

Faculty Senate Meeting

26 April 2024



Senators present: Susan Ely, Kyle Mara, Erin Reynolds, Ashley Carter, Jessica Mason, Nick Rhew, Rob Dickes, Shannon Pritchard, Al Holen (Alternate for Todd Schroer), Shane White, Chad Tew (Alternate for Peter Whiting), Sri Dandotkar, Guoyuan Huang, Jiaying Liu

Additional attendees: Shelly Blunt, Amy Chan Hilton, Kristalyn Shefveland, Jessica Rick, Stephanie Young, Fernando Ferreira, Jason Hardgrave

Held in BEC Boardroom

- Called to order: 2:31 pm
- Minutes from 12 April were accepted as submitted.
- Senate Chair Report:
 - Following the discussion with IT for Blackboard Ultra, a faculty member was added to the committee. Rob Dickes was selected to represent the Faculty Senate.
 - Student Media Advisory Board has selected Fernando Ferrara as the faculty represented. The Faculty Senate approved this selection.
 - The Chair reminded everyone that summer pay is issued one week after the session is complete.
 - The Chief Data Officer candidate search failed. The search will be reissued 2 years from now and the current interim (Mr. Gregory Johnson) will continue, the executive director position will be filled following a search and a 2-year temporary position is being added to aid in staffing.
 - Wellness Center will be completed in June 2024. The new phases for Health Administration and Wright Administration building will begin construction Fall 2024.
 - Vice Chair Rhew and Chair Mara created a new email specifically for Faculty Senate (faculty.senate@usi.edu). The website will be updated to reflect this change.
 - A Zoom will take place this summer to address potential changes of the University Handbook due to Senate Bill 202.
- Provost Report:
 - Health Professions phase two renovations will begin. This will include a new auditorium to replace Mitchell Auditorium.
 - Architects have been selected for the Wright Administration Bldg. Construction will most likely not begin until 2025 or later.
 - Diploma printing has been moved to Parchment and summer diplomas will include digital diplomas that can be used with social media.
 - DegreeWorks is being updated this summer.

- The Graduate Certificate for Leadership and Financial Institution Certificate will be approved at the next commission meeting so students may enroll in those programs beginning Fall 2024.
 - USI will become a Tedx site, replacing the University of Evansville as the host of Tedx Evansville (<https://tedxevansville.com/>). The core curriculum plan on including Tedx events as part of the core curriculum series of speakers.
 - Watermark will be used for faculty annual reviews (FAR) in January 2025. A few volunteers are using Watermark currently for their promotion and tenure portfolios for Fall 2025. Jason Hardgrave is still accepting volunteers if anyone else would like to use Watermark for P&T for Fall.
 - The instructor promotion pathway is going to be updated in the Handbook for the July 2024 update.
 - The advising centers are working on fall registration. There are currently 20.2% unenrolled students, which is the lowest it has ever been in recent history at this time in the semester. Enrollment efforts for fall seem to be successful. The Provost had given retention goals for each college and for the University as a whole. These goals have already been met and the provost expects the retention percentage to continue to grow.
 - The Provost thanked everyone for their work in and out of the classroom this year and for serving on the Senate.
- A motion was made to consider the committee reports for Assessment Committee, Curriculum Committee, FASTRC, University Promotions Committee, and Core 39 Committee together. It was seconded, and a vote was held. It was unanimously accepted.
 - A motion was made to discuss the grouped committee reports (except for Economic Benefits Committee and Student Affairs Committee). It was seconded. A vote was held and unanimously approved. No discussion was held.
 - A motion was made to accept all discussed committee reports as submitted. It was seconded. A vote was held and it was unanimously approved.
 - Motion was made to discuss Student Affairs Committee report. It was seconded. The actions requested in the report were to make changes to the faculty constitution on student appointments to the Student Affairs Committee and their need to not be considered for any of the awards. These charges had previously been processed by senate as individual charges (Charge 2023_13 and 2024_04). A motion was made to accept the Student Affairs Committee report as submitted. It was seconded and the report was unanimously approved.
 - Economics Benefits Committee chair was present and invited to present their report and describe the actions requested of Senate. A question was made about who our “peer institutions” for USI, especially since the University is now a D1 institution. It was brought to the committee’s attention that there was a difference in the date set being used. USI Human Resources uses the CUPA data which was not made available to the committee prior to the report being issued. CUPA data includes CIP codes which allows more accurate comparisons. The EBC has traditionally been using AAUP which uses voluntary reporting and is unclear what compensation is included (such as overloads,

summer pay, etc). HR purchases the CUPA data every 2-3 years. There is variation across departments as to how close USI compensation rates to comparable institutions.

- A charge had been made to investigate alternative forms of economic benefit for faculty and staff through providing discounts at events. Ongoing conversations are needed in this area.
- There were many discrepancies across campus for how departments handled faculty missing classes. Some departments were compensating substitute teachers and some were not. HR is concerned about equity across campus, especially when compensation is involved. The charge involved the exploration of “personal days”, which currently do not exist. Vacation days do not currently exist but HR noted that vacation days would very costly for the institutions as it would be paid out when a faculty member leaves the institution.
- The committee recommends ongoing conversations with the Provost to clarify expectations within the institution. It was noted that expectations for faculty presence includes activities beyond classroom instruction, such as office hours, meetings, outside hours activities, and other activities. The Provost noted that conversations could be had with the Deans and Department Chairs to discuss uniformity in expectations.
- A motion was made to ask the Council of Chairs to address the variety in on-campus presence practices. It was seconded and a vote was held. It passed unanimously.
- A motion was made to table the compensation recommendations until the Fall 2024 semester. It was seconded. A vote was held and unanimously passed. The Provost recommended that this is addressed early in the fall semester.
- A motion was made to accept the Economic Benefits Committee report. It was seconded. A vote was held and unanimously passed.
- The committee was thanked for their hard work.
- Charge 2024_05_USI_Implementation_of_Indiana_SB202 was brought forward. A motion was made to consider the charge and seconded. The charge’s author, Chad Tew, spoke to the nature of the charge. The floor was opened for discussion. A motion was made to table additional discussion until the next faculty senate meeting consideration of this charge. It was also moved that all senators advocate the inclusion of faculty in the process of drafting policy with regards to SB202. The motion was seconded. A vote was held and unanimously passed.
- The chair thanked the members of Faculty Senate for their service this year.
- A summer meeting is to be announced.
- Meeting adjourned with no additional business to consider: 3:59 pm