

## Faculty Senate meeting

20 November 2020

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

Other Attendees: Mohammed Khayum, Amy Chan-Hilton, Hayden Olberding, Brent Summers, Aaron Trump, Sarah Stevens, Crystal Steltenpohl, Jennifer Hammat, Shannon Pritchard, Stephanie Young.

- Held via Zoom meeting. Called to order: 2:31 pm.
- Approval of minutes from last meeting
  - Approved with one abstention, with minor edits.
- Chair's Report: Rex
  - (Dr.) Kat Draughon is developing a schedule for professional development day, and is requesting topics that would be of most interest to the Faculty. If anyone has feedback, please let Rex know.
  - There is an Employee Recognition event planned for 2021 that will be virtual. They are looking for feedback, so if you have any, forward it to Rex.
  - Rex admits that he is a Zoom novice, and he has been sending out the invitation and meeting numbers through Outlook calendar, and would appreciate members sending out the meeting invitations to interested people.
- Provost's Report:
  - Thanks for all the efforts that have kept our campus open all semester.
  - Were up in Indianapolis last week to present the budget to the State budget agency. This year, we have done extremely well in the performance metrics – better than the other institutions in the state. The successes in the performance metrics are from the faculty efforts.
  - Have a Happy Thanksgiving, and be cautious if you are traveling.
- Charge 2020\_32: Bias Response Team (Old business)
  - According to Jennifer Hammat, the former Bias Response Teams at Universities throughout the nation have been replaced by Care Teams because of legal implications of stifling of free speech.
  - What are the gaps that the Care Team is not meeting? What/whom can we add to the Care Team to meet those needs?
  - It appears that even when something has been resolved, the communication of that resolution is not made sufficiently. Can something be done to close that loop?
  - How can the students be involved in this discussion? How can we give students a stake in the resolutions of these concerns?

- Charge was approved unanimously. Rex will speak with the Staff Council and Administrative Senate and bring it up to the President's Council.
- Charge 2020\_34: Establishment of priorities during a potential Financial Exigency (Old business)
  - Thoughts about questions for the survey?
  - Discussion was postponed until the charge under New Business.
  - There is existing literature about prioritizing academic programs and services, and any efforts that Faculty Senate undertakes should be a part of those larger efforts.
  - We should dedicate time during a future meeting to discuss this charge; the friendly amendment had been made to the original charge that the Senate as an entire body address this charge.
- Charge 2020.35: Installation of Single Use/Gender Inclusive Restrooms
  - The push for gender inclusive bathrooms has been around for at least a decade.
  - Previous charges asking for Lactation rooms in University buildings and changing tables in the bathrooms were met with the response that the cost would be prohibitive.
  - Charge was sent to Student Affairs subcommittee by unanimous approval.
- Charge 2020.36: Faculty Support
  - The following statement was endorsed by the Faculty Senate and is asked to appear as an introduction to any survey of the faculty made in the future: “The Faculty Senate supports all faculty at USI and will not privilege or defend any one group of faculty over another, neither by rank nor by type of appointment. The Faculty Senate will defend and support the rights, terms, and benefits due to each faculty member as defined by her/his/their contract.”
  - This was approved unanimously.
- Adjourned: 4:30 pm

Minutes recorded by Brandon Field, secretary.