

9-14-2010

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Faculty Senate

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## FACULTY SENATE MINUTES FOR 14 September 2010 (Vol. XXXIV, No. 2)

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Note: These minutes are not a complete verbatim transcript of the Senate meeting.

### **I. Call to order by Chair John Pommier at 2:00pm.** (Booth Library Conference Room)

Present: A. Adom, J. Best, J. Coit, M. Fero, T. Leonce, A. Methven, F. Mullins, M. Mulvaney, K. Padmaraju, J. Pommier, J. Stowell, L. Taylor, D. Viertel, A. White, M. Worthington, J. Sandidge, R. Larimore

Guests: Bonnie Irwin, Dean of CAH; Blair Lord, Provost; Jerry Alan Donna, Director, Financial Aid; Brenda Major, Director, Admissions; Jeanne Snyder, Associated Dean of LCBAS.

### **II. Approval of the Minutes of 14 September 2010**

Senator White (Adom) moved to approve the minutes. Motion passes unanimously

### **III. Announcements**

Senator Fero asked faculty to volunteer for the Faculty Fellows program in the Lincoln-Stevenson-Douglas residence hall. Senator Leonce asked for volunteers for Carman Hall faculty fellows. Interested faculty should email them at [mafero@eiu.edu](mailto:mafero@eiu.edu), and [tleonce@eiu.edu](mailto:tleonce@eiu.edu).

Senator Stowell asked if communications could be circulated to Senators electronically prior to the meetings. Chair Pommier said he would still need to bring paper copies for interested guests, but said electronic versions could be distributed. Stowell volunteered to make the electronic versions.

### **IV. Communications**

- a. Email of 9 August, from Marshall Lassak, re: COTE appointment
- b. Email of 9 August, from Gail Richard, re: IAB appointment

### **V. Old Business**

#### **A. Committee Reports**

##### 1. Executive Committee:

2. Nominations Committee: Senator Methven stated he has been notified by Gail Richard, chair of the Intercollegiate Athletic Board, that Senator White is stepping down from his position on the board due to a time conflict. Methven stated the Board needs Senate to appoint a replacement for one year, the remainder of White's term. Richard has suggested Senate appoint Melody Wollan, who has served on the Board before. Methven (Viertel) moved to appoint to Wollan to the Intercollegiate Athletic Board for one year to compete White's term. White stated that he is doing volunteer work with 4<sup>th</sup> grade students at Jefferson Elementary. Chair Pommier asked if there were any names from the list of those not appointed who were requesting to be on Board. Senator Worthington stated that three other people were interested, and did not get service. Viertel asked if any had prior experience at the Board. Leonce stated that Wollan has worked with Panther Club. Worthington asked if the one year replacement should be chosen at random. Pommier suggested the replacement should be chosen from three names from our process, which is random for those involved. Worthington said she could contact those not chosen see if they are interested. Best stated that in the nominations process, he did not believe there's any guarantee that those not chosen are alternates, unlike elected positions. Motion passed. Yes: Adom, Best, Coit, Fero, Leonce, Methven, Mullins, Mulvaney, Padmaraju, Stowell, Taylor, Viertel, White, Worthington. No: Pommier.

Methven stated he has been notified by Heather Webb that Students Standards needs a replacement for John Stimac, who was appointed in Spring 2010. Methven asked Recorder Coit to place a call in the minutes for the remaining two years of Stimac's position. Worthington stated that there are several people who volunteered for Standards and were not appointed and volunteered to could contact them. Pommier stated that method of replacement was up to the Senate. Senator Padmaraju (Fero) moved the Senate contact previous volunteers. Motion passed unanimously.

Methven stated that Coit had forwarded a list of the current Senate nominated positions, and asked Senators to review the list.

Pommier stated he has been asked to submit two names from Senate to serve on the screening committee which will select the new Assistant Vice President of Information Technology Services, and the Provost will select one name. Senators Stowell and Taylor volunteered.

