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Indiana State University
Faculty Senate, 2021-2022

Executive Committee

November 16, 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: N/A

Ex-Officio present: President D. Curtis, Provost C. Olsen

Guest: A. Kummerow, R. Gonser, K. Butwin

1) Administrative Reports

a) President D. Curtis

Had a planned meeting with Cynthia Shepard, but she was unable to travel.

Representing university presidents on the NCCA board. They are rewriting the chapter constitution and will have more student athlete representatives.

Graduation is upcoming. Thank you for all of your hard work.

ICHE Commissioner Teresa Lubber has announced that she will be stepping down in 2022. Teresa is well respected and has done a lot to spearhead efforts on the national level for Indiana. The commission will start a national search for her replacement.

b) Provost C. Olsen

Spring testing or vaccine requirement details will be coming out soon. We have entered in to a contract with the company that will be administrating the test at no cost to you. Secondly, we are working on the process for what happens when someone misses a required test. We will be working within the currently approved discipline and dismissal policy. The steps will progress from a letter sent to just the employee that has missed testing with a test required within three days. The second will a letter to both the employee and the chair with a test required in three days. The third step will be a recommendation to the dismissal and discipline committee. We are at about eighty percent of the faculty vaccinated with the verification uploaded, so we aren't expecting too many issues. Faculty can also file for an exemption any time they will not be on campus during the time period they will be required for testing.

2) Chair Report: K. Yousif

Will be meeting on November 30. Our December 7 informal meeting has been changed to December 9. It will still be at the Condit House. Will send out an announcement soon.

3) Fifteen Minute Open Discussion

a) Masks

K. Yousif: Many are disappointed by the unmasked coaches at their desks pictured in the Indy Star. Faculty have been working hard to instill the use of masks. It makes the process difficult when everyone doesn't follow the same rules. We need the help of all campus offices.

D. Curtis: Thank you for your feedback as it gives me more leverage and weight for what I need to do.

b) Faculty Hiring and Retention

A. Arrington-Sirois: Looking at the strategic plan, I was wondering specifically about goal five, strategies one and three. Where are we in the process of acquiring and retaining a more diverse faculty and staff, especially given that we are worried about being able to hire anyone? Also with the conversation about salaries being below average, even among our peers, as to how that will work in trying to retain excellent faculty.

C. Olsen: There are a lot of factors in our difficulties over the years to hire and retain diverse faculty and staff, and salary is one of them. The last salary study we did pre-pandemic, we were not that far below the average. We were very close to the CUPA National average (95%). The yearly affirmative action report that we complete just came back to us from the company that analyzes that data so that report should be released soon. I believe that our numbers of diverse faculty has increased. Some of this may be due to retirements. In terms of searches we all know that starting late is not good. We have started searches in a few places that we hope will build better yields. In just the last week Diann McKee, Susan Powers, and I have been looking at budget numbers to hopefully get more searches started. The calculation has some level of guess work in it, with the uncertainty of enrollment. This year also adds difficulty due to the number of faculty that stated they were retiring but haven't signed the paperwork. If they would sign the paperwork we would have more searches happening.

A. Arrington-Sirois: Have you looked at cluster hiring?

C. Olsen: We have been looking more at individual hiring but could talk about cluster hiring.

K. Hinton: Is there a plan in place to help keep the faculty here after they are hired? The faculty member that our department lost said nothing was done to dissuade him from leaving. The chair felt that more money was not an option so they didn't even try.

C. Olsen: The current plan came from Josh [Power]'s office. The last couple of hires we did, we did look at offering more support for summer travel. I know it normally doesn't take a lot of money to keep someone. Most of the time it comes down to environment and what we can do to help. I am open to suggestions and what we can do help keep faculty here.

A. Arrington-Sirois: The departure of that faculty member was a great loss for our campus. Current faculty and staff could still easily leave. If we aren't doing anything to try and counter these offers, why is goal five even listed?

4) Approval of Executive Committee Minutes (November 9, 2021)

Motion to approve A. Arrington-Slocum, A. Arrington-Sirois: 9-0-0

5) Graduate Faculty Policy revisions:

a) Expectations for Graduate Faculty

Motion to approve J. Frost, M. Badar: 9-0-0

K. Yousif: The current draft contains all of the changes we have asked for.

R. Gonser: These will be posted on the Graduate and Professional Studies website, under faculty resources. <https://www.indstate.edu/cgps/faculty>

b) Procedures for review of graduate faculty

Motion to approve J. Gustafson, L. Brown: 9-0-0

R. Gonser: These will be located in the same place as the other file.

S. Arvin: The way this is worded it doesn't appear that the librarians would not be included in this.

R. Gonser: They would not have the experience to be on this committee. It would have a requirement of advising or mentoring students.

