

University of Southern Indiana  
Faculty Senate Minutes  
Session: 12  
Room: Mitchell Auditorium  
Date: April 21, 2008

**Members Present:** C. Baker (Chair), Manfen Chen (for B. Long); Felton, M.; Goebel, Vella L.; Hoebeke, Roberta E.; Kempf de Jong, Joan A.; Schmitt, Tony (for Lesa Cagle); Shaw, Marlene V.; Shields, Peggy S.; C. Tew; B. Wilding; L. Bennett, ex-officio.

**Guests:** Interested members of the faculty.

**1. Call to order at 3:00 P.M.**

**2. Annual Faculty Senate Report, C. Christy Baker, Faculty Senate Chair – C. Christy Baker began with a brief overview of the budget request for funding for 2008:**

Priority I – Faculty Compensation with a focus on the Associate Professor Level	\$112,133
Priority II – Conversion of Part – Time Positions	\$158,844
Priority III – Testing Center Located in the Orr Center	
Priority IV – SCOLA, Satellite Communication for Learning	\$7,160
\$2,600 Basic Subscription + \$4,560 (Computer Equipment)	
Priority V – Minority Poetry Series	\$1,000.00

Details for each priority area were shared as follows:

**Priority I: Faculty Compensation**

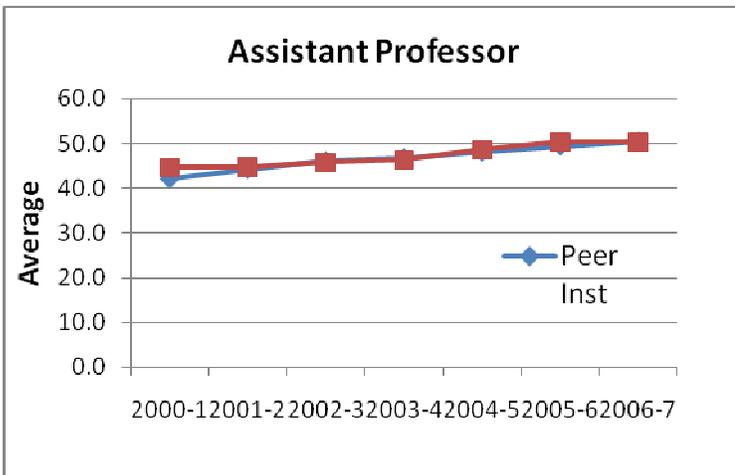
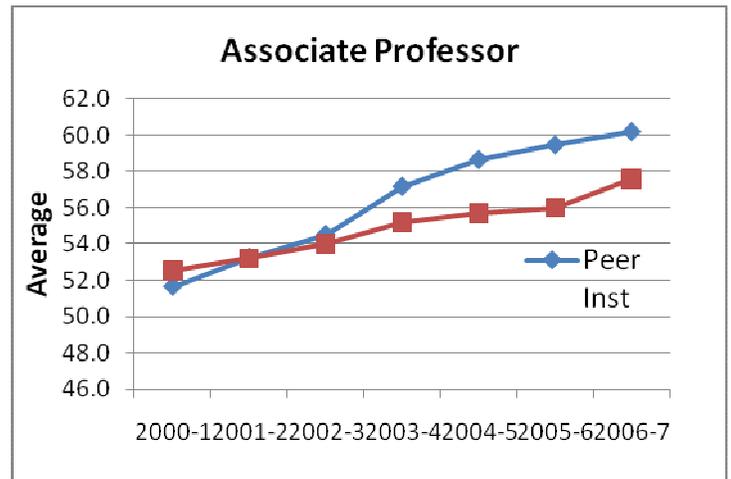
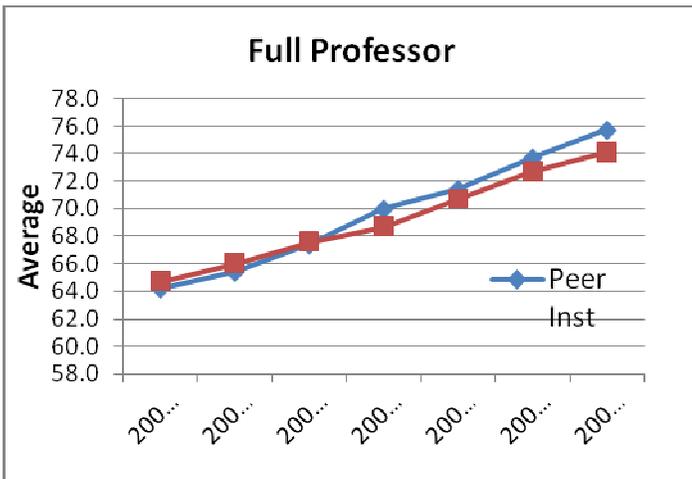
The Faculty Senate charged the committee to examine the faculty salaries at each rank and compare the salaries with Indiana public peer institutions which could share USI's pool of students and faculty. The peer institutions are:

