

USI Faculty Senate Minutes

30 September 2016

Senators present: Nick LaRowe, Peter Whiting, Brett Long, Jason Fertig, Chad Milewicz, Wes Durham, Chuck Conaway, Charlotte Connerton, Erin Reynolds, Sang Woo Heo, Brandon Field, Rex Strange

Visitors present: Ron Rochon and Shelly Blunt (Provost's Office), MT Hallock-Morris (Core Director), Amy Chan-Hilton (CETL), Andy Wright (Enrollment Management), Andrew Lenhardt (HR)

- Minutes from Sept 2 Meeting, modifications were made to complete incomplete sentences and correct spellings of Senators' names.
- Minutes from last meeting (Sept 16): Corrections to spelling of Senators' names were made. Approved with abstentions from people who were not present.
- Chair's Report, Nick:
 - Peter attended the Master Plan presentation meeting:
 - Last Master Plan was done in 2006. Representatives were from across campus, including SGA president representing student body. Two firms gave 25-minute presentations on developing a Master Plan, and then answered questions from the committee.
 - 9-month plan. Review space utilization on campus. Interviews from focus groups. Landscape study, user space, underutilized buildings.
 - The decision was deferred regarding which firm to go with, as the primary people who will be working with them, James Wolfe and Steve Bridges, will need to make the final decision.
 - Redefine how we define "space", in light of the online courses. What new facilities will be needed, etc.
 - Attorney presentation:
 - USI is deliberating whether or not to hire University Legal counsel; we currently contract out any legal work that we have. Having a lawyer on staff can help with prevention of things that should be prevented, but also with contract review for things like Library licenses.
 - Council of Chairs report:
 - President Bennett talked about the budget formula. We have improved in three out of the four formulas, in the persistence and retention category we are steady at 70%. Asking for more money from the budget for a variety of different things.
 - Early data from the Strategic Plan. We seem to be doing well in our comparisons. Students report strong support from faculty, and report overall well-being, and support to succeed academically. We are not doing well with

diversity ("intentional conversations with diverse others"), or higher order learning.

- The committee web pages have been updated.
- Discussed with Staff Council and Administrative Senate the charge regarding the tuition waiver. Peter will represent Faculty Senate at the Staff Council meeting.
- Provost's report, Dr. Rochon
 - Lunch meeting with non-tenured and clinical faculty members. Informed people about the good movement regarding the movement of the P&T guidelines. Amy has been looking at other institutions, and we seem to be doing some things pretty well. Expect that the guidelines will continue to evolve, the draft has currently been endorsed by the Council of Chairs. Will bring draft to Faculty Senate soon to ask for endorsement.
 - Online MBA: 89 students for the launch. 138 people have been accepted; 131 are enrolled. Looking into the RN to BSN program; we have a successful program currently, but we have one of the most cost-effective program, and could expand our reach into other markets, and grow the program.
 - The current handbook has not been updated to reflect the Clinical Track. Shelly is working to update the language; once the deans have approved the language, she will bring it to Senate for approval.
 - Dr. Cornel West will be on campus October 12 to provide a lecture to the public at 6pm.
- We need nominations for Vice Chair for this year. No expectation on being chair-elect. Get nominations to Nick by Friday, October 7th; election will be next meeting, October 14th.
- Update from Enrollment Management: Andy Wright
 - Pop quiz on data from this year's freshman class:
 - What is the average high school GPA of this year's freshmen class? 3.37. Ten years ago, we were below a 3. We are starting to get a higher caliber of student. Average ACT 21.9, up from 21.4 last year. Average SAT score was 994, which is the same as last year and right at the national average.
 - What percent of this year's freshman class brought in college credit? 59.9%. Highest in our history, steady increase over the last few years. Average incoming freshman brought in 16.3 credit hours.
 - Should this reflect on the UNIV101 curriculum? Do the students with more incoming credit need something different for the first-year experience courses? The first year courses are intended to acclimate students to college, not necessarily for academic achievement, so even though students with CAP credit (most of the incoming credits were taken at high school) might be ready academically, the purpose of UNIV101 isn't academics. But we could examine this concept more carefully.

- What percent of this year's freshman class were in the top half of their graduating class? 75.2%. Last year was 70.7%; seeing an increase.
 - What percent of freshmen come from outside of the local area? (Vanderburgh, Posey, Warwick, Gibson): 65%. Getting increases from Indianapolis and further north, also from out-of-state students. High percentage increase in out-of-state students, because so few.
 - What percent of new degree-seeking undergraduates are transfer students? 33%
- Transfer numbers are down. Some of that is from external causes, because the enrollment of all of our feeder institutions (nearby community colleges) is down, some pretty significantly.
- There is a greater geographic diversity in this year's freshman class. Ethnic and racial diversity is about the same as previous years. Developing recruitment plans for underrepresented groups. We have a new recruiter that we have hired is bilingual and Hispanic.
- New initiatives about Enrollment Management:
 - Early FAFSA emails and other messages sent out; they can begin filling out the FAFSA in October, and can have their tax information directly imported into the application.
 - Schedule Planner will be rolled out on Monday to students. Enrollment Management has been demoing it for students, will be sending out messages to make lives easier for students.
- Endorsement of the Sexual Misconduct policies. Discussion:
 - One of the concerns is that "Affirmative Action Officer" and "Title IX Coordinator" titles are used indiscriminately; with the hiring of a new Title IX Coordinator, that person will take over the responsibilities, currently
 - Several of the students are workers at Sodexo; Sodexo, as a vendor, will be required to comply with University policy and employees will go through training.
 - Motion to endorse the new policy was unanimously approved.
- Assessment Rubrics, MT Hallock-Morris:
 - Two summers ago, a task force created several rubrics for the WOK Outcome rubrics. The six sub-categories for WOK have been created and are presented here. The drafts of these rubrics have already been presented to the instructors who are teaching the courses this semester.
 - Membership to subcommittees was given to departments that had courses in that category.
 - In the Scientific and Mathematical Inquiry WOK, there are three sub-sub categories; final development of the deductive and inductive reasoning is still pending, but none of the courses that are up for review this fall need those.

- There was concern expressed that feedback had been provided about some of the SMI outcomes over the summer, and no response had ever been made. MT will address.
- The rubrics will be reviewed and modified if necessary every three years once the three-year cycle is complete.
- The data from the Core Assessments should *not* be used for faculty review, for tenure or promotion issues. They are not intended to be summative or address the teaching abilities of individual instructors, only the student achievements.
- The motion to endorse the Core rubrics was approved with three abstentions.
- Discussion about the relationship between the Core Council and the Curriculum Committee. The Core Council is not a sub-committee of the Faculty Senate. A discussion of this could be added to a future agenda, either as a charge, or as an agenda item for discussion.
- Academic Integrity Policies and Procedures: Motion to endorse the policy that was developed at the last meeting.
 - It was requested that under the ethical and professional section (3.2.7) that an example of a HIPAA violation be added.
 - Unanimously approved.
- Assessment Day charge. It seems like there should be a better way to make these assessments. Someone from OPRA should be invited to attend the next meeting to be part of the discussions, and also we should forward the charge details to our colleagues to solicit feedback.
- Adjourned, 4:32pm.