Pommier stated that he has been the Senate's representative to the University's Naming Committee for sometime, and asked if another Senator would like to take his place. He stated that the committee meets to review bequests for named buildings and the like. Pommier asked if any Senators would like to take his place. The position has a one year term. Worthington volunteered.

3. Elections Committee: Vice-Chair Mulvaney stated that a faculty member on the Council on Teacher Education is unable to serve, and no alternates exist from the 2009 Faculty Elections. He stated that the Dean of the appropriate college can recommend a replacement to fill the remainder of term. Mulvaney stated he has contacted Dean Hanner regarding the vacancy.

Methven stated that a faculty member elected to Sanctions and Terminations Board in Spring 2010 may be no longer at EIU, and he would have more information at the next meeting.

4. Faculty—Student Relations Committee: White stated the committee has not met, but he did attend Student Senate and asked Student Senate to appoint two representatives to Faculty.

5. Faculty—Staff Relations Committee: no report

6. Awards Committee: Senator Stowell stated that by end of this week the committee will have announced the Luis Clay Mendez award deadline, October 15.

7. Faculty Forum Committee:

Coit stated that the committee is proposing a forum focusing on different models of higher education financing, to generate a Senate resolution on the topic for the State Higher Education Funding Study Commission. Best asked if all state governments have the same mission for higher education. Viertel stated that the topic was well timed. Best stated the topic is a good idea, but believed that that the Commission might conclude that current levels of state higher education funding are not just sustainable anymore, and create different goals for higher education. Best stated they might decide that college should not be a goal for everyone, that projected job growth is for mid-level jobs not requiring college degrees.

Pommier asked if Senate should ask UPI to cosponsor the forum, and by acclamation the Senate agreed.

## 8. Other Reports

### a. Provost's Report

Lord stated that it was suggested that he should get out in other forums and share the vision of the Provost, the goals and the standards corresponding to that vision. Lord emphasized the importance of Integrative Learning, and stated that he believes if you are working on big academic goals you have to stick with them for a while. Lord referred to his management letter from several years ago, and stated that it was written after talking with many people, and set out a series of goals for the academic division.

Lord stated that one of these goals, First Choice, was a way to talk about the quality of our educational programs. Lord stated he wanted to have an internal way of talking about undergraduate research, graduate research, and Faculty scholarship. He stated another focus was on having a greater portion of our students engaged in scholarly research. A third focus was Eastern becoming known as a center for teaching and learning, and that this linked up with changes in Faculty Development. The fourth goal was to be best at our honors program, which meant to have honors students statewide think Eastern is a place to go for honors. The fifth goal was to increase the percentage of students who study abroad. The sixth goal was the need to focus on the fine arts programs, and Lord stated that this goal has been achieved with the wonderful year-round programming in Doudna. Lord stated that he has been pushing on those goals for a long time, and still pushing on those, and they seem to have been widely embraced by departments. President Perry did his walkabout on campus, and heard all those goals coming back at him. Lord stated that they were my goals, and that although Perry put them in his words, they are the same goals. The main goal is the same, to make Eastern the best in class at integrating academic and personal development. Lord stated that the summer after the letter was released, he and Deans got together and discussed, how to take that big academic goal and knit the different foci together. Dean Irwin, then at Honors, believed integrative

learning was a good way to pull together all the academic goals. At the department level, departments made efforts to write down the experience of the hypothetical student going through their program, and created some wonderful inventories. Lord stated last year a definition of integrative learning for Eastern was devised, based on the American Association of Colleges and Universities definition rephrased in Eastern speak. Lord stated that some departments rephrased the definition, but the focus remained on connecting and reflecting, on students making connections across experiences consciously and intentionally, and reflecting on what those experiences tell them about themselves. Without really good prompts for reflection assignments, you get, "I learned a lot," the question is what was this "a lot," what did it tell you about you. Lord stated that he believes for big initiatives, he need to lean on them a lot. With the help of CATS, he has put together a video on Integrative Learning.