Indiana University – East,  
Indiana University – Kokomo,  
Indiana University – Northwest,  
Indiana University – South Bend,  
Indiana University – Southeast,  
Indiana University Purdue University – Fort Wayne,

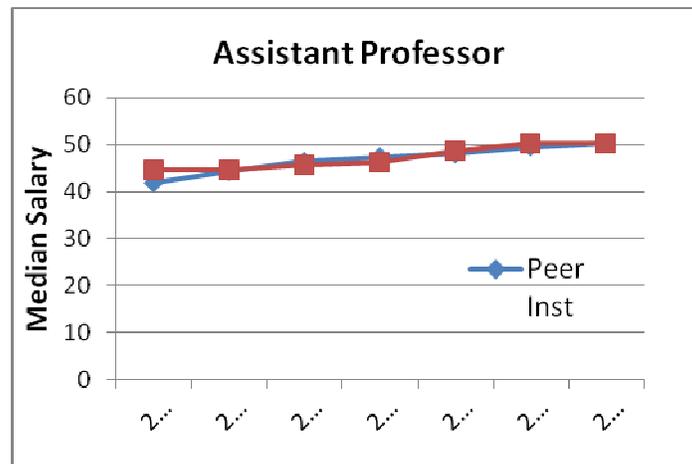
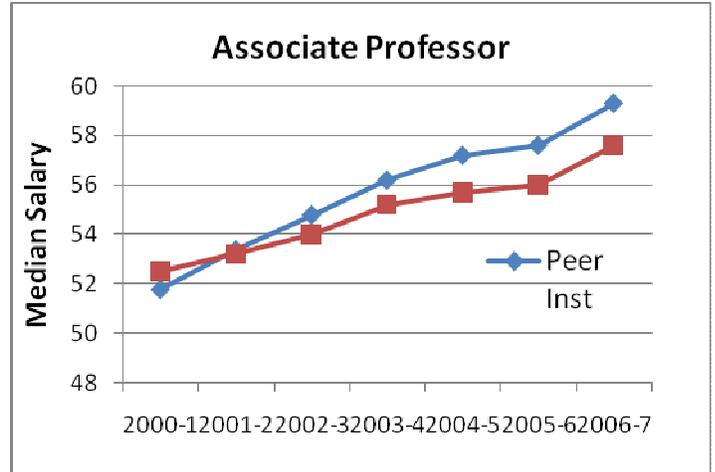
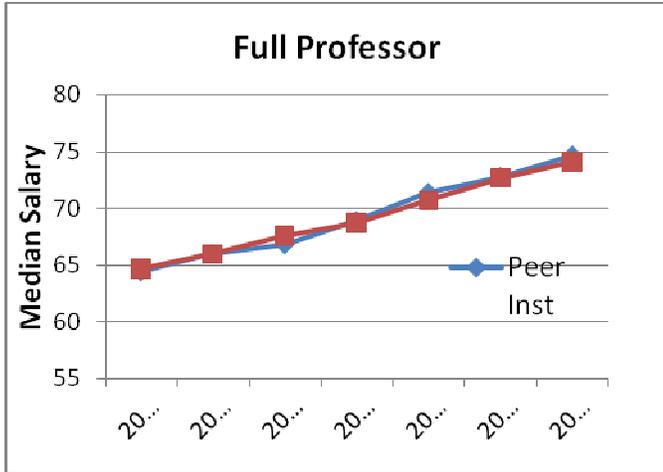
Purdue University – Calumet,  
and Purdue University – North Central.

USI faculty compensation for the associate professor rank continues to fall below the average of USI peer institutions. The average salary gap between the peer group and USI at the associate professors rank is wider than those of other ranks. The difference will be greater in the future if adjustments are not made. Therefore, the Senate recommends an adjustment in pay for associate professors, particularly individuals beyond those recently promoted to the rank, as the opportunity arises.

