

**Faculty Senate Agenda**  
**Friday April 1<sup>st</sup> 2011**  
**3pm in HP 2027**

Minutes from Faculty Senate meeting on March 18<sup>th</sup>, 2010.

Report from Dr. Linda Bennett, President.

Report from Dr. Ron Rochon, Provost.

Report from Adrian Gentle, Faculty Senate Chair.

Unfinished Business

1. Faculty Senate Structure following Reorganization
2. Faculty Affairs Committee Recommendation on Vacation Time for 12-month Faculty
3. Charge: Compensation for 1 credit-hour overloads

New Business

1. Faculty Affairs Committee Recommendation on Academic Freedom

Next Meeting: April 15th at 3pm in HP 2027.

Adjourn.

Faculty Senate Minutes  
April 1, 2011

**APPROVED**

**Meeting called to order at 3:00pm.**

**Attendance:** Chad Tew, Kent Scheller, Bob Boostrom, Adrian Gentle (Chair), Stephen Zehr, Manfen Chen, Maria Shirey, Vella Goebel, Brandon Field, Peggy Shields, Lesa Cagle, Paul Parkinson (Chair of Teacher Education), Marie Opatrny (Chair of Faculty Affairs), Ron Rochon (Provost), Linda Bennett (President).

**Minutes from March 18<sup>th</sup> were approved as amended.**

V. Goebel / B. Boostrom second.

**Report from Dr. Bennett:**

Report to Faculty Senate – April 1, 2011  
Linda Bennett, President

1. Status of 2011-13 budget deliberations in Indianapolis:
  - a. USI budget request has been presented to
    - a.i. Joint Budget Committee
    - a.ii. House Ways and Means Committee
    - a.iii. Senate Appropriations Committee
  - b. Commission for Higher Education forwarded a proposed budget that took a 5% ATB cut from all state universities to create a pool of monies to be distributed based on their productivity formulae. ATB reductions are particularly painful for USI because of the already-low funding levels. USI was one of the few institutions to receive proposed increase even after the cut.
  - c. The House changed the weighting of the formulas to emphasize degree completion. It also ignored the Governor's proposed additional 3% ATB cut. If the House Ways and Means budget was adopted USI would receive just under \$1 million in new monies.
  - d. Now that the House Democrats have returned the two chambers will have to complete work on the budget.
  - e. Teaching Theatre project remains among the 6 "live" capital projects. All we need is clearance for \$13 million in bonding authority. We will complete the \$2 million balance through private fund raising.
  - f. Repair and Renovation funds by formula = \$ +3million (though the legislature is hinting that there will be no R&R funds)
  - g. Special R&R request for \$15million to renovate PAC, complete Old Science center lower floor, and renovate Tech Bldg.
  - h. Line item for New Harmony under scrutiny.
  - i. When asked about priorities:
    - i.i. New faculty

- i.ii. Student Services support to encourage degree completion (we've already begun this with a Department of Education grant of \$ 1+ million to improve advising)
    - i.iii. Student employment on campus
  - j. Improving compensation packages is also a priority, though a challenge under current economic circumstances. The focus on associate professors in 2007-2009 biennium had a good result. The presentation at our budget hearings by Dr. Gentle was the first presentation on the marked improvement in those salaries.
    - j.i. We need to focus on support staff where salaries have slipped in comparison with similar positions in the Evansville area.
  - k. We will have to continue to look at internal reallocation opportunities.
  - l. Budget process in legislature is supposed to conclude by April 30<sup>th</sup>.
- 2. Major reorganization of the departments within the College of Education and Human Resources this spring.
  - a. Provost Rochon conducted conversations in the College from November through late February. The decision is one that changes administrative positions and dissolves the administrative structure of the college.
    - a.i. In the coming year the Provost will put into place a Teacher Education Advisory Council including the deans from Science and Engineering, Liberal Arts, and Business.
    - a.ii. There will also be a Partnership Board of area school superintendents.
    - a.iii. Provost Rochon will continue the discussion about the criteria to establish schools with Faculty Senate and other constituencies on campus.
      - a.iii.1. As you address the representational issue today, keep in mind that the introduction of schools will introduce another representation issue.
    - a.iv. All three departments are important contributors to the educational mission at USI.
      - a.iv.1. There will be increased focus on Teacher Education and ways to innovate in that program, including stronger integration of faculty involved in teacher education across campus. Physical Education is closely allied to Teacher Education, though its move into kinesiology and sports management offers new avenues in the future.
      - a.iv.2. Social Work faculty expressed a strong affinity with many of the disciplines in Liberal Arts and that collaboration will be enhanced as we move ahead.
- 3. Summer issues:
  - a. Continued development of initiatives for the strategic plan. This will be the focus of the retreat for President's Council and Deans.
    - a.i. Charge by Board of Trustees to develop a clear goal for the improvement of graduation rates.

