

## Faculty Senate meeting

25 September 2020

Senators in Attendance: Rex Strange, Brandon Field, Adrian Gentle, Bartell Berg, Jamie Seitz, Jinsuk Yang, Kenny Purcell, Laura Bernhardt, Mary Doerner, Marilyn Ostendorf, Peter Cashel-Cordo, Sang woo Heo, Mike Strezewski, Steve Gruenewald, Chuck Conaway.

Other Attendees: Ronda Priest, Mohammed Khayum, Shelly Blunt, Amy Chan Hilton, Jennifer Greene, Marna Hostetler, Peter Whiting

- Held via Zoom meeting. Called to order: 2:30 pm.
- Approval of minutes from last meeting
  - No modifications suggested; unanimously approved with one abstention.
  - Secretary noted that none of his other colleagues seem to take the job of reviewing as seriously as Dr. Gabriela Mustata Wilson used to.
- Chair's report:
  - Updates on Subcommittees
    - Assessment Committee: Curt Gilstrap/Jessica Mason (Rebecca Neel as vice chair)
    - Curriculum Committee: David Hitchcock
    - Faculty and Academic Affairs: Thomas Weber
    - FASTRC: Kristalyn Shefvland
    - Student Affairs Committee: Jessica Rick (contact person)
  - Posthumous Degree Policy: The current policy is fairly vague and a committee was formed to make it more in line with the policies of other universities. Shelly is heading this group and it has met once so far. There is a general agreement of the updated policy and a draft will be brought to Senate when it is formalized.
  - Reminder of Curricular Dates/Deadlines: October 1st for fall implementation, February 1st for spring implementation
  - Army Reserves: Be aware that there is some talk about those in the army reserve/national guard being called in for practice with increased regularity. We may need to accommodate such students.
  - Pandemic Information:
    - There seems to be an issue with how information/misinformation is disseminated among our colleagues.
    - Jennifer Hammat (Dean of Students) would like to remind everyone two things:
      - (1) If you are contacted by a student indicating that they are positive for COVID-19, please direct them to complete the self-

report form. <https://www.usi.edu/covid-19/covid-resources/> (top right corner, click the student block).

- (2) If notified that a student is placed under quarantine or tests positive, DO NOT ask your entire class to self-report or identify the student. First, this would “out” the student who is sick or absent, which violates privacy. Second, the probability of exposure in the classroom where precautions are being taken (e.g., everyone is masked, at low density, and six feet apart) is very low. Only if the student identifies individuals in the classroom as being a close contact should those students be contacted or complete the self-reporting form.
- It appears that there are minutes from a Faculty Senate summer meeting that have not yet been approved. They will appear in the material for the next meeting and should be reviewed and voted on by everyone who was in attendance at that meeting.
- Provost's Report:
  - Census day numbers are in and were reported: Dramatic drop in first time, full-time freshman; continuing students have increased compared to last year.
    - Credit hour shortfall was reported in yesterday's Town Hall; with State Appropriations down \$3.4, the overall deficit is \$4.6M.
    - Overall, it is not ideal, but it is not as dire as it might have been. The work done – including the work done by faculty to make a Fall schedule that could serve as many students as possible – made these numbers much better than they could have been.
    - We have to be alert with regard to students that are not engaging in the classroom; there are people doing outreach toward them, to keep them engaged and keep them enrolled in the Spring semester.
  - Budget proposal will be delivered to the Board by early November meeting.
  - USI recently was awarded a Lilly Grant, just under \$2.5M, that is geared toward addressing the needs of adult learners. Projections are that in the next 10 years, many workers in Indiana will be displaced from the workforce if they do not develop new skills. The Lilly Grant will allow us to determine what skills within our curriculum, or that can be added to our curriculum, is needed. We don't yet have a value on the savings that we have had from the reduced expenses from travel, the cancellation of sabbaticals, etc.
  - The USI COVID-19 Dashboard is a work in progress; the reports are the only way we get data for it. Remind students that if they have doubts, it is better to report than to not report. Still working on getting the contact tracing done more quickly, and there are things in the self-reporting form that could have been written differently. The numbers have changed, because a duplication of

names was caught earlier. Want to get numbers for active cases and the active quarantines up on the dashboard, but since the self-reporting timeline is different than the quarantine deadline, these data are complicated to report accurately.

- Old business:
  - Core 39 Assessment Cycle charge from last meeting.
    - We do not have a good track record with the assessment of the Core. Changing the cycle to 5 years might not look good for the next accreditation visit.
    - The current cycle is not viewed as onerous by some faculty who teach within the core. Some of the other aspects surrounding the Core assessment *are* onerous, but they could be changed without changing the cycle.
    - We may need to assess the assessment process. Many of the things we do for assessment may not be valid to measure the things that we are trying to measure. This can be something that we ask the Assessment Committee to look at, together with the Core 39 committee.
    - The charge was voted down, unanimously, with two abstentions.
- New business:
  - Grievance Committee charge to add a member from the Library to the Grievance Committee.
    - The term that was used in the additional seat for Faculty Senate was unaffiliated faculty, not specifically from Rice Library.
    - The suggestion was made to amend the language from "...one elected faculty representative from Rice Library..." to "...one elected faculty representative from faculty not affiliated with a College..." to be consistent with the phrasing from the modifications.
    - Charge was unanimously approved, with editorial changes.
  - Promotion Committee charge:
    - The Promotion committee decisions in recent years (according to anecdotal evidence) have sometimes gone against the pre-tenure faculty, while their dean and department have been in support. There have been zero stories unearthed, in the past decade, of when the Promotion Committee stood against the dean in favor of the faculty member in question. This has made the Promotion Committee review into the most stressful portion of the promotion process of pre-tenure faculty, and the clear message being sent to pre-tenure faculty is that the Promotion Committee is not on their side, so they must be sure that they have the favor of their dean.