Lord stated that the goal now is to get beyond learning inventories. Lord stated that Integrative Learning requires high impact pedagogical practices, that put students in a new situation where they have to put together different academic disciplines, and their own experiences, in a new way. Lord stated that it relies on designing curriculum backwards, and beginning with goals. Lord stated he is preparing a white paper on Integrative Learning. Lord said Integrative Learning helps students get through these developmental stages. He referred to the story of a student who hated to take a geology course, then went on vacation and realized the rocks all had names.

Lord recommend the Integrative Learning video to you, noted that it featured a student of Methven's. Methven stated that the student had a variety of experiences and typifies exactly what we want our students to be, she did study abroad, student exchange, undergraduate research, had the experiences we want most of our students to have. Dean Irwin stated that it all started with her English class, the instructor recommended she look into Haiti connection, and she became interested in underprivileged people and questions of sustainability.

b. Budget Transparency Committee

c. Other

## **B. Other Old Business**

## **VI. New Business**

Brenda Major, Director of Admissions, Jerry Donna, Director of Financial Aid

Major stated this is her 6<sup>th</sup> year as Director of Admissions and that she is at the beginning of a two week road trip in which all state university Directors of Admissions are going to other universities around the state to meet with guidance counselors. The trip began with an event today at Eastern. Se stated that high school guidance counselors have a lot of influence over their students. Many students need guidance because they rely more and more on technology, and less and less on their critical thinking skills. We try to arm guidance counselors with as much information as we can. When we do these articulation meetings we're not competing, but there are subtle differences that emerge between institutions. She stated that for many years there were only two state universities that had textbook rental, and now there are four that have it. For many years Eastern was the only university that did an open house in the spring for admitted students, where they can sign up and participate in workshops led by faculty. Now Northern has an admitted student open house in February. There are schools that know there is competition, and there is keen competition out there. We are doing all the things that we've always been doing, and we do them because we care about students, we care about numbers but want the best fit for students and for EIU. She stated she was talking to the Director of Admissions at Western, I always give percentages, and both institutions were right at about the same spot comparing this year's admissions to last year.

Major stated that while Eastern denied students, Admissions was still concerned about what not denying those students would that do to retention rates. Major stated that admissions looks at the background of students, and does a holistic review of each application. The University of Illinois says they review holistically, but they review 29,000 applications. Two admissions counselors read each applications, and faculty are asked to read borderline cases, and we contact the student by email, phone, and letter, before we deny. Those counselors that come to campus for our articulation also go to other articulations, and we aim to keep those 90 counselors committed to us, 98% of them are EIU alums. Major noted that Admissions promotes integrative learning, to counselors

Major stated that, looking at just numbers, the first thing you want to ask is what happened. We know the economy played a devastating role this year. She stated admissions are about 300 down from last year, and they were down last year as well. Admissions is accepting the challenge to do more with technical support. She stated it is good to have Donna in the Financial Aid office that we can strategize with. She

stated that they have developed a relationship where he shares info with admissions counselors, and that it is important to communicate with families about financial strategies to help them afford EIU. Perry has implemented website changes that enabled us to gain about 150 students that would probably would have chosen community colleges.

Prospective students can click on homepage and create a Panther Profile, and the next time they sign on they get personalized information, updates on anything they've requested, a dynamic checklist so they know if they've missed anything. Major stated that the system is not cutting edge, it is a step above some universities, is keeping up with others. EIU's version was developed by a small company out of Canada (Azores) that can do a little more with client relationship, and it integrates with Banner. Most other client relationship management products don't integrate with student information system. Major stated Admissions is redeveloping our counselor site online. Many of the guidance counselors are new, and are starting to embrace technology in their work. When we started talking about eliminating paper catalog, many guidance counselors were opposed, but this year we gave all counselors a jump drive with the catalog our facebook and twitter presences, and that is cutting edge, and keeps personalized approach.

