

## Faculty Senate Meeting

15 September 2023

Senators present: Kyle Mara, Erin Reynolds, Nicholas Rhew, Rob Dickes, Kate Sherrill (Alternate for Shane White), Susan Ely, Jessica Mason, Jiaying Liu, Todd Schroer, Shannon Pritchard, Guoyuan Huang, Peter Witing, Ashley Carter



Additional attendees: Shelly Blunt, Jason Hardgrave, Amy Chan Hilton, Wes Durham

Held in BEC Boardroom

- Called to order: 2:32 pm
- Minutes from 1 September were circulated and, without further corrections, approved.
- Senate Chair report from Kyle:
  - Thank you to senators for providing names for representatives on Traffic Appeals and EDIC.
  - Banner 9 is now required for grade reporting; Banner 8 is no longer an option.
  - Survey-based research involving direct compensation is on hold temporarily pending policy revisions.
  - At the Registrar's request, "Prior Learning Assessment" will now be called "Credit for Prior Learning" to align with other state schools.
  - The Testing Center is now running in the library.
  - Conversations about UNIV 101 and where it is housed are ongoing between the Faculty Senate Chair and Provost Blunt.
  - Faculty Senate will run an election for an at-large representative soon.
  - Colleague and fellow senator Brandon Field is facing a family medical emergency and will be in our thoughts.
- Provost's Report from Shelly:
  - The UNIV 101 experience in New Harmony went well and saw attendance of at least 92% of students enrolled in UNIV 101. Feedback may be directed to Kenny Purcell or Kristalyn Shefveland.
  - HLC has invited comments on proposed changes to faculty qualification policies that would largely relax standards to allow individual institutions more flexibility to develop their own credentialing policies. USI will address any changes if HLC moves forward with them.
  - The university is exploring moving diploma printing to Parchment, which would allow for digital credentials that can be shared easily on platforms such as LinkedIn.
- Charge 2023\_08\_Lactation Spaces on Campus:

- The current charge was approved unanimously, and discussion with Steve Bridge's office will be opened.
- Representatives from Watermark demonstrated the assessment module via Zoom, facilitated by Jason Hardgrave.
- Charge 2023\_09\_Microcredentials:
  - A motion was made and seconded to amend the second guideline in the proposed policy to read: "The total number of credit hours required for an undergraduate micro-credential may vary by discipline but must require a minimum of six (6) credit hours and not more than nine (9) credit hours..." The amendment passed unanimously.
  - The amended charge was passed unanimously with one abstention.
- Charge 2023\_10\_Embedded Stackable:
  - The charge was passed unanimously.
- Next meeting: September 29<sup>th</sup>.
- Meeting adjourned with no additional business to consider: 4:15 pm

# CHARGE TO THE USI FACULTY SENATE

## Formal Request for USI Faculty Senate Action

**Name:** Jessica Rick (Optional)

**Date of Submission:** 8/28/2023

**Name of Faculty Senate Representative:**

1. Todd Schroer
2. Shannon Pritchard
3. Robert Dickes

**Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.**

**1. Charge Title:**

Lactation Spaces on Campus

**2. Background:**

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

Currently, USI has two lactation spaces on campus (HP 3138 & RFWC 101). Although this meets federal regulations regarding lactation spaces, the university needs to do better for its new parents. The American Academy of Pediatrics and the World Health Organization recommend that mothers provide infants with breastmilk up until the age of two (up from the age of one). I recently completed a research study on exclusively pumping moms. This study was not exclusive to USI employees, but I did interview several USI employees about their experiences pumping at work. The stories of our employees pumping in their cars, bathrooms, and closets are unacceptable. I have seen students pumping in hallways and in the Loft because there are no other alternatives. These women pumped in these spaces because the university does not have adequate lactation spaces and they could not take a long enough break to walk across campus to one of the few lactation spaces we do have on campus. It can take 30-60 minutes to adequately set up a breast pump, pump the milk, and clean up. Breaks typically last 15 minutes. Lunch breaks can be 30 minutes. Employees do not have enough time to walk across campus to pump 2-3 times a day.

The US Department of Health & Human Services has provided an excellent resource on the requirements of Section 7 of the Fair Labor Standards Act, which includes providing basic accommodations for breastfeeding mothers at work:

<https://www.womenshealth.gov/supporting-nursing-moms-work/what-law-says-about-breastfeeding-and-work/what-employers-need-know>

Additionally, in April 2023, the PUMP Act increased the legal requirements of adequate pumping spaces and breaks for breastfeeding mothers. More information about what these changes mean for businesses and facility management can be found here:

<https://facilitiesmanagementadvisor.blr.com/design-and-construction/pump-act-compliance-how-to-create-lactation-space-at-your-facilities/>

**3. Action Requested and Desired Result:**

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

Every building on campus needs to have a lactation space. These lactation spaces need to be clearly labeled and communicated on the USI website. I propose this charge gets proposed with the administration senate, staff senate, and student government as it affects all on campus, not just faculty members.

