

FACULTY SENATE MEETING MINUTES

Monday, 26th February

2:30pm-3:30pm

Kresge Auditorium

Attended by: Alnusair, Alshuwayer, Bain-Selbo, Blackwell, Boruff-Jones, Bourke, Bradley, Brown, Chauret, Clark, Cook, Coppola, Costello-Harris, Cox, Darr, Davis P., Davis, R., Dibie, J., Dodd, Douglas, Downey, Galasso, Green, Hancock, He, Heath, Heckman, Holcomb, Horn, Hossain, Hughey, Hummeid, Hur, Jaworski, Jones, Kaiser, Liu, Masuda, Medley-Rath, Morgan, Mossburg, Mugg, Nur, Oslawski-Lopez, Preece, Rassel, Rifai, Saam, Sebastian, Shine, Steinke, Sullivan, Tebbe, Tormoehlen, Townsend, Tupa, VanAlstine, G, VanAlstine, J., Wang, Waters, Weller. Troutman (SGA); Stacey Thomas (guest).

Note: *Quorum was met*

1. Approval of January 2018 minutes

Action: approved

2. General Remarks: President, TJ Sullivan

A- President Sullivan informed faculty about the recent budget hearings, and that we should make sure that our daily class room experiences are positive for students (and increase retention rates) by ensuring that all of our classrooms are in good shape when it comes to information technology. Our WiFi system (IU Secure) seems to continue to cause trouble for students (even after our UITS made improvements). A formal survey in class revealed that more than ½ of Dr. Sullivan's students are experiencing issues with IU Secure. He also stated that this could hopefully only be due to communication issues between students and UITS. Sullivan also asked faculty to do the following to help gather data and resolve an issues with technology on campus backed by actual data and information:

1. Take and Informal survey in class and send it to TJ Sullivan, tjsull@iuk.edu (he will then forward the data from everyone to UITS)
2. If there are any problems in a classroom, then please let UITS know so that they are aware of it and can fix the problem.

B- Stephanie Medley-Rath announced that our faculty senate elections are coming up and to please email her to let her know if you want to run for any position. She will also send emails to some people.

3. Graduate program and courses - Graduate faculty committee - Preece

One graduate program (collaborate degree, a graduate certificate in biology) and 4 graduate courses. (see documents for senate meeting in canvas for further information)

Action: approved

4. **Budgetary Affairs proposal (Merit Pay distribution)- Hancock**

Of the three budgetary categories, the standard merit (base rate), the additional merit (merit), and compression, David Hancock announced that we need to make a decision currently on the additional merit pay.

Based on what was approved by the Faculty Senate last year, units decided how it was going to be spread out to the faculty. Reward: 20% of faculty (proportional within unit). Last year's additional merit was 800 US\$.

Dr. Hancock pointed out that this is not a new proposal. The current proposal however, is meant to clarify and decide on how the merit is to be distributed within the units. The proposal is meant to allow units to decrease the award amount per faculty, and instead spread it to more faculty within their respective unit (e.g. instead of 800\$ awards, can we get eight 400\$ awards).

The proposal would change the statement from last year's proposal from:

"Once faculty salary raise distributions are agreed upon, the BAC will make explicit the ~~award amounts, which will be equal across units~~ " to replacing the crossed out part with: "...maximum amount per award, which cannot be exceeded; the maximum amount will be equal across units."

Discussion and clarification of faculty during the meeting of what this would mean for us:

- Creative work that could take a few years to work on (e.g. book) → how would that be considered? → Return comment: to make it fair across campus for faculty, we are trying to stick to the one year "snapshot" of faculty performance.
- Comment was made that there are other inequities within the salary structure on campus then that are not being addressed → Answer: even if paid differently, we can at least try to make the amount of reward for excellence same across the schools/departments. The Budgetary affairs committee (BAC) believes that it is important to do that and to try to at least make some things fairer that we can change.
- Comment on letting the units decide not only the additional merit raise, but also how and how much they want to distribute within their units.
- Comment on wording for "... (approximately) 20% of the faculty .." needs to change if we accept the current proposal.
- There are awards for people who had an exceptional year in teaching or research, with monetary values attached to it. → however, it won't be part of the base salary.
- Issue is not within the departments but between departments (inequalities in income).

Voting for proposal: whether to accept to allow units to spread the awards more thinly, or keep them at the maximum amount.

Recommendation as a hand vote:

Action: 55 pro, 7 opposed, 2 abstentions → accepted