Perry asked us to look number of students and find out the reasons for those who did not come. We didn't admit fewer students this year and didn't receive less applications. There are some additional factors we can guess or assume. Twenty minutes ago we sent an electronic survey to several hundred students who were admitted but did not come. We have also contacted about 2500 parents of students sent and emailed them with more open ended questions. Parents more likely to give us useful replies than students. We may need to readjust hopefully Eastern will not lose them as students, and many of them will also have siblings who will soon be looking for college education.

Donna stated that admissions and financial aid weave together wonderfully. He stated that he has written a welcome letter to students, to give them some tips to think more about financial aid. Donna stated that all of the system that we will be using for 2011-2012 processing will be electronic. This will help with speed at which we can communicate with students. Banner consultants will come in during October and November to help with processing financial aid and getting systems up and running.

Donna stated the big question is if student financial aid is keeping pace with the cost of attendance. He noted that a recent US News and World report survey, found 53% of Eastern students that graduate leave Eastern in debt, and this is fourth out of over 100 midwest colleges and universities.

To compare costs, Donna stated he had to go to everyone's website and see what everyone's costs really are, including tuition and fees, room, and board. If I were going truly based on cost NEIU is least expensive, followed by Chicago State, Western, and EIU. We are all really close. The comparison is based on tuition and fees for 30 credit hours per academic year, and room and board for a standard double room and meal plan.

Donna stated that the typical financial aid package for an in-state resident with an Expected Family Contribution of 0, the typical statewide package is about \$19,000; with Eastern's costs, students will get a little refund, about \$250 per semester. Donna stated that he has been looking at how many students in our population have 0 EFC. In 2009-2010, 22% of students had 0 EFC, or 1713 students, which is quite high. In 2008-2009, 16% of students had 0 EFC, in 2007-2008 also 16%. That has an effect on overall financial aid.

Donna compared this with students who have an EFC of say \$6000-10000. These are students from a middle-income background, they are not Pell Grant eligible, won't get MAP grants or supplemental aid from the federal government. These students will get financial aid of \$5500 of first year, that leaves a balance of about \$13,000, or about \$6500 per term. There's kind of a middle-class squeeze happening, and we are looking more at what we can do to help.

Donna stated there are some new initiatives for 2010-2011. The federal government has increased the Pell Grant by \$200 per year, to \$5,550 per year for 0 EFC, and these students, who are Illinois residents, will get a MAP Grant of \$4,968. There is another initiative from the President's Council, which increased the institution's Socio-Economic Disadvantage Scholarship to a total of \$300,000 (an increase of about \$114,000). The new Access to Education Scholarship totaled \$450,000 for 2010-2011 which helps move students from admitted to committed, and increased Work Study funding. Students have been seeking more private scholarships. Students were awarded \$425,000 in scholarships last year, and have already earned \$241,000 this academic year. Students received the funding from EIU foundations, including the Talented Student scholarship, the Grant in Aid, and tuition and fee waivers.

Best stated that one of the truisms in financial aid is that there's a lot of scholarship money available that goes unclaimed. Is that still true, or are people starting to mine these scholarships? Donna stated that data mining has increased, and there is not as much as unclaimed scholarship money as there used to be. Students have more information about how to search, if you have a particular nuance of who you are. Donna noted that Aurora College used to have a scholarship for descendants of Stonewall Jackson. Donna stated that he encourages students to go to the EIU financial aid search site, and stated Fastweb is a bit cumbersome but useful. Students have also had success going to local communities, and groups like the Elks.

Methven stated, based on the data Donna provided, that over time, institutional financial aid has increased, but 2009-2010 it drops. Donna stated that a lot of the Eastern resources are spun off the endowment, and that's part of the difference. There have been increases in institutional financial aid every year, and the number for 2009-2010 is an estimate that will go higher. Donna stated he hoped to see it go at least as high in 2008-2009.

