000 as a supplement to the average salary increases as benchmarked to our peers. This request is based upon AAUP's compensation survey and closes the compensation gap over a three year period.
 - 2. The Senate's second priority is the conversion of part-time faculty to full-time faculty positions. USI, with 48% part-time faculty, exceeds the national average for part-time faculty as reported by the AAUP (46%) – a figure that the AAUP already considers too high. Excessive use of part-time faculty has costs, hurts students, and hurts all faculty. The Senate recommends:
 - a. To set a goal to increase the percentage of full-time faculty to 60% over ten years.
 - b. The cost of converting a position from a part-time instructor to full-time is approximately \$40,000 per academic year. Approximately 40

conversions over a ten-year period would be needed to reach the 60% full-time faculty goal, at a yearly cost of \$159,000 to convert four positions a year. The Senate recommends appropriations for this amount for the 2007-2008 and 2008-2009 fiscal years.

3. The Senate's third priority is the creation of a campus-wide committee to study the feasibility of a testing site to be located in the old Rice Library. This site could serve both USI and the needs of the community for testing re: SAT, ACT, and professional certification and licensure examinations, as well as expanded space for ADA-related on-campus testing. The Senate recommends:
 - a. The reservation of space for these purposes in the on-going planning process at USI.

5. Minutes

The minutes of the February 16, 2007 Faculty Senate meeting were reviewed and approved (B. Boostrom/B. Hooper) with corrections. The motion passed with all in favor.

6. Old Business:

A) University Handbook

C. Baker has requested that the timing and scheduling of changes for the Handbook be completed and placed into the Handbook by no later than October 1st. She is speaking with the Provost about this request.

The meeting adjourned 4:40 PM. The next meeting will be on March 30th at 3:00 PM. in UC 206.

Respectfully submitted by Roberta Hoebeke, Senate Secretary