S. Arvin: This is just an FYI, but there are times when students at the request of their advisors, to do a systemic review project in which librarians would have expert knowledge of the methodology of this process. That could be helpful to those particular committees.

K. Yousif: Will these changes address Senate's concerns over program directors?

R. Gonser: Having the program director in the document does not change anything. Anyone can start the initiation of the review process. Once started everyone will be kept in the loop.

6) Curriculum**a) Suspension, Baccalaureate Track for Students Entering with R.N. Licensure**

Motion to approve suspension, A. Arrington-Sirois, A. Arrington-Slocum: 9-0-0

K. Yousif: Can you explain what this is?

A. Kummerow: It gives those that have already received their RN a chance to earn a bachelor's degree. There are so many colleges that offer this program that the department wants to stop putting efforts in to a program with such a small demand. We will stop admitting after the Spring 2022. We will have what is needed to teach out the students currently enrolled in the program.

M. Badar: Does the licensure program still exist?

A. Kummerow: There is still a very robust program. This is only for those that already have their RN. This is for working professionals.

D. Curtis: This type of program has really reached it saturation level. Could this be revised?

A. Kummerow: We don't see any way to overhaul this and move forward.

M. Badar: What is the difference between RN and LPN programs?

A. Kummerow: The difference is one is a licensure and the other is a Bachelor's or Associate's degree. The state administers these. We just provide the education.

b) Suspension, Nutrition Major

Motion to approve suspension, A. Arrington-Sirois, S. Arvin: 9-0-0

K. Yousif: This goes with the program that we have already suspended.

c) Suspension, Pre-Dietetics

Motion to approve suspension, M. Badar, A. Arrington-Slocum 9-0-0

d) New program: Data Science, B.S.

Motion to approve J. Frost, S. Arvin: 9-0-0 46:13

L. Brown: Bachelor's degrees in Data Science typically come from math or computer science departments. We are doing this one in Mathematics. All of the courses in this program currently exist. There will not be any need for new resources. At the core are math and computer science, then applied areas (geographic information systems, bioinformatics, business analytics, and computer science). Students would do the core courses and then would pick a concentration.

K. Yousif: Computer Science will not want to house this?

L. Brown: That is correct.

A. Arrington-Slocum: Is there a capstone course that ties it all together?

L. Brown: There is. It is Math 494.

M. Badar: I have been in contact with faculty in data science and machine learning. Have you met with them about this?

L. Brown: Computer Science was planning a data science Master's level program which would require some math, but more computer science. The undergraduate one goes the other way and deals with statistics and managing big data. They are in support of this.

M. Badar: There is a lot of demand in this area because of machine learning. Economics even has people using data science.

L. Brown: It is, and honestly we would love to add more concentrations.

C. Olsen: Once we have a major we can do a certificate off that. We get asked for those all of time.

K. Yousif: Was there any discussion on having a minor?

L. Brown: Yes, that is part of the plan.

J. Gustafson: These interdepartmental programs are exciting to do because there is so much you can do once you start piecing together all of these parts from different units. They can also be difficult to manage. I am assuming it is going to be managed by Mathematics, and then departments that are proposing tracks within this will be responsible for making sure those parts of the program are maintained and classes are available for student?

L. Brown: Yes. We have been in contact with the departments in question for that kind of cooperation and calibration.

7) Standing Committee reports

AAC: Arrington-Slocum: No Report

AEC: Gustafson: Meeting after break to make decisions about applications. Not a large number of applications.

CAAC: Arrington-Sirois: CAAC has been really busy. We had presentations for new programs today and will be voting on those next week. They also had Bob Guell and Lindsey Eberman in to talk about the proposed professional development program.

K. Yousif: Will these be up for a vote on the November 30 meeting?

A. Arrington-Sirois: No. The conversation is not done.

FAC: Brown: No Report

FEBC: Hinton: No Report

GC: Frost: At this time there are two issues they are working. The first is combining the three different forms to apply for graduate faculty status. They want to make the chair responsible for starting that process, not the faculty member. The second item is the interdisciplinary program. Dean Collins wants to know if Grad Council will endorse this in principle before she moves forward.

K. Yousif: Graduate Council is really going to have to work out details when putting this together.

J. Frost: Dean Collins has already shared some of the details that she envisioned. Not sure if that will be the final result. We will be discussing this in our next meeting.

SAC: Badar: No report

URC: Arvin: Meeting tomorrow morning.

Adjournment: 4:28 pm