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Indiana State University

Faculty Senate, 2021-2022

Executive Committee

September 28, 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: K. Butwin, D. McKee

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

ISU listed in Washington Monthly's National University rankings as #1 for service learning in Indiana and #29 nationally. Not all universities offer this so we need to find a way to make this known. 3rd overall in Indiana ahead of Ball State at 4th, and 128th nationally. This ranking places in the top 1/3 of national universities.

b) Provost Olsen

I wanted to thank you all of the faculty for getting us to the point that we are at so far this semester. Our quarantine numbers are lower this week.
The second reminder is that interim grades are due today by 4 pm. Helpful to discuss this with them and explain this clearly to them.

2) Chair Report: K. Yousif

Pleased with how the Community Health Initiative were released. Received positive feedback from faculty and is looking forward to working with administration in getting this information out.

3) Fifteen Minute Open Discussion**a) Library Survey**

S. Arvin: Starting next week, the library will send a survey to faculty on journal publication preferences, quality and criteria. Project was approved by IRB.

b) Community Health Initiative

S. Arvin: Will masks be required after January 1, 2022?

D. Curtis: We can't be certain at this time. As we said in the address, "details will follow before the end of the semester."

S. Arvin: What happens if someone doesn't follow the guidelines for vaccination or weekly testing?

D. Curtis: Our biggest hang up is the capacity to do testing. This is a huge issue.

c) Provost Search

K. Yousif: How is the search going for the Provost position?

D. McKee: We have finalized the leadership profile. This will be used to create the job posting. The search committee will get an update the end of October. We are on schedule.

4) Approval of Executive Committee Minutes #4 (September 14, 2021)

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

5) Informational Item: Health Benefits Update:

D. McKee: Meeting with groups across campus about health benefits. ISU is self-insured and the program has an average annual cost of about \$20 million. In working with an outside actuary, it has been determined that there needs to be a 7.4% increase in premiums. COVID has an effect on this. We are looking at ways to offset it.

One major factor was large claims (those over \$250,000). We have had nine claims this year that reached at least 50% of \$250,000. Our stop loss coverage is projected to rise because of this. We have been looking at increasing wellness discounts to offset the extra cost to employees.

J. Gustafson: The university has not given out a cost of living increase in two years, so our pay is already decreasing with inflation before this increase in health premiums. When cost of living raises are given, they tend to be on a percentage basis. Health premiums are in real numbers and have an unequal effect. I would like to advocate that we offset this increase with a cost of living increase specifically for the lowest paid workers.

D. Curtis: We are still studying the budget. If there would be a pay increase it would not be a cost of living level increase, though. Thank you for sentiment of this request. We are working on finding a way to offset the increase.

6) Policy 912 Revisions: Conflicts of Interest

K. Yousif: There have many different files coming to us on this issue. The most recent is the April 8, 2021 FAC approved document.

K. Butwin: Last year's senate was interested in updating the Conflict of Interest Policy and what the current expectations are. There is a minimum requirement by law. Members were also interested in addressing relations with students. There are different drafts of this, but the latest from FAC is a reaction not to the original policy, but to my draft and so needs to be revised. The desire is to not broaden the Conflict of Interest policy but make it more specific, especially for outside work. We are required, especially with international deals, to report to the government. Administration does not agree with the removal of reporting jobs that have a conflict of interest. There has been lots of push back from FAC on external activities.

K. Yousif: The FAC document is quite different than the one that K. Butwin created. Should there should be further negotiations between the legal office and FAC?

K. Butwin: Senate chair can make that decision.

L. Brown: Suggests the creation a subgroup of Executive Committee to look at what FAC has done and work with K. Butwin. FAC has made it clear they don't want to see it again. We need to get this figured and move forward.

J. Gustafson: It looks like [the FAC Approved version] File #2 is the most current. Could K. Butwin review that draft so we have a single, clear policy to review?

K. Yousif: There is no motion on the table. I think that three of us need to meet with K. Butwin and get this worked out.

K. Butwin: The FAC file was not a revision of current policy.

C. Olsen: FAC took out items that are in the current policy so this is something that needs to be looked at too.

K. Yousif: We need to know where FAC and the administration disagree.

J. Frost: We would like to see the original document.

S. Arvin: Yes, and we should see it along with the current policy.

K. Yousif: Requested L. Brown help with this since she was chair last year and is the representative for FAC. Asks for another volunteer.

J. Gustafson and A. Arrington-Sirois both volunteer. A. Arrington-Sirois is chosen.

K. Yousif: Will this move forward to the Board of Trustees in October or November?

K. Butwin: No. If this could be hashed out in might be able to move forward in the December or possibly February.

7) Standing Committee Reports

a) AAC (A. Arrington-Slocum): No report.

b) AEC (J. Gustafson): No report.

c) CAAC (A. Arrington-Sirois): Met today. Reviewed three proposals and approved a Management Systems Major. Meeting next week to vote on the three proposals. Trying to organize a meeting with SAC to discuss the Pass/Fail proposal.

d) FAC (L. Brown): Met on September 22 and discussed criteria for the proposed distinguished professor rank. They want to gather information on a clinical faculty policy.

K. Yousif: FAC is also reviewing elections policy for library. Their faculty numbers are falling below threshold for number of nominators needed to stand for election.

e) FEBC (K. Hinton): There was a question about the charge for compensation. After talking to S. Powers it was decided there is already a system for overload. I was decided that if the professor is going to be gone less than two weeks someone would teach the class or reading assignments would assigned. If they were going to be gone longer then someone would step in and teach the class. The main question was where would that money come from. We also review retirement benefits. Not all long-term faculty who "retire" are considered retirees.

K. Yousif: The charge is to look at the definition of long-term employee.

f) GC (J. Frost): Met last Tuesday. Discussed requirements for review of Graduate Faculty. There will be a vote next Tuesday. Departments can add on language from there.

g) SAC (A. Badar): Will meet on Friday.

h) URC (S. Arvin): No report.

8. Adjournment: 4:33 pm