AGENDA FOR UNIVERSITY SENATE

March 27, 2008 4:00 p.m.

David Letterman Communication & Media Building (LB), Room 125

- I. Roll Call
- II. Approval of the Minutes of the University Senate, February 21, 2008
- III. Announcements
 - A. Next Scheduled Meetings

Senate Agenda Committee – April 14, 2008, 8:00 a.m., AT 202F University Senate – April 24, 2008, 4:00 p.m., CM, Rm. 125 (Last meeting of 2007-08)

New Senators will be seated and first meeting of 2008-09 Senate will take place immediately following the last meeting of the 2007-08 Senate. Elections for 2008-09 will take place at that time.

- B. Diversity Policy Institute name change to Office of Institutional Diversity
- IV. Recognition of Deaths Don O. Lyon, Charles (Wave) Myers
- V. Council/Committee Reports
 - A. Governance and Elections Committee David Pearson, Chairperson
 - B. Faculty Council Brien Smith, Chairperson
 - 1. UCC Subcommittee and UEC progress report Sue Whitaker, Michael Spillman
 - C. University Council Adam Stegner, Chairperson
 - D. Campus Council Matthew Walker, Chairperson
- VI. Report by Chairperson of Senate Bruce W. Hozeski (Enclosure #1 Issues in the Senate System)
- VII. Questions Directed to the President
- VIII. Question and Answer Period

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- IX. Unfinished Business
- X. New Business
 - A. Graduate Education Committee revisions (University Senate Agenda, 3/27/08, Enclosure #2
 - B. Changes to Salary Document (University Senate Agenda, 3/27/08, Enclosure #3)
- XI. Other Items
- XII. Adjournment

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MINUTES OF THE FIFTH MEETING OF THE 2007-08 UNIVERSITY SENATE Thursday, February 21, 2008

Members Present: 57 Members Absent: 17

1. The meeting was called to order by the chairperson of the University Senate, Bruce Hozeski, at 4:00 p.m. Roll Call was taken by initialing the roster located at the entrance to CM 125.

Members Present: B. Adams, N. Ahmed, M. Brown, D. Chen, J. Clark, G. Crawley L. Deckers, J. Eflin, F. Groom, M. Groover, M. Guntsche, M. Hawkins, B. Hozeski, K. Kalumba, C. Kapinus, T. King, J. Ledbetter, M. Maggiotto, J. Manuel, L. Markle, W. McCune, M. McGrew, S. Meier, G. Murray, C. Munchel,

K. Neumann, J. Olesen, P. Parkison, C. Payne, D. Pearson, G. Reid, J. Rybarczyk, B. Smith,

K. Speirs-Neumeister, G. Stamp, R. Stankewitz, A. Stegner, F. Suppe, C. Walker, M. Walker, A. Wieseke,

B. Wills, T. Zivney, E. Zygmunt-Fillwalk

<u>Substitutes</u>: Ted Wolner for O. Dotson, Andy Morton for F. Hood, Amy Thomas for C. Lehnertz, Michael Haynes for J. Murray, Mark Masse´ for M. Popovich, Sarojini Johnson for R. Rarick, Michael Pounds for M. Steib

Members Absent: J. Cross, R. Dolon, K. Ellis, J. Gora, D. Haber, T. Hinds, S. Islam, M. Jameson, E. Kelly, C. Marlow, J. McClure, B. Mills, W. Sharp, D. Shawger, P. Spengler, B. Umansky, C. Updike

2. A motion was made and seconded (Meier/Crawley) to approve the minutes of January 24, 2008.

The motion carried.

3. Committee Reports

A. Governance and Elections Committee – David Pearson, Chairperson

David reported that the committee will be working on the slate of officers and one member for the Senate Agenda Committee. He requested that names for the slate of officers be e-mailed to him. He also requested they contact the person they are nominating to inquire as to their willingness to serve, if elected. He also encouraged the senators to contact him if they were interested in serving.

The committee is continuing their work on the editorial changes in the constitution. He thanked Marilyn Buck for her help on this task.

B. Faculty Council – Brien Smith, Chairperson

Brien reported that the council met in January and they are on today's agenda. He thanked the council for the work that has been completed.

C. <u>University Council</u> – Adam Stegner, Chairperson

Adam reported that the council did not meet last month; however, they are examining old issues.