- a.ii. Will be working on moving ahead a plan to enhance private giving to USI – as part of my goal to enhance resources available for our mission.
- a.iii. Need a Faculty Senate representative to join in the conversation about commencement for 2012 forward – bringing the ceremony to campus.

**Discussion:**

S. Zehr: Noted the environmental outlook for our campus; he asked if the legislature is open to new “green” outlook proposals for the current budget discussions.

L. Bennett: Suggested that one-time cost proposals would be accomplished internally.

C. Tew: In the future, when huge changes are taking place, such as dissolving of the College of Education and Human Services, could there be a more open, transparent process regarding similar issues?

L. Bennett: There are some issues that just cannot be discussed in an open venue.

**Report from Ron Rochon, Provost:**

- The core curriculum task force is underway, and the committee has planned a summer retreat to work on their review of the core curriculum. The timeline in the original proposal suggested this task be accomplished in two years. However, a charge has been provided to the core curriculum task force to initiate a first draft of their review of the core curriculum sooner than the two years. Dr. Rochon felt there was a good response to the summer meeting proposal, and they hope to have a first draft for presentation with progress this fall.
- There has been development of the idea of hiring clinical professors. The clinical assistant, associate, and full-time professors will be hired on a 3-year appointment, and these individuals would not be tenured. Dr. Rochon would like to receive feedback and endorsement on this proposal before the semester is over. He noted the development of the first draft of this clinical faculty agenda, and it will be discussed in the future meetings.

**Report from Adrian Gentle, Faculty Senate Chair:**

- Dean Coudret has shared the latest draft of the proposal for Clinical-track Faculty Appointments, and this will be distributed prior to the next meeting.
- The All-Faculty meeting will be on April 18<sup>th</sup>, probably at 3:00p.m.
- The Deans of each of the four colleges that will be in place in fall 2011 have been asked to conduct faculty elections.

- The Academic Planning Council gave initial and final approval for 6 new education minors, together with new business minors in Human Resource Management and Enterprise Web Development.

**Unfinished business:**

<b>Topic</b>	<b>Discussion</b>	<b>Decision</b>
<p><b>Faculty Senate Structure Following Reorganization</b></p>	<p>A. Gentle: As a result of the changes in the number of Colleges, faculty governance faces a crisis. We need to move cautiously. As outlined in the proposal distributed by email on March 23<sup>rd</sup>, I recommend that we approach this with the primary goal of maintaining the effectiveness of faculty governance through 2011-12, within the framework of the Faculty Constitution and By-Laws. The larger issue of the structure and Senate and its subcommittees should be the focus of a broad review with extensive consultation, and this should be conducted by Senate in the 2011-12 academic year. The full proposal is attached to the end of these minutes.</p> <p>Changing the make-up of Faculty Senate requires a change in the Faculty Constitution. The make-up of the Senate subcommittees are governed by the By-Laws of the Faculty, and can be changed by a 2/3 majority vote by the faculty senate (with one-week written notification of the changes).</p> <p>The proposed addition of one at-large representative to each sub-committee has the advantage of restoring some electoral voice to faculty in the College of Education and Human Services this year.</p> <p>B. Field: Those faculty affected by this reorganization be able to vote for their new colleagues.</p> <p>A. Gentle: That would require a change in the constitution and not the by-laws; therefore those individuals would not be able to vote this spring. Although technically - under the existing By-Laws and Constitution - the faculty in the Bower-Suhrheinrich College can elect representatives this spring, those representatives would not be able to take their positions in the fall.</p>	

M. Chen: The first at-large members elected to the subcommittees should be those who still have one year on their current term, but whose seats will be eliminated by the reorganization.

C. Tew: Senate could leave things alone for one year, and then discuss the restructure of those committees next fall.

A. Gentle: With no change to the By-Laws, each committee would lose one member. This would increase the workload on the remaining members of the committees, and possibly cause dead-lock in committee votes.