**4. Potential Resources:**

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

I have provided the university's lactation policy and a list of the university's lactation spaces to this charge:

<https://www.usi.edu/institutional-equity/resources-for-pregnant-and-parenting-students>

<https://handbook.usi.edu/lactation-accommodation-policy>

**Items 5-7 are to be completed by Senate Chair or Secretary:**

**5. Senate Comments:**

**6. Action Taken by the Faculty Senate:**

**7. Action Taken by the Administration:**

## Micro-credential Policy

An undergraduate micro-credential is a programmatic or topically-linked series of courses that is typically more narrow in scope than a certificate or concentration. Micro-credentials can be either from a single field or can cross disciplinary boundaries. Micro-credentials provide a focused structure within a set of courses that enhance the undergraduate experience. Creating relevant and academically rigorous micro-credentials presents an opportunity to respond to the evolving environmental conditions in higher education and to address the shifts in student needs, especially, but not limited to, adult learners seeking academic credentials that can be completed within a shorter timeframe than traditional academic credentials.

### Guidelines

1. Micro-credential programs **may** have specific admission and/or prerequisite requirements. Interested students must apply for admission to a specific micro-credential program if warranted by the offering academic unit(s).
  - a. Students may declare a micro-credential before completing degree requirements.
  - b. Micro-credentials may be embedded within a particular program of study, negating the need for students to declare the micro-credential when enrolled in a subsuming program.
  - c. Micro-credentials may be declared as stand-alone programs.
2. The total number of credit hours required for an undergraduate micro-credential may vary by academic discipline but must require a minimum of six (6) credit hours and not more than eight (8) credit hours. A minimum of three (3) credit hours used to satisfy micro-credential requirements must be earned at USI.
3. All University policies apply, including academic, grading, admission, retention, contact hours, and faculty eligibility to teach.
4. Credit hours earned for a micro-credential may be applied toward another degree program. A micro-credential, therefore, can be embedded within a larger (e.g. certificate, minor, or major undergraduate degree program).
5. Academic departments may determine whether coursework taken to complete a micro-credential can also be applied to a degree program.
6. Coursework taken more than four (4) years before the micro-credential is awarded cannot be applied.
7. Micro-credentials may be structured as either discipline-specific or cross-disciplinary. Academic departments applying for micro-credential must consult with and/or obtain support for related programs and departments who ensure the availability of courses required for the micro-credential.
8. An approved micro-credential, due to its narrow scope, cannot include separate concentrations.
9. Micro-credentials may be stand-alone or linked to an existing degree program, allowing for stackability with other micro-credentials and certificates toward a degree (i.e., certificate, minor, or major) program.

10. Courses applied to a micro-credential must be legitimate academic courses approved by the University Curriculum Committee.
11. All micro-credentials must be approved through the University's curricular review process as a new program (New Program Development Committee).
12. Micro-credentials should enhance existing programs. Sufficient resources must exist to support the micro-credential without penalizing existing academic programs, including concentrations and/or certificates.
13. Officially approved micro-credentials will be posted to University of Southern Indiana transcripts and will be issued by the Registrar's Office. A Formal Application for Graduation must be completed for micro-credential programs.

For information about proposing a new undergraduate micro-credential - application procedures and approval process - as well as procedures for managing approved micro-credentials can be found in the University Handbook under Procedures for Changes in Undergraduate Curricula.

# CHARGE TO THE USI FACULTY SENATE

## Formal Request for USI Faculty Senate Action

**Name:** Wes Durham (Optional)

**Date of Submission:** 09/05/23

**Name of Faculty Senate Representative:**

1. Todd Schroer
2. Shannon Pritchard
3. Robert Dickes

**Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.**

**1. Charge Title:**

Revision to Current Undergraduate Curriculum Policy Disallowing Embedded and Stackable Credentials - III.F.5

**2. Background:**

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

The current undergraduate curriculum does not permit embedded, stackable credentials as currently written. The current policy (<https://handbook.usi.edu/procedures-for-changes-in-undergraduate-curricula>), in part, reads:

III.F.5. "Credit hours earned for a certificate may be applied toward another degree program. However, a student cannot earn a certificate that is fully embedded (or subsumed) with the requirements of his/her majors or minor, but must include at least three (3) unique credit hours."

This portion of the certificate policy represents an arbitrary obstacle for programs wishing to engage in embedded, stackable credentials. In particular, the policy penalizes students already majoring in that program of study by not allowing them to achieve microcredentials subsumed within the larger program.

**3. Action Requested and Desired Result:**

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

I suggest the following edit to III.F.5.:



"Credit hours earned for a certificate may be applied toward another degree program."

By deleting the second sentence of III.F.5., programs at the undergraduate level will be able to create, market, and deliver impactful certificates and microcredentials to those wanting credentials other than the baccalaureate degree, while, at the same time, marketing additional credentials to students interested or enrolled in the larger programs in which certificates and micro-credentials may be subsumed.

**4. Potential Resources:**

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

**Items 5-7 are to be completed by Senate Chair or Secretary:**

**5. Senate Comments:**

**6. Action Taken by the Faculty Senate:**

**7. Action Taken by the Administration:**