Shawn Meier, a SGA student representative, inquired about the issues under the Master Planning and Facilities Committee that have been sent by SGA. Adam will check on these issues and report back to Shawn.

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D. Campus Council - Matthew Walker, Chairperson

Matthew reported that the council did not meet last month, but will meet next month to have committee reports.

- 4. Report by the Chairperson of Senate Bruce W. Hozeski (University Senate Agenda 1/24/08, Enclosure #1)
- 5. Questions Directed to the President

Bruce reported that President Gora sends her regrets for not being present at today's meeting. The Foundation board meets three times a year and is meeting today.

6. Question and Answer Period

There were no questions.

7. Unfinished Business

A. Beneficence Pledge (University Senate Agenda, 2/21/08, Enclosure #3)

A motion was made and seconded (Crawley/Wieseke) to place on the floor for discussion.

Gary Crawley, chairperson of the Task Force on the Beneficence Pledge, reported that the task force felt it was necessary to have a positive statement. The group did depersonalize it based on discussion in the faculty council as well as other meetings.

The motion to approve the Beneficence Pledge, carried.

8. New Business

A. Revisions to University Promotion and Tenure Document (University Senate Agenda, 2/21/08, Enclosure #4)

Clare Chatot, Chairperson of the University Promotion and Tenure Committee, discussed both items.

A motion was made and seconded (PearsonAdams) to place Item #1, concerning membership changes, on the floor for discussion.

The motion to approve Item #1, carried.

A motion was made and seconded (Smith/Adams) to place Item #2, concerning the addition of scholarship, on the floor for discussion.

The motion to approve Item #2, carried.

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	B.	<u>Indiana Senate Judiciary Committee – SJR 7</u> (University Senate Agenda, 2/21/08, Enclosure #5)
		Beckie Adams discussed the issue with the Senate.
		A motion was made and seconded (Crawley/Wieseke) to approve the resolution. A paper vote was requested:
		39 - Yes, to approve resolution 6 - No 2 - Abstentions
		The motion <u>carried</u> .
9.	Otl	ner Items
	The	ere were no other items.
Tŀ	ie me	eeting adjourned at 5:05 p.m.
M	arch	27, 2008
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Br	uce \	W. Hozeski, Chairperson Eva Zygmunt-Fillwalk, Secretary
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POLICIES FOR ANNUAL SALARY ADJUSTMENTS FACULTY AND PROFESSIONAL PERSONNEL (Sections with Proposed Changes)

- 4.5 Total remaining compensation adjustment dollars available for continuing personnel each year will be distributed in ways established by majority vote of the continuing professional employees within each salary unit, except for promotion money to be distributed in accordance with 3.1.

 All subunits must, however, award no less than fifteen percent (15%) at least fifty percent (50%) of their total increment funds for meritorious service in accordance with the subunit criteria. These "merit" funds cannot be distributed on an "across the board" basis.

 Meritorious service must be determined annually.
- 4.6 Criteria and processes shall be developed within each salary unit for salary administration and approved by written ballot by a majority of a quorum of the members of each such unit who are eligible to vote. Subunits must develop criteria consistent with their unit's criteria. These criteria and processes shall be reviewed and approved annually at least every three years by the appropriate subunit head (e.g., chairperson, director, coordinator)39 and unit head (Dean, Vice President, Provost and Vice President for Academic Affairs, President). The President or Provost and Vice President for Academic Affairs and the University Salary and Benefits Committee must approve all criteria and processes for all units. In the event that a salary unit's or subunit's criteria and processes are disapproved at any level, the disapproving authority will make known to the salary unit or subunit the reasons for such action and suggest the modifications needed for approval. The criteria and processes shall be made known in advance of salary administration implementation. Discretionary awards need not be given to every individual. To be eligible for a salary increment, an individual's performance must be deemed to be satisfactory by the salary subunit. However, a faculty member's failure to receive a "satisfactory progress" recommendation in the tenure review process is not necessarily a determination that his or her performance is unsatisfactory for salary purposes.40

Salary units or subunits that do not <u>develop have</u> approved criteria and processes <u>may will</u> have all merit and discretionary dollars withheld from them <u>starting</u> with the next salary increment. The Provost and Vice <u>President for Academic Affairs may grant a one-time waiver provided that the unit or subunit is making satisfactory progress in developing new criteria and processes.</u>

Page 130, Faculty and Professional Personnel Handbook