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Indiana State University

Faculty Senate, 2021-2022

**Executive Committee**

August 17 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:

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

Guest:

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

President issued a welcome to Fall 2021. We are starting to look closer to being normal but there are still some unknowns.

President is joining remotely from Indianapolis, where she is meeting regarding performance funding. Noting that the funding rules are always changing. The State Budgetary Committee also discussing changes to student recruitment among state universities.

The President is delighted to welcome the 2021-22 freshmen class and continue the long-standing tradition of welcoming the students through the arch.

We are not going to hit our freshmen numbers and there are number of factors contributing to that. Some of the bright spots are our transfer and graduate numbers are up, while Honors College is holding steady.

We are going to start a recruitment campaign to gain more students that will start with a soft roll out. This campaign will be a social media push out to help recruit student for Fall 2022 and make our admissions more robust as we are an educational institution with world class faculty.

**b) Provost Olsen**

Spoke with Jason Trainer about how to fix the problem with the freshmen numbers. As the President stated, our Honors and Graduate programs are remaining steady but we can't

continue to rely on those. We need to make sure that we are talking about what we offer our students.

Provost thanked the officers for helping craft the COVID syllabus language that we will be discussing later. He wanted to provide language that was the same for everyone and make sure that we are giving students the experience that they are expecting.

We will be starting bias training the week after Labor Day. The Board of Trustees approved this in July. The training will be provided by Rana Johnson. There will be a time for everyone as we are having a Saturday training session as well.

## 2) Chair Report: K. Yousif

The chair welcomed everyone to the first meeting of the 2021-22 academic year. She reminded everyone to stay safe yet engaged.

The COVID task force will be operational again this year. There will be COVID vaccination clinic available to all students and employees.

There will be required training for everyone that involved in the faculty review process. There will be sessions in person as well as online. The sessions will start on September 8<sup>th</sup> and continue until Saturday September 11<sup>th</sup>.

Senate will have a lot of work ahead, so pace yourselves and remember to set priorities.

## 3) Fifteen Minute Open Discussion

### a. COVID Accommodations

J. Frost: Noted that several faculty that are care givers reach out to me saying that they feel singled out and unvalued by recent announcements. Specifically, this was regarding limitations on Zoom classes for faculty absences.

C. Olsen: That statement was meant to read that we will not be moving to Zoom *en masse*. Students felt that they were not getting the experience they wanted with Zoom. We are trying to get back to a pre-COVID experience. Records show that students didn't do as well in Zoom classes.

### b. Classroom Safety

A. Arrington: Classroom sizes do not allow faculty to space out their students. How do we get back to a pre-pandemic environment when we are still in the middle of a pandemic? We have also been told to follow industry standards in the area we teach but some of those industries require vaccination and we are not allowed to do that.

C. Olsen: For any classes that are full or over booked they need to be looked at so we can move them to a larger classroom. We want faculty to feel comfortable. Faculty can tell students to space as we are required once again to have a seating chart. We have capped some classes at eighteen. If you are talking about industry standards for vaccines we aren't at the level of being able to require them. We are watching what is happening with IU and

lawsuits. We are also waiting for the CDC to drop emergency use. We don't know what will happen. Legislation might dictate what we do.

**c. Budget**

A. Arrington: To remain world class faculty we need to have resources to support that. The recent cuts to the budget have put a strain on that, and pandemic has worsened this.

C. Olsen: We should also be talking about our distinctiveness as well. ISU provides access to a small college experience, internships, study abroad, and many other opportunities.

S. Arvin: Uncertainty about future budget issues is also slowing work on projects.

C. Olsen: The budget is going to be a concern. We need to work on fixing enrollment numbers.

J. Gustafson: Many basic services and supporting departments are severely underfunded. We cannot cut our way to prosperity.

C. Olsen: The quick fix, opening enrollment to underqualified students, is irresponsible. We need to focus on our strength. Remember this is the third class that has been affected by COVID, so it has been an unusual time.

**d. Reminders and other Executive items**

K. Yousif: Everyone on Exec assigned to a Standing Committee. Exec members are just there as an *ex-officio*, and will not vote or be an officer. They are there to help convey information back and forth between the Senate and the Committees and report back.

K. Yousif: Suggested in-person meetings for informal Exec sessions.

**4) Approval of Executive Minutes: April 27, 2021 File 1**

Motion to approve L. Brown, J. Gustafson (3-0-6)

**5) Election of Parliamentarian**

Election of Shelley Arvin as Parliamentarian; motion S. Arvin, J.Gustafson (9-0-0)

**6) COVID Syllabus Language, Fall 2021: File 2**

Motion to Endorse L. Brown, A. Badar (9-0-0)

K. Yousif: We worked on this over the summer. The end result was not ideal for everyone but we have something to start with. Creating recordings will no longer be a requirement. Students need to show up and if they have valid reason for not showing then faculty will determine an appropriate accommodation.

C. Olsen: I tell students the best way to achieve academic success is to get vaccinated. If you are vaccinated you can avoid most quarantines by getting tested within five days of exposure and keep going on with your life if you test negative.

J. Gustafson: Clarified that this document has already been delivered to faculty, Exec is simply endorsing this and forwarding to Senate.

K. Yousif: Senate may still reject it or suggest changes for Spring.

**7) University Committees: Membership Slate: File 3**

Motion to approve A. Arrington, J. Frost (9-0-0)

K. Yousif: Every year, Exec populates this list to send the President for approval. We have to generate two names for every empty slot. We try to create a balanced and diverse group based on willingness to serve.

**8) Academic Affairs Annual Staffing Report (2021-2021) File 4**

K. Yousif: This is an informational item only, will not be voted on or endorsed.

S. Arvin: Notes that the library was not included.

J. Frost: This was an oversight caused by the terminology used in the queries.

K. Yousif: Library needs to be added to the charge for this year's AAC Staffing Report.

J. Frost: You should also note to sort by faculty with special needs.

A. Arrington: Requested a summary of findings.

J. Frost: Gender disparities tied to rank in College of Education of concern, as was general lack of diversity among the faculty at large.

A. Arrington: Suggests meeting between AAC and Council for Inclusive Excellence.

A. Arrington-Slocum: Better data on instructors needed.

J. Frost: Susan Powers also mentioned that more female instructors retire soon after being promoted than male. Need to look into whether they are getting promoted later.

C. Olsen: This is good information. There are huge disparities between the colleges.

J. Frost: AAC would like to see the work continued and expanded upon.

K. Hinton: Noted that we have a habit of starting to deal with diversity and equity issues, but they lose momentum after a year or two. Time to make lasting changes.

C. Olsen: A lot of faculty turn over along with a wave of retirees have set back progress.

K. Yousif: The report will be publicly available on the Faculty Senate website and anyone can use it.

A. Badar: The staff/faculty ratio is 4:3 instead of 2:1, which is progress.

**9) Adjournment: 4:54pm**