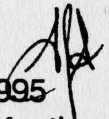


**FACULTY SENATE  
MEETING #2**

To: All Faculty  
From: Timothy Schibik   
Date: 25 September 1995  
Subject: Faculty Senate Meeting #2

Friday, 29 September 1995  
UC 308  
3:00 - 4:30pm

**AGENDA  
FACULTY SENATE MEETING #2**

1. Approval of Minutes #11 (94/95) and Meeting #1
2. Report from President Hoops
3. Report from Vice President Reid
4. Charges and Deadlines to Standing Committees and Senate
  - a) Assessment
  - B) Curricular
  - C) Economic Benefits
  - D) Faculty and Academic Affairs
  - E) Promotions
  - F) Student Academic Affairs
  - G) Senate
5. Old Business
6. New Business
7. Announcements
8. Adjournment

University of Southern Indiana  
Faculty Senate Minutes  
Session 2  
September 29, 1995  
UC 308

Approved

**Members Present:** T. Schibik, Chairman, J. Bandoli, J. Davis-Brezette, M. Graham, S. Hoeness-Krupsaw, W. Jermakowicz, M. Krahling (for J. Barnett), L. Matheson, M. O'Grady, P. Toy (for L. Musgrove), Dr. R. Hoops (ex-officio), Dr. Reid (ex-officio)

**Guests Present:** R. Schmidt

1. The meeting was called to order at 3:00 p.m. by Chairman T. Schibik.
2. The minutes of session #11, April, 28, 1995, were approved as amended. The minutes of session #1 approved as written.
3. **Report from President Hoops**
  - a. Dr. Hoops expressed his appreciation to the faculty for their efforts in response to the managed enrollment plan. He will be meeting with each School to present the impact the plan has had on fall semester enrollment. He is optimistic about the academic year.
  - b. In response to the recommendations by the Economic Benefits Committee (EBC), Dr. Hoops made the following preliminary comments:
    1. The issues brought forth by the EBC have merit and faculty are not compensated as the administration would like. The administration is endeavoring to be responsive to EBC's concerns.
    2. Direct compensation and benefits are financed from the same finite fund. However, the first interest of faculty and staff is direct compensation rather than benefits.
    3. Benefits do not affect individual faculty and staff equally.
    4. There are non-salaried benefits ramifications beyond the institution, for example, tuition forgiveness to other state employees. Such benefits costs should not come from University funds.
    5. Sequential additions are not possible. Therefore, the benefits package must be acceptable to all parties involved.
  - c. R. Schmidt responded to the specific EBC recommendations.
    1. The flexible benefits law does not permit voluntary supplemental life insurance plans. Human Resources is amenable to working with the EBC to supply life insurance plans as a payroll deduction if a sufficient number of faculty and staff are interested.
    2. Changes in fee waivers must be reviewed by the Commission for Higher Education. Several additional miscellaneous fees that are not currently included in the 50% fee waiver for tuition and fees for spouses and/or children of faculty and staff will be included in a waiver in the range of 50%. This waiver was not activated for fall semester because of the time factor, but will be refunded to those eligible.
    3. Reducing the 2 year wait period before the University contributes to TIAA CREF is the EBC recommendation with the most significant financial impact. The wait period is an impediment to faculty recruitment, but increased contributions to the retirement fund decreases the amount of dollars available salary increases.

Beginning July, 1996, all new faculty who have been in another retirement plan and current faculty in the two year wait period, but who had been in a previous retirement plan for at least two years, will be eligible for immediate enrollment. All new faculty will be eligible after one year of employment.



This policy will be reviewed periodically for additional revisions if funds are available and if faculty recruitment is affected.

4. As general policy the University does not grant across the board salary increases to any one group. However, the University did grant a one time \$300.00 increase to full professors as of their contract year for 1995-1996. The rate of increase for salaries will revert to the standards of the rate of inflation, merit, and internal and external equity.