The following graphs show seven year salary changes between average salary of the peer institutions and the average salary of USI faculty by rank.



The following graphs show seven year salary changes between median salary of the peer institutions and the average salary of USI faculty by rank.



From the above graphs, we clearly find that the salary discrepancy between the peer group and USI in the both average salary and the median salary at the associate professor rank.

### Compression

Table 5 reveals evidence of salary compression between the associate professor salaries and the assistant professor salaries at USI. In 2000-2001 at USI, the compression ratio of the full professor average salary to the associate professor average salary was 1.23 (64.7/52.5) and the compression ratio of the associate professor average salary to the assistant professor average salary was 1.18 (52.5/44.6). In 2006-2007, the ratios are 1.29 (74.1/57.6) and 1.15(57.6/50.3), respectively. The compression in the associate professor rank became deeper due to the lower rate of increase in the associate professor salary. The average compression ratio of the full professor average salary to the associate professor average salary in the peer group is 1.27 and that of the associate professor average salary to the assistant professor average salary in the peer group is 1.20, which means that the average salary of associate professors at USI is more compressed compared to the compression of the peer group, which is due to the lower salary increase in associate professors for the last seven year as we have mentioned in the section describing **Seven Year Salary Comparison**.

### **Priority II: Conversion of Part-Time Positions**

The Faculty Senate continues to support the conversion of part time faculty positions to full time faculty positions. Efforts have been made by the institution over the past two years. Hopefully this will continue as budget monies become available.

### **Priority III: Testing Center**

The Faculty Senate continues to support the development of a campus wide Testing Center. The center would meet the capacity and demand for a variety of testing services needed for the campus. This request is to have the university study the option of placing the Testing Center in the Orr Center once the School of Business vacates significant space in that building. This facility is centrally located with other student services.

### **Priority IV: Satellite Communications for Learning (SCOLA)**

SCOLA is a foreign news, information, and cultural education service, which delivers content in native language with additional English programming, and it transmits multiple channels of televised programs to affiliated schools on a 24/7 basis. The cost of the service is \$2,600 for a basic package, to which many universities of our size subscribe. There is an addition cost of 4,560 for computer equipment.

This service would support our foreign students from all colleges. It would provide an experience of foreign culture to our American students that they need in order to prepare them for a global world. Information and programming from this satellite would be used for teaching in areas such as Modern & Classical Languages and Communications.

### **Priority V: Minority Poetry Series**

Rope Walk Visiting Writers Series – a series that brings poets and fiction writers to campus to give public readings during the course of the school year – requests an annual \$1,000 budget supplement to be used to invite a minority poet to campus for a reading every April to commemorate American poetry month. Currently, the money has to be found anew each and every year.

Our university, and surrounding community, would benefit from the experience of hearing diverse voices that reflect the wide range of contemporary American poetry. An annual celebration of minority voices would be another recruiting and retention tool as our University seeks to diversify its student body.

Poets the series has previously invited:

- Lee Young Lee – Chinese American
- Joy Harjo – Native American
- Allison Joseph – African American
- Carl Philips – African American

## **Economic Benefits Committee**

### **Current Recommendations**

1. An adjustment in pay for associate professors, particularly those faculty beyond the individuals recently promoted to the rank, as the opportunity arises.
2. Starting the Fall semester of 2008, the fee waiver for spouses and children of employees be moved up from 50% to 75%.
3. The EBC recommends a review of long term care options and specific policies be undertaken in the near future and a policy (or policy options) be offered to USI personnel by January of 2009.
4. The EBC recommends that health benefits for domestic partners be added during the 2008-2009 academic year. The additions will allow the University of Southern Indiana to offer a benefit already offered by most of the other state institutions.

### **Recommended Charges for 2008-2009 EBC**

1. The EBC examine the overlap of the Faculty Senate Economic Benefits Committees and the Human Resources Benefits Committee. The EBC will report the results of the evaluation to Faculty Senate by March 2, 2009.
2. The EBC reexamine summer compensation for faculty and report to Faculty Senate by February 2, 2009.
3. The EBC investigate and prepare and make specific recommendations concerning joining the consortium of Indiana Colleges and Universities offering tuition breaks for children of employees from any participating institution. This is to be done with recommendations to Faculty Senate by March 2, 2009.

