

Indiana State University

Faculty Senate, 2021-2022

**Executive Committee**

February 8, 2022

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: Provost C. Olsen

*Ex-Officio* Not Present: President D. Curtis

Guest: S. Powers

**1) Administrative Reports**

- a) President D. Curtis: No Report
- b) Provost C. Olsen

We are close to having the Implicit Bias training ready. It is a few month later than we had wanted. We worked with OIT and other departments to get a few issues fixed. We will have the first steps of the training available this Spring. We are planning a wider training event for the Fall. We have had a number of off-campus inquiries about COVID testing data. We do not release this information.

**2) Chair Report: K. Yousif**

Next week is an informal meeting. J. Gustafson will send you an invitation.

**3) Fifteen Minute Open Discussion**

**a) Implicit Bias training requirement**

A. Arrington-Slocum: Once the modules are ready will they be required, or encouraged?

C. Olsen: At this time they will be encouraged. I had planned on them being required but it has taken longer to roll out the modules. We do have a second set scheduled for the Fall. I don't remember if those will be mandatory. It will be on "It's On Blue" before registration for next year.

K. Yousif: We had discussed the training being required for all employees. I would still like to see that. I know a lot of employees had bias training for the review process.

C. Olsen: It will be mandatory for all employees. I just don't remember if it will be required for students.

L. Brown: I had time to review the first module. I would think we would need something different for students.

C. Olsen: Most of the training is the same. There will be something different at the end. I know that Rana Johnson has been working on this. I can have her come to a future meeting to give an update.

K. Yousif: I can invite Rana Johnson to the next meeting on February 22 for an update if that is what everyone wants.

J. Gustafson: We should hear from her at the next meeting.

C. Olsen: I will also email Teresa Exline.

#### **b) Persistence Rates**

A. Arrington-Slocum: Our persistence rates are up. Can you give us some numbers?

C. Olsen: First-year persistence rate went from 74% up to 80%, which is more in line with our historical average. Participants in PS and other programs. African-American students' persistence rates went from 62% to 73%; Hispanic students from 73% to 86%; Pell-eligible students from 67% to 77%; 21<sup>st</sup> Century Scholars from 66% to 79%; and Bridge Week participants from 80% to 89%. Big increases across the board in all those categories. We are on track to hit our goals for Fall 2022. We have had a number of projects that have help increase that amount including the Project Success and Bridge Week programs. The Lilly Grant is providing support for at-risk students. The rising persistence rate is showing the success of the grant. There was also stimulus money to help students. Early intervention and intrusive advising all a part of that.

K. Hinton: What is the "Bridge Week" program?

C. Olsen: At-risk students come to campus a week earlier than other students. During this time they get intensive preparation for university life.

#### **c) Racial Diversity Numbers**

K. Hinton: Has the number of black students dropped?

C. Olsen: The percentage of students identifying as non-White went down in Fall of 2021, and the small was smaller. The number of black students enrolled in University College was just under 300 for Fall 2021. That number in Fall 2020 was about 420. We also have 80 students in Fall 2021 that identified themselves as two or more races. It may be partially changes in the use of terms. Our class size was much smaller this year as it was nationwide. Part of the problem is that students aren't filling out the FASFA. We have spent a lot of time reaching out to students to get that completed. If they miss the deadline they won't be eligible for the Pell Grant and this hurts many students' opportunities. There is a state bill in process that would make filling out the FASFA part of the requirements for graduating high school.

#### **4) Approval of Executive Committee Minutes (January 25, 2022)**

Motion to Approve, A. Arrington-Sirois, M. Badar: 9-0-0

#### **5) Curriculum:**

##### **New Program: Certificate in History**

<https://indstate.curriculog.com/proposal:5314/form>

Motion to Approve, J. Frost, A. Arrington-Slocum: 9-0-0

A. Arrington-Sirois: We get a number of teachers that need to have continuing education but don't want to commit to a Master's program. This was created to help those students. It is an eighteen credit hour program.

K. Yousif: Can this be used as credit towards the Master's program if they chose to go that route?

A. Arrington-Sirois: Yes.

M. Badar: The Master's program is already on the books so why create this? Will this require anything extra?

J. Gustafson: We have many students that enter the History graduate program, get 18 credits of coursework for their dual credit certification, then leave. This would give those students a formal credential. This does not require anything extra.

#### **6) Standing Committee reports**

AAC: Arrington-Slocum: No Report

AEC: Gustafson: No Report

CAAC: Arrington-Sirois: We spent time going through the [High Impact Practices] array [in Foundational Studies]. We plan on voting on this next week.

FAC: Brown: Met last week. Spent time reviewing the Discipline and Dismissal charge. We will be looking at the Conflict of Interest issue.

FEBC: Hinton: No report. Missed meetings, so may be missing things.

S. Powers: They only had a question about their next charge.

K. Yousif: They are being charged with looking at summer pay again. They looked at it last year but the proposal failed at Senate.

GC: Frost: At our last meeting we approved seventeen programs. Four of those were new programs. We looked at student appeals and discussed if some of them could be handled by Academic Affairs. We sent that to our Student Affairs subcommittee. We are working on the interdisciplinary program. Our next meeting will cover the usage of Teams and transfer credits.

SAC: Badar: SAC met on Feb 4. It was related to 'mental health.' SAC will work with Student Affairs and Faculty Center for Teaching Excellence (FCTE) concerning mental health response training for faculty, staff, and students. The goal is to humanize our campus. There will be three sessions, all held in the FCTE. It's a collaborative approach. SAC officers or members will be speaking at the sessions.

URC: Arvin: No Report

#### **7) Motion to move to Executive Session, J. Gustafson, K. Hinton, 8-0-1.**

**Adjournment: 4:22 pm**