Indiana University Southeast
Faculty Senate Minutes
April 26, 2012  13-2, 4:00 p.m.  (new) UC127
Fran Squires, President

Members Present: Fran Squires, President, Diane Russell, Bryan Hall, Brian Jones, Virginia Anderson, Paul Pittman, Alan Wong, Michael Harris, Brian Atwater, Jim Hollenbeck, Mary Bradley, Bradford Griggs, Joanna Durham-Barnes, Melanie Hughes, Elizabeth Rueschhoff, Elaine Haub, John Doyle, Aaron Setterdahl, Jacquelyn Reid, Todd Manson, Yu Shen, Rhonda Wrzenski, Stephen Bowman, Ron Endris
Absent with Alternate: Debbie Finkel (Elaine Haub)
Absent without Alternate: John Finnegan, Terrence O’Connor, Michael Abernethy, Vijay Reddy, Glenn Mason, Clint Franklin, Donna Bowles
Present: Administration, Ex Officio Faculty, Professional Staff Council: Chancellor Patterson-Randles, Greg Roberts, Saundra Gordon, Rebecca Turner
Guest:

President Squires called the meeting to order. The roll was passed with instructions to sign for yourself or indicate if you were attending for someone else. The minutes were approved as read.

Chancellor Patterson-Randles gave a shortened version of the report she had presented the first Senate meeting. The highlights are as follows: 1) Enrollment- Summer school applications were up 6%, admits up nearly 25%, but right now actual matriculation is down, under graduates are down about 3.2%, and graduates are up about 10% so overall for summer school we are down 1.7% and credit hours are down 1.5%. For fall our applications were up for first year beginners, transfers, visiting and high school. Our admits, both of them, are also up about 4.3 and 4.7%, however, in terms of students who have actually enrolled, and we are having an issue with this right now, since we have a lot of students who have not actually registered, so I have asked faculty to please encourage students to go and register for classes. Our undergraduates are down nearly 363 students that normally by this time would have been enrolled. Graduates are down 59 students and overall the campus is down 11.7% in headcount and 13.6% in credit hours. The credit hours are critical for what is going to be going on the next year. We have looked at our demographics and we believe our student population is pretty much going to plateau, bouncing between 7000 and 7250, which we had this fall semester. Any gains will probably come from retention. 2) Budget – Our original budget had us $1 million dollars in the hole. We went back and revised it and looked for efficiencies and such and we were $600,000 dollars in the hole and at that point we went into budget hearings, however, we had a lot of requests. We had $1.3 million in base budget requests and $1.1 million in one-time requests. In other words requests for next year were $2.4 million when in fact we were $600,000 in the red. So you can see it is going to be a very lean budget year. We went back to the budget and looked at ways that we could increase credit hours and we did hoping that we would build back our student body after the bridge closure and we made our compensation for faculty and staff our highest priority. We reallocated and did some efficiencies and we changed our credit hours. That is why it is very critical that we get our students to actually register and bring those credit hours in for our budget. 3) Compensation was our highest priority and what I tell you now is
tentative because nothing is approved until the Trustees actually approve it at their May meeting. Compensation had the greatest increase; $1.6 million total or 4.1% over fiscal year 12. The basic pool for compensation was 1.5% and on this campus we asked for the allowable point of .7% so we could give merit based and equity and marketing increases on top of the 1.5%. We had a modest increase in student fees and combined with the static reduced operation appropriation that really eliminated the amount of base budget dollars that we could expend. We increased the base budget for faculty salary by nearly $400,000 dollars about 2.4%, to cover the following: the 1.5% salary pool, the .7% pool for compression, market and merit adjustments and also for faculty promotions and an increase in the increment when faculty members are promoted. For full professors it is going from $4500 to 6000; associates from $3000 to $4000 and for senior lecturers from $3500 to $3750. We were also able to absorb a $726,000 increase in employee benefits. That was part of the $1.6 million that we put toward compensation. We increased student financial aid from $933,000 to $1 million, which is an increase of 7.2% for the benefit of our students and help with retention. Finally, we increased the Degrees of Excellence allocations from $364,000 to $503,000 for fiscal year 13 to provide additional funding for various projects to support student persistence. The article she passed was from the Chronicle for Higher Education. Four/five years ago we took a look at IU Southeast salaries and compared them with the eleven institutions in the state that were non-doctorial major research institutions. At that point we were #1 in assistant professor salaries, #3 in associate and #7 in full professor salaries. When the recession hit we had two years of no increases and we had two years where we had a basic salary increase but we had no market or compensation adjustments. For the recession we only had two faculty members who were not at the 85% minimum mark or above. Now we have about 22 so we made salaries a priority. The group we are being compared with has changed since Ball State and Indiana State are considered doctoral institutions where they were not before. IUPUI is now considered in our category. Our assistant professors are paid higher than either Ball State or Indiana State and in fact our assistant professors are paid more than the national average. In associate professors we are number 5 and we are very close to some of the others here. There is only one regional campus in any category that pays more for faculty members at any level and that is IU Northwest at the associate level.

President Squires welcomed everyone to the meeting and expressed appreciation to the new members who have agreed to serve and to the returning members for their work. She called on the Nominating Committee, Michael Harris and Virginia Anderson, to conduct the election of the new committee members. Anderson had to leave for class; Bryan Hall served in her stead. Elected were:

President
Fra Squires
Executive Committee
Melanie Hughes, John Doyle
Nominating Committee
Michael Harris, Virginia Anderson

(The above three committees were elected on 4-12-12)
(The committees listed below were elected 4-26-12)

Parliamentarian
Jacquelyn Reid
Faculty Board of Review Members
Uric Dufrene, Audrey Deterding, Sau Hou Chang, Kathleen Free, George Harvey
Faculty Board of Review Alternates
Liam Felsen, Kent Edmonds, Jim Hollenbeck, Mary Bradley, Tonya Broughton
Conduct Committee Members
Pam Connerly, Lisa Carter-Harris
Conduct Committee Alternates                    Bryan Hall, Jean Abshire
General Studies Committee                          Ann Jones, Clint Franklin
Women & Gender Studies Advisory            Sara Hare, Greg Roberts
UFC                                           Jim Hollenbeck

**Committee Chairs**

**Academic Assessment**                        Maria Accardi
**Academic Policies**                             Debbie Finkel
**Academic Advising**                             Chris Kimmer
**Budgetary Affairs**                              David Taylor
**Faculty Affairs**                                Judy Myers
**General Education**                             Victor Waingeh
**General Studies**                                Chris Kimmer
  **Improvement of Learning**                      Amy Zink
  **Improvement of Writing**                       Victor Waingeh
**Information Technology**                        Ranida Harris
**International Programs**                       Kate Moore
**Library**                                       Greg Phipps
**Research & Grants**                              Cliff Staten
**Recruitment & Retention**                       Chris Cox
**Women & Gender Advisory**                      Leigh Viner