4. **Report from Vice President Reid**

- a. Dr. Reid expressed his appreciation for those who met with NCA representative Stephen Spanghel during his recent campus visit. It was a productive visit which alerted the University to germane and important points to incorporate in the NCA accreditation document. The document should be open and honest and contain both strengths and areas that need improvement. The document is meant to be a working document as a basis for self-improvement.
- b. A committee has been organized to establish an honors program. The committee members include: P. Toy, Chair, T. Wilhelmus, J. Barnett, P. Shields, C. Goodwin, and P. Loehr. The committee will share a report with the Senate in February.

5. **Charges to Standing Committees and Senate**

- a. Assessment Committee: Continue with usual business.
- b. Curricular Committee: Continue with usual business.
- c. Economic Benefits Committee. J. Bandoli moved, M. Graham seconded, Senate unanimously approved the following charges:
  1. Charge #1 (recommended by the 1994-1995 EBC)  
That the 1995-1996 EBC determine the financial impact on the University, should it wish to implement the sick leave benefit proposed in point #5 of the 1994-1995 EBC report to Faculty Senate.
  2. Charge #2  
That the 1995-1996 EBC continue the annual survey of faculty compensation with comparisons to other comparable universities.
- d. Faculty and Academic Affairs Committee. J. Bandoli moved, M. Graham seconded, Senate unanimously approved the following charges:
  1. Charge #1  
That the 1995-1996 FAAC conduct a critical review of the extent and role of part-time faculty usage within the last three years and propose key elements of a policy.
  2. Charge #2  
That the 1995-1996 FAAC develop a proposal to seek additional Foundation support for the Faculty Research and Creative Work Awards.
- e. Promotion Committee: Continue with usual business.
- f. Student Academic Affairs Committee. W. Jermakowicz moved, S. Hoeness-Krupsaw seconded, Senate unanimously approved the following charge:
  1. That the 1995-1996 SAAC oversee the implementation of the recommendations from the 1994-1995 SAAC.
- g. Senate:
  1. Issues concerning the Curricular Committee.
  2. A question concerning participation on the Graduate Council was raised by W. Jermakowicz. The common university model for a graduate council is the one USI implemented where the council is not a standing committee of the Senate. Membership on the council is drawn from graduate faculty in those Schools with graduate programs. Participation on the council is not a Senate issue.
  3. J. Bandoli requested that the issue of a six hour teaching load limit per summer term be investigated. Faculty who teach

courses that have a laboratory component may actually teach more than six hours, but compensation is limited to six hours.

6. **Old Business**

- a. Approval of members of the Hearing Committee is pending naming of members from the School of Education and Human Services.

7. **New Business**

- a. J. Bandoli requested information concerning the revisions in criteria for the Scholastic Excellence Award which grants one half tuition remission.

The former criteria stated that the award was granted to students with a high school gpa of 3.5 or greater. To maintain the Award, the student was required to carry 12 hours per semester and attain a minimum gpa of 2.5 for the first two years and a minimum gpa of 3.0 thereafter. The criteria have been changed so that the student must carry 15 hours per semester, complete 24 hours per year, and attain a minimum gpa of 2.0 after the first year, 2.25 after the second year, and 2.5 after the third year.

Dr. Hoops and Dr. Reid will research when and why the criteria were revised and report to the Senate.

8. **Announcements**

- a. Saturday, September 30, at 7:00 p.m. is the buffet for faculty and administrative staff at the University Home.
- b. There is a men's soccer game September 29 at 7:00 p.m. at USI and the last cross country race is September 30.
- c. The next Senate meeting is October 20, 1995, at 3:00 p.m. at UC 308. Joanne Wright will present a report on the Volunteer Task Force. The last three chairs of the Curricular Committee will report on the duties and deliberations of the Committee.

9. **Adjournment**

- a. The meeting was adjourned at 4:12 p.m.

Respectfully submitted,

*Linda Matheson*

Linda Matheson, Secretary