

**Faculty Senate
Special Meeting Agenda**

Friday February 11th 2011 at 3:00pm in HP 2027

New Business

1. Faculty Senate Budget Priorities.

Next Regular Meeting: February 18th at 3pm in HP2027.

Adjourn.

Faculty Senate Minutes
February 11, 2011

APPROVED

Meeting called to order at 3:00pm.

Attendance: Chad Tew, Kent Scheller, Brandon Field, Sudesh Mujumdar, Sharlett Gillard, Tony Schmitt, Bob Boostrom, Adrian Gentle (Chair), Stephen Zehr, Manfen Chen, Maria Shirey, Vella Goebel.

Report from Adrian Gentle, Faculty Senate Chair:

A. Gentle called the special meeting to order to discuss Faculty Senate's budget priorities for the 2011-12 fiscal year. A. Gentle noted he would be presenting the priorities to President Bennett on Monday.

To begin discussion, the chair shared the 2010-11 budget requests for Faculty Senate, and introduced salary data from the Economic Benefits Committee.

M. Shirey: Is there any way to link the strategic plan to the budget priorities of the Faculty Senate.

A. Gentle: Dr. Bennett has requested that all budget requests be linked to to the strategic plan; that was in part our responsibility today.

K. Scheller: Noting the prior budget requests for faculty compensation, he stressed the overwhelming need for more faculty. Entirely too many faculty members are in overload.

S. Zehr: Compensation is an essential priority that should be in this year's budget request; but does not disagree that more faculty is also a priority.

C. Tew: Agreed with K. Scheller, noting that everyone believes that we need more people in our departments. Reducing the teaching load should also be a priority.

S. Zehr: Low salaries are a factor that will cause people to leave USI.

C. Tew: Salaries are lower in Liberal Arts than other colleges.

S. Mujumdar: Direct salary comparisons between disciplines or colleges cannot be made. Concerned that salary increases of 1-2% are too small to keep a person from leaving. Can we get evidence that people are actually leaving?

K. Scheller: There are exit interviews, but they do not provide much information.

A. Gentle: Are there other budget priorities?

C. Tew: Advising has become part of the tenure process, along with the big three already in place. u.Direct, an intuitive advising tool, would be extremely beneficial to the advising process, and therefore, should be a Faculty Senate budget priority.

K. Scheller: Summer pay should be equitable, and be comparable to compensation during the academic year. Suggested that it be paid at 1/24 of base salary per credit hour, rather than 2.5%. That is, roughly 4% of base salary per credit hour.

S. Zehr: K. Scheller's suggestion about summer pay should be combined with overload pay in the budget request.

K. Scheller: Absolutely agree with S. Zehr.

A. Gentle: Are there any other suggestions to add to the list of budget priorities? Since there were no further items, invited a motion on the existing list.

K. Scheller: Move that we adopt the following unranked budget priorities:

1. Salary increases
2. More tenure-track faculty
3. Advising: u.direct software
4. Summer and Overload compensation
5. Reduction of teaching load to 3/3

Vote: 1 in favor, 10 opposed, no abstentions.

A. Gentle: The motion was defeated.

K. Scheller: Item three on the list stuck out, even though I absolute support it.

C. Tew: Many faculty work very closely with the advising process, and it is an important part of our responsibility. u.Direct would greatly assist in the advising process.

B. Field: Move to strike item 3 from the preceding list.

B. Boostrom seconds.

C. Tew: I do not believe item three would hurt the budget list at all.

M. Shirey: If the primary focus were the other four items on the list, she believed more could get done.

Vote: 10 in favour, 1 opposed, no abstentions.

T. Schmitt: Move to adopt the following unranked budget priorities:

1. Salary increases
2. More tenure-track faculty
3. Summer and Overload compensation
4. Reduction of teaching load to 3/3

Second: V. Goebel

Vote: 10 in favour, 1 opposed, no abstentions.

K. Scheller: Move to change item one to compensation to include competitive pay raises, summer, and overload salary, as follows:

1. Faculty Compensation
 1. Competitive with our peer institutions
 2. Summer pay commensurate with academic-year
 3. Overload pay is commensurate with summer pay
2. More tenure-track faculty to meet existing demands
3. Reduction in teaching load to 3/3

Second: V. Goebel

B. Boostrom: This change demonstrates that faculty is under-compensated in a variety of ways.

Vote: 10 in favor, 1 opposed, no abstentions.

C. Tew: The newly comprised list looks self-serving.

S. Zehr: It is not a self-serving list. The list is representative of hard working faculty who are broadly under-compensated.

B. Field: Move to combine items two and three on the newly comprised list.

Second: None.

B. Boostrom: Move to rank the items in the order above.

S. Zehr: seconded the motion

Vote: 10 in favor, 1 opposed, 1 abstention.

A. Gentle invited Senators to share their thoughts on the data presented, and to discuss linkages between the Senate Budget Priorities and the strategic plan.

B. Field: USI maintained the mean in prior comparisons with Indiana peers, but did not maintain this against the broader peer group develop by NCHEMS.

S. Zehr: The broad comparison is not relevant; The state comparison data should be used in the budget presentation.

K. Scheller: Broader comparisons are relevant because it compares USI to similar institutions in the immediate surrounding states, and these are our direct competitors for new faculty.

S. Zehr: What is the time and location for the budget hearings?

A. Gentle: 8-10am on Monday morning (February 14) in Carter Hall ABC. Faculty Senate is scheduled to present at 9:45am.

V. Goebel: Motion to adjourn.

Second: B. Field.

Adjourned: 4:40 pm