CHARGE TO THE FACULTY SENATE
Formal Request for Faculty Senate Action

Date of Submission: 11/6/13

Name of Faculty Senate Representatives:

1. Dr. Tony Maria

Complete the following items and submit this form to either your Faculty Senate representative or the Faculty Senate chair for consideration by the Faculty Senate.

1. Action Requested:
State specifically what action the Senate wants the committee to take. For example, update data; research relevant new data from this or another institution or institutions; update an outmoded policy; propose a solution or a revision of the handbook; write a report, etc. What is the desired outcome?

We would like to charge the Faculty Senate to compile data that will define and highlight the current and recent (last 5 -7 years) rate of expansion in administrative positions in comparison to new tenure-track faculty positions at the University of Southern Indiana. The collection of these data will either: (1) confirm the perception that administrative positions are increasing at a greater rate than tenure-track faculty positions (i.e. there is disproportionate growth), or (2) provide data that illustrate increases in administrative positions and tenure-track faculty members are consistent (i.e. there is not disproportionate growth). This issue is of concern to many faculty members given the leadership stance that, with nominal funding from the state appropriations, USI is not able to hire new full-time faculty. Yet, USI has demonstrated the ability to hire new administrative positions.

2. Current Policy:
Include a copy of the current policy and/or practice (if applicable) and reference where it is located.

We are not aware of an existing policy related to this concern.
3. **Background:**
   Provide explanation of background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge? Whenever possible, provide examples of the experiences impacted by the issue.

   Across campus, USI faculty members have expressed concern with an apparent increase in new administrative positions (e.g. Assistant Deans, Associate Deans, Associate Provost, Vice Presidents, Advising/Academic Coordinators, etc.) at a much faster pace than new full-time faculty positions (tenure-track positions). This concern recently re-surfaced among faculty members with the hiring announcement of a new Vice President for Enrollment Management. The concerns that have been noted are particularly significant given the perennial lack of appropriate salary increases for faculty and the concomitant substantial increases in healthcare cost share, leading to real declines in salary over time. This is, of course, occurring at the same time that new administrative expectations are being placed on faculty, particularly for matters of assessment and core curriculum development. Moreover, the perception of greater growth in administrative positions comes at a time when impending change (reduction) to the retirement benefits is anticipated for continuing and new faculty. Finally, the perception of disproportionate administrative hiring negatively impacts faculty morale, especially given the number of overloaded faculty members and the ratio of full-time to part-time faculty members at USI compared with its peer institutions.

4. **Potential resources:**
   What necessary information can you provide and what resources can you suggest to help the committee fully address the charge?

   We believe that USI Human Resources would likely be able to provide these data to the Faculty Senate.

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

5. **Senate Comments:**
   List any pertinent comments or suggestions raised in the Senate’s discussion of this charge. Also if this or a very similar charge has been proposed within the last 3 years and addressed by a committee, provide the results.
6. **Action Taken by the Faculty Senate:**

7. **Action Taken by Administration (re: Provost, President):**