P. Parkinson: If nothing was done, all of the faculty in the Bower-Suhrheinrich College will lose representation for the entire year.

P. Shields: Individuals elected for a two-year term should be able to fulfill that two-year term.

K. Scheller: This change needs to be treated as a transitional year; we need to respond in a short amount of time. The recommendation before us leaves the Faculty Constitution unchanged, but modifies the by-laws to get us through this transitional period.

B. Field: Agrees with M. Chen's suggestion; he believes the first at-large members elected should be those who have one more year on their two year term.

S. Zehr: This was a compromise at the moment, but is concerned whether or not it is possible to have a good election at such a late point in the semester.

A. Gentle asked the Senators and guests from the Bower-Suhrheinrich College for their suggestions.

P. Parkinson: We should move to proportional representation, but this suggestion is a constitutional issue. Because of the change, those directly affected would face the difficulty of having no voting voice at all in the coming year.

	<p>A. Gentle: Next year the Senators from the Pott College and Liberal Arts would be representing all members of their College, not just those faculty in the college before July 1.</p> <p>V. Goebel: Understood the concern with those finishing their terms; however, if there is an open election, there will still be a duplicate member on each committee from the same college.</p> <p>P. Shields: I still believe that those members from the Bower-Suhrheinrich College should finish their two year term.</p> <p>B. Boostrom: I believe A. Gentle's solution is a neat proposal that will provide a solution to this situation at the moment. However, you cannot dissolve a college and not see any effects.</p> <p>C. Tew: It is a neat solution, it allows for an election to award those individuals with that experience; however, By-Laws cannot be used to put people into office. If the current members losing their seats are re-elected as at-large representatives that's fine; they should not be appointed to the position through the By-Laws.</p> <p>A. Gentle: Noted he wants the process as transparent as possible; and he wanted input of the senate of where they stand on this issue. If the proposed changes are made to the By-Laws, a call for nominations for the at-large positions will be made at the spring All Faculty meeting on April 18<sup>th</sup>.</p> <p>C. Tew: Believes the idea of the Senate voting to change the By-Laws on the 15<sup>th</sup>, and then having faculty nominations on the 18<sup>th</sup> is not enough time to recruit candidates. Since the recommendation was shared with Senate in writing more than one week ago, a vote on change the By-Laws could happen today.</p> <p>C. Tew: Move to accept the written proposal (see end of these minutes for full document). This includes the By-Law changes and the charge to next year's Faculty Senate to examine the issue and consult broadly.</p> <p>Seconded: V. Goebel</p>	<p>Vote: Motion passed unanimously.</p>
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**New Business:**

<b>Topic</b>	<b>Discussion</b>	<b>Decision</b>
Faculty Affairs Committee Recommendation on Vacation Time for 12-month Faculty	<p>A. Gentle: Full-time faculty members with 12-month contracts are unable to take their accrued vacation time. Although their contracts grant them four weeks of vacation time each year, the Handbook required that vacation is taken when their classes are not in session, but the faculty members are teaching year round. Since unused vacation time expires after two years, these faculty members are unable to use their vacation time.</p> <p>M. Shirey: One question was why faculty did not take their vacation time during winter break; and the reason for this is that winter break is already a paid period. The intention of the recommendation is for faculty to take their vacation at convenient times when they are not otherwise on paid leave.</p> <p>R. Rochon: Is there a particular college on campus that has been affected more than the others?</p> <p>L. Cagle: The college of nursing and health professions does have many full time 12-month contracts and it is a problem.</p> <p>M. Shirey: stated that faculty members are losing vacation time over the current policy.</p> <p>R. Rochon: Expressed surprise that we have a contract that establishes vacation time but at the same time prevents those individuals from taking that vacation time.</p> <p>K. Scheller: Moved to adopt the proposal and send this document to the provost office.</p> <p>Seconded: C. Tew</p>	Vote: Motion passed unanimously.