Additionally, the EBC has expressed interest in Human Resources providing additional benefits for both Dental Care and Vision Care. Human Resources has indicated they have been exploring the two health care areas and would continue to look at what can be added as options (with the additional cost to personnel if they add those options). Therefore, EBC recommends this be supported by Faculty Senate and specific options/recommendations be submitted to Faculty Senate from Human Resources by November 7, 2008.

### **Faculty Grievance & Hearing Committee:**

The Grievance and Hearing Committee is charged with the responsibility of providing a formal hearing for any faculty member whose grievances (as defined in Section II. Definitions) has not been resolved informally and who wishes a formal hearing before his/her peers.

The Grievance Committee did not have any grievances filed this academic year.

The committee will elect a chair for the 2008-2009 academic year the week of April 21, 2008.

### **Student Affairs Committee**

The standards of academic achievement should be raised from a 1.6 to a 1.8 GPA in students' first 0-62 quality hours at USI beginning with the 2009 Bulletin.

Academic advisors and faculty should be reminded of services USI makes available to students needing assistance to improve their academic performance (as found on page 29 of the University Bulletin).

Faculty and staff should discuss USI's changes in academic progress at faculty meetings and or University Meetings in fall or spring.

The wording on The President's Medal form will read, "Students must have applied for either fall or spring graduation. The President's Medal is given at the spring commencement and regardless of when the award recipient chooses to graduate, the student must be present to receive the award at the spring commencement exercises."

Retain the Student Academic Grievance Procedure.

Add the academic grievance policy and procedure from the USI Handbook into the Student Rights and Responsibilities section of the USI Bulletin.

Departments should have written policies and procedures outlining the informal and formal student academic grievance procedure. The policy and procedures should be accessible and understood by faculty and academic advisors.

The Student Academic Grievance Procedure should be introduced at a University Faculty Meeting and all faculty members should discuss the policy and procedures at a departmental faculty meeting. Students should be made aware of the policy and procedures at New Student Orientation, The Shield, and a discussion with the Student Government Association.

The Student Affairs Committee selected the following students to receive the Kappa Delta Pi, Pamela Grubb, Trustees Distinguished Merit Award, and President's Medal.

\*University-Wide Scholarships

Kappa Delta Pi

Julie Amos, Occupational Therapy, College of Nursing and Health Professions

Pamela Grubb Memorial Award

Tiffany R. Mann, Elementary Education, College of Education and Human Services

Aaron Ridlen, Economics, College of Business

\*Trustees Distinguished Merit Award

--The committee interviewed all four nominees (the College of Nursing and Health Professions did not submit a nominee). Jessica Doyle, College of Liberal Arts, Kelcey S. Dodd, Bower-Suhrheinrich College of Education and Human Services, Jared M. Smith, College of Business, and Allison Lyn Czubik, Potts College of Science and Engineering. The committee selected Jessica Doyle, a history major and classical studies minor, from the College of Liberal Arts.

**\*President's Medal**

--The committee received 32 complete applications. Five students were interviewed and the four finalists were Kyle Besing, Andrea Henke, Rajeev Singh, and Todd Wannemuehler. Samuel C. Bowles was selected as the recipient of the 2008 President's Medal.

**Promotions Committee:**

Nine faculty members were promoted this year: 4 from Associate to Full Professor; 5 from Assistant to Associate Professor.

**Other:**

Highlights from this past year were shared for the following committees, and the reports from each will be forthcoming: Curriculum Committee, FASTRAC, Faculty & Academic Affairs Committee, and the Assessment Committee. In addition, the Presidential Search Committee process was reviewed and a University list serve for faculty discussions and the campus speaker policy handbook change were discussed.

**3. New Business:**

- A. Announcement of Faculty Senate Representatives & Committee Membership for the Academic Year 2008-2009** – C. Christy Baker reported the names of the Faculty Senate representatives from each college who will comprise the Senate for next year.
- B. Nomination of At-Large Faculty Senate Representative** – The floor opened for nominations for the At-Large representative. Two nominees will comprise the ballot: Peter Cashel-Cordo (M. Chen/M. Shaw) and Sidney Hall (C. Tew/M. Felton). We will have one week to complete the voting process electronically.
- C. Faculty Senate Committee Charges for 2008-2009** – Faculty were encouraged to submit suggested charges for Faculty Senate Committees for the next academic year.

**The meeting adjourned at 4:25 PM. The next meeting will be on May 7th at 9:00 A.M. in EDUC 0138.**

*Respectfully submitted by Roberta Hoebeke, Senate Secretary*