

USI Faculty Senate Minutes
November 17, 2017
UC 2207

Senators Present: Peter Cashel-Cordo, Chuck Conaway, Charlotte Connerton, Ron Diersing, Wes Durham, Ethel Elkins, Nick LaRowe, Ken Purcell, Erin Reynolds, Peter Whiting, Angie Wooton.

Visitors: Shelly Blunt (Provost Office), Amy Chan Hilton (CETL), Riley Guerzini (The Shield)

Faculty Academic Funding Program

Dean Ann White and Mr. Jeff Sickman

- Gave overview/report on pilot program on growing support individuals to enroll in MSN and DNP with intent to become faculty.
- By 2025, US will be 1 million nurses short. If we don't have faculty to teach, then we may not meet needs. Larger gap in salary from hospital vs. academia. This pilot program may help lure students into graduate studies and then academia, to then teach at undergraduate level and possible graduate level, depending on degree.
- They are looking at the selection process, but initially, the student would agree to do this and then work at USI for a period of time, with a percentage of the tuition forgiven.
- This can help get the people in place when the need becomes more urgent.
- Initial start of 3, then grow from there. At most 5, max of 10. Some identification from existing faculty and mentoring for the program.
- State Board of Nursing has stipulation that there must be 10:1 ratio, so the possible retirements is important.
- Would want someone with clinical experience before full-time faculty roles.

Posting and Search Process

Mr. Andrew Lenhardt

- Posting and Search Process:
 - 30 day posting period: there for VISA and other requirements. Part of the 30 day posting should be in print/high profile. Looking at what HR does and where we post. Seeing about what we do to recruit people.
 - One possibility is for an expedited search: 8 days through Provost approval. May help the university be flexible, in particular for failed searches or repeated failed searches.
 - Feedback from senate brought back concerns about this being abused and bypassing the faculty in the search process, along with a suggestion about having specialized criteria for when these type of searches are done.
 - At present, this is being examined, but no formal policy change has been implemented. HR will be willing to report back to senate before the Provost Council.
- Family Leave/Sick Time:
 - Medical leave is 12 weeks, sometimes this is at the end of semester. Is there a way to stay out until end of semester, just to not adversely effect class.

- Feedback from senate was to make the policy easy to see, along with knowing who to contact. HR will make a one-page document and present back at later meeting.
- Donating Sick Time Proposal
 - Feasibility study on how this could be accomplished. Some requirements on sick leave bank and making sure people are safe in case of major sickness. Research will need to be done. Discussion at this point is more of a “is it possible” at this point. Would be good to have charge from Admin Senate and Faculty Senate.

Report from Provost Office

Shelly Blunt

- Provost returned from China, looking at possible partnerships.
- Academic Partnerships came to present next role and looking at other programs to explore in all colleges. Targeting adult learners. Senate voiced some concerns about faculty lines with regard to AP, along with maintaining the student centered approach USI has had in the past. Peter Whiting will invite the provost, Dr. White, and Dr. Khayum to present in a later meeting to help address these concerns.
- Finals time: students are under a lot stress, so refer students to counseling center if you see a student in need.
- Peter Whiting went to a University Closure meeting with provost-when university closes, online classes are also closed. Going to be careful before closing.

Approval of Minutes - October 6, 2017

Minutes from the last meeting were approved with amendments, w/ 3 abstentions.

Report from Faculty Senate Chair

- College of Business will seek nominations for senate and faculty and academic affairs committee.
- Master Plan: Should be finished in December and shared with faculty
- Schedule for breakout sessions for Jan meeting will be coming out soon. Share with chairs in college and had them forward on. Suggested breakout: Immigration, Mental Health Challenges, IRB, Library, Honors Program, Core39, Faculty Opportunities in Outreach and Engagement. Admin Senate: USI 101, Managing Inbox and OneDrive. Student Evals? (Amy Chan Hilton: No sample items for review at end of semester) Peter Cashel-Cordo: Important for faculty to be aware and what the thinking of the committee is. Has been some discussion about a session, but Rich Bennett said no breakout session, but maybe have focus groups. Ask him what he means by focus breaks.

Adjournment

Meeting was adjourned: 4:31pm.