<p>Faculty Affairs Committee Recommendation on Academic Freedom</p>	<p>A. Gentle: The Faculty Affairs Committee has submitted a recommendation regarding academic freedom for our faculty. The committee was charged with investigating academic freedom in the light of the recent court case which casts doubt on the ability of faculty to exercise academic freedom in their work on shared governance. Both the AAUP and the MLA have recommended that faculty re-examine their statements on academic freedom in light of this case.</p> <p>C. Tew: Motioned to accept the proposal with alteration... did not have the exact amendment. Seconded: V. Goebel</p> <p>S. Zehr: Expressed concerned about the line that states that faculty should scrupulously avoid mention of USI when commenting on matters of public interest. My opinions away from USI, acting as a private citizen, could still be interpreted as opinions acting as a faculty member at USI.</p> <p>M. Shirey: There needs to be a distinction between acting as a private citizen and acting in relation as a USI faculty member.</p> <p>A. Gentle: This clause seems to conflict with the freedom of faculty members to comment on matters of public interest as an expert, when the topic is related to their area of scholarly expertise. This could be interpreted as they would not be protected by the handbook.</p> <p>B. Boostrom: A faculty member can act on a scholarly issue in public, and should not need to “scrupulously avoid” acting as a faculty member of USI.</p> <p>K. Scheller: Move to postpone this discussion to a later date.</p> <p>L. Cagle: Second</p> <p>VOTE???? This seems to be inconsistent. Did chad get a second? Did he withdraw his motion? Did we vote to postpone?</p>	
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<p>Charge: Compensation for one credit- hour overloads</p>	<p>S. Zehr: Currently we do not compensate faculty who work 13 hours, but do not penalize those who work only 11 hours. This charge is to tighten that language, proposing that in the absence of a formal agreement between the faculty member, dean, and others necessarily involved, that faculty members are automatically compensated for 13 hour workloads.</p> <p>S. Zehr: Move to accept the charge as written and recommend to the change to the Office of the Provost.</p> <p>C. Tew: Second.</p> <p>Discussion:</p> <p>B. Field: noted he would rather see more full-time faculty; and this could cause budgetary strain that could prevent that from occurring.</p> <p>P. Shields: concerned that this charge was not review by a committee.</p> <p>B. Boostrom: Believes this should be investigated more in depth. The 13 hour overload is a problem, but this is excluding those who are less than 13 hours but more than 12.</p> <p>S. Zehr: The policy that exists in the handbook is technically being violated; and this change would protect the faculty, as well as the University, in the near future.</p> <p>C. Tew: Move to amend the document to include compensation for any faculty member with an overload of hours. To remove "one credit hour".</p> <p>Seconded: WHO? STEVE?</p> <p>K. Scheller: Move to send the charge to Economic Benefits for further consideration.</p> <p>B. Boostrom: Second.</p>	<p>Vote: 5 in favor, 6 opposed. Motion defeated.</p> <p>Vote: Approved unanimously.</p>
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**Adjourned: 5:10pm**

## **Faculty Senate Statement on Faculty Governance Following University Restructure**

### **Proposal to Faculty Senate**

#### **Preamble**

The University of Southern Indiana announced on March 15, 2011 that an organizational restructure would take place on July 1, 2011 which will effectively reduce the number of academic colleges. The three departments previously housed in the College of Education and Human Services would be relocated on July 1. The Departments of Teacher Education and Physical Education will be housed in the Pott College of Science and Engineering, and the Department of Social Work will move to the College of Liberal Arts.

#### **Guiding Principles**

As a result of the changes we have a crisis in faculty governance, and we need to move cautiously. The primary goal of the current Faculty Senate is to maintain the effectiveness of faculty governance through 2011-12, within the framework of the Faculty Constitution and By-Laws.

The 2011-12 Faculty Senate will be charged with undertaking a thorough review of governance with broad faculty input. This may include a review of the representative structure of the Senate and its subcommittees, together with the issue of continuity of leadership.

#### **Recommendation**

With these guiding principles, we propose the following framework for the transition year 2011-12:

- The representative structure of Faculty Senate – and the Constitution of the Faculty – will remain unchanged. The 2011-12 Senate will consist of ten Senators, plus ex-officio members.
- The By-Laws of the Faculty are amended this spring to incorporate a single at-large representative in each of the eight sub-committees. Each committee currently consists of "a faculty member from each academic college". The proposed amendment to the By-Laws would read "a faculty member from each academic college *and, in the 2011-12 academic year only, a member elected from the faculty at large for a one-year term*".
- The 2011-12 Faculty Senate is charged with a broad review of faculty governance, including the representative structure of the Senate and its subcommittees and continuity of leadership in governance. The temporary change to the By-Laws proposed above should be removed and replaced with a permanent solution after broad consultation.

Faculty Senate has the authority to amend the By-Laws of the Faculty, as described in Item II, Article VI (p. 14) of the Faculty Handbook, with the support of two-thirds of Senators at a regular meeting.