

2

Indiana State University

Faculty Senate, 2021-2022

Executive Committee

August 31, 2021

3:30 p.m. via Zoom

Members present: A. Arrington-Sirois, A. Arrington-Slocum, S. Arvin, A. Badar, L. Brown, J. Frost, J. Gustafson, K. Hinton, K. Yousif

Absent Members: *none*

EX-Officio Present: President D. Curtis, Provost C. Olsen

Guests: K. Butwin, S. Gambill

1) Administrative Reports**a) President Curtis**

Dylan McConkey and his family are in our thoughts. M. Soliz attended visitation and funeral. Investigation ongoing over next two to three weeks and we will have further information after that.

The University is inching closer to normal. Administration remains in dialogue with county Health Department over COVID protocols. ISU will adapt as we receive further guidance.

Statehouse continuing to revisit the performance funding model. Diann McKee is representing ISU in those discussions.

b) Provost Olsen

An up to date enrollment report is out this week. It is clear we have work to do. Strategic Enrollment Management group and Jason Trainer are working on this, but its on all of us to recruit and retain students.

ISU Advantage program rolling out. This draws on our strengths and mission. Will be accompanied by an advertising campaign.

The Academic Affairs Strategic Planning group meets soon. They are using data from Blue Reports on enrollment, programs, and costs to ensure we make informed decisions.

ISU is looking at enhanced COVID requirements for certain experiential learning activities. Health and safety requires more rigorous protocols for official travel and similar activities.

2) Chair Report: K. Yousif

Chair has received multiple requests for sick leave donations, many of those situations being COVID-related. Please contact K. Yousif to contribute.

Reminder emails are continuing to come out from Susan Powers about the biennial review submission deadline. Watch for updates from her Watermark email address, which may end up in your spam folder.

Last year's revisions to Handbook 305 mandate implicit bias training for anyone involved in review process.

Remember to maintain a seating chart in all of your classes.

3) Fifteen Minute Open Discussion

a. Implicit Bias Training

S. Arvin: Our Dean wants all faculty to go through implicit bias training. Can anyone do it, or is this only for those engaged in review process?

C. Olsen: We won't turn people away.

K. Yousif: Reviewers must do it every five years, so some may do it now for future needs. We want as many people trained as possible.

b. Timely Notification of COVID Absences

A. Arrington-Sirois: Still some trouble with up to a week lag in notification of students out with COVID issues.

C. Olsen: Will follow up; a week is too long.

4) Approval of Executive Minutes: April 27, 2021

Motion to approve: S. Arvin, L. Brown (8-0-0)

5) Student course evaluations, Spring 2020

Motion to endorse: Frost, Arvin (8-0-0)

6) Revisions to Policy 923

Motion to approve: A. Arrington-Sirois, A. Badar (8-0-0)

S. Gambill: These revisions went before Board of Trustees. Title IX updates constantly changing. New regulations went into effect last year and ISU followed by passing revised policy to come into compliance and meet best practices. Interim policy and procedures with a bullet point summary of changes is before Exec. Of particular note in

Policy 923: “Informal” changed to “alternative” process. Five ISU staff and faculty also working with University of San Diego on a restorative justice program. This is an alternate, optional process.

K. Yousif: Students and employees alike have access to this?

K. Butwin: Yes, but this is optional.

J. Frost: How is the “moving target” piece changing with Biden administration?

S. Gambill: New rules will be coming again. New Q&A just released along with some court cases that have brought aspects of this into question. Will remain a moving target.

K. Butwin: Policies, not procedures, will go to Board of Trustees.

K. Yousif: Do you have access to supportive measures during the process?

S. Gambill: Supportive measures must be made available to all parties.

K. Yousif: Case can still go through handbook or code of conduct process?

S. Gambill: Yes. If it doesn't apply specifically to Title IX, complaints may be referred to other disciplinary processes.

L. Brown: Appreciate sending the procedures with the policies.

S. Gambill: Will be seeking volunteers to serve on Title IX related committees, advisors.

7) **Faculty Ombudsman Report:**

C. Ball: This is the third year the ombudsman's office is open. Role is to serve as neutral, objective resource for anyone who has workplace issues independent of other reporting systems, and offer support and guidance. Deals with lots of questions about policy and process to help clarify the Handbook and college-level bylaws. Reports help clarify and summarize trends to find areas to improve as an institution. 15-20 visitors per year.

Untenured and junior faculty use it the most. Majority are interpersonal conflicts, often with chair or dean involved. Bullying and teasing, short of Title IX discrimination, common. Recommends addition of a faculty advocate pool, since ombudsman has to stay neutral and cannot represent faculty in any formal process.

K. Yousif: Does a high percentage go on to HR or do most get talked out at your level?

Ball: Faculty cases rarely go to HR, and only a half dozen or so have gone on to file a formal grievance.

K. Yousif: AAUP officers used to help with grievances or other such meetings.

C. Ball: AAUP still active and we do send people there.

S. Arvin: AAUP has provided support, but AAUP also has difficulty finding people to serve.

C. Ball: People have a difficulty time with challenging conversations, and many chairs are not doing a great job of handling delicate situations. Another situation where facilitators would be helpful.

J. Frost: Any recommended sources for conflict resolution?

C. Ball: Working on that for the Ombudsman site.

C. Olsen: C. Ball sent those to me a month ago, waiting on my review.

K. Yousif: C. Ball's term ends in Spring, correct?

C. Ball: I need to run again or be replaced.

J. Gustafson: For those cases that don't rise to the level of a grievance, are there things we could better clarify here? Are there areas where we can improve?

C. Ball: Many complaints deal with chair relationships. Chairs have lots of guidance language in Handbook, but it is pretty vague. "Even-handedness," for example, is tough to prove in a grievance. Department level procedures that are more transparent would be helpful, stop them from using their authority in ways that can be perceived as arbitrary.

L. Brown: Wide disparity of that sort of things in departments.

A. Badar: There were a large number of visitors coming from one particular college. What's going on there?

C. Ball: HHS numbers are high, but that might just be because people coming in groups, and that is my home college so I'm more visible there.

K. Yousif: We haven't made it very far with training and communication for chairs.

C. Olsen: We do offer support for new chairs, but lots of turnover. Lots of demands on chairs, so they don't stay on as long.

C. Ball: Office could certainly prepare some materials for chairs.

S. Arvin: This report and its recommendations in line with what we see in AAUP.

C. Ball: Keep sending people my way.

8) Standing Committee reports

AAC: A. Arrington-Slocum: Call for nominees on provost search committee. Meeting tomorrow, sending slates on Tuesday.

AEC: J. Gustafson: First meeting tomorrow.

CAAC: A. Arrington-Sirois: Met today. R. Noll chair, A. Muhammad vice-chair, A. Foster secretary for Fall before sabbatical. Light agenda, but approved CRIM 355 as FS listing as a holdover from last year. Plan to deal with MIS from last semester. Many new members, so tabled some items for further guidance first. Will also take up pass/fail policy.

FAC: L. Brown. Met last Thursday D. Selman chair, A. McLeod vice-chair, T. Hawkins secretary.

FEBC: K Hinton. Met last week. S. Ferng chair, E. Southard vice-chair, C. Taylor secretary. Received charges.

GC: J. Frost. Meet every other Tuesday. R. Gonzer chair, L. O'Laughlin vice-chair, A. Viviani secretary.

SAC: A. Badar: First meeting on Friday.

URC: S. Arvin: Has sent inquiry, but URC has not yet met.

8) Adjournment: 4:39 pm