Viertel asked if Donna believed the trend of increasing reliance from year to year would continue. Donna stated he believed it would, that hopefully Pell Grants would be increasing, as would student loans. Federal aid is going to be the place where they see increases. Donna stated that this speaks to the role people see the federal government playing in providing education for all the nation's citizens.

Donna stated that two federal financial aid programs are ending: the Academic Competitiveness Grant, for freshman and sophomores in rigorous courses of study; and the Smart Grant, for retention of juniors and senior with majors in science or math.

Donna stated that EIU students' debt load was the second-lowest among Midwest regional universities, a group of about 142 institutions. In 2009, 53% of graduates owed money, and their average debt load was 11,547 or about \$3000 per year. Struggle to keep costs affordable, FA office continue to provide excellent

Coit asked if demographic information was available of the population of students who left in debt. Donna stated the study just covered 2009 graduates, and noted that 47% of graduates left without debt. Best stated that he thought this figure was dramatically good. Best stated that he would have thought the percent of students without debt would be in single digits. Donna stated that this wasn't the result he expected either.

Senator Leonce noted that there is an existing problem for international students, that their tuition is significantly higher than US students, and asked how competitive EIU is for out of state students. Donna stated that he didn't do that summary, but could provide those figures later.

Lord stated that EIU has made several moves for out-of state support, either in the country or world. If prospective students meet the Honors profile, they get in-state tuition rate, and Eastern has had a significant increase in out of state students as a result. For graduate students the plan is to drop the rate to 2.4 times the in-state rate.

Donna stated that embedded in the report was a list of the top 10 careers for paying back student loans, and number 8 was professor of post-secondary education.

Methven asked if the room and board costs were estimated based on residence hall costs, and if the figures would change for off campus housing. Donna said it is, and that students often can't compare apples to apples, noting that Northeastern Illinois University, which ranked as the least expensive is a commuter campus.

Methven asked, what kinds of financial aid students receive that had a \$0 EFC, are those students also qualifying for work-study, are they also taking out loans, what does a total package for a student like that look like? Donna stated that a standard package for a freshman in a residence hall, with \$0 EFC, would take \$5500 in student loans, \$3500 of the loans would be subsidized; their Pell Grant would be \$5550, their MAP Grant \$4968, work-study would be \$2000, and their Federal Supplemental Educational Opportunity Grant about \$1000. That student would have their direct costs covered at most schools, and have money left over at some schools.

Best noted that trying to compare costs is difficult, and stated that it is interesting that community colleges have a room and board cost figured in even though a lot of those students don't get an apartment. Best stated that he believed our distance above community college costs is spuriously deflated as a result.

Senator Adom stated that in 2008-09, 84% of enrolled students had financial aid, and asked if any students' needs are met at 100%. Donna stated direct costs, yes, total costs, no. He stated that indirect costs vary widely, and include travel and insurance. Donna stated that Eastern would never meet those costs, \$27415 is their estimated total budget including indirect costs. Adom asked if this helped explain low enrollments. Major stated that she expected the student/family surveys to return a great variety of

answers. Students are going to say they got more money somewhere else; they might say Eastern doesn't have their major, even though 60% don't have a major; they will say things such as, my ex-boyfriend is there. I suspect for some of them we know cost came into play. Major stated that first generation college students and families often don't understand how to read their cost, and mentioned 2 students left EIU upon getting their first bill. She stated that part of their job is educating families on how to meet costs. Many students that didn't enroll are attending community college, and we fully expect them to transfer to EIU. Major stated that our number of transfers increased 3%, and will continue to do so, but that even fewer of our transfers have associates' degrees. Major stated that nationwide only 40% of students earn associates' degrees after attending community college. She stated that in many situations transfers are going to be at a 4-year institution for three years, and if they had come right away they would have locked in their tuition rate.

Leonce asked if Major had any numbers on yields based on number of applications received. Major haven't looked this year, but in previous years EIU has yielded around 30% on freshmen applications, 70% on transfer applications, and expect slightly higher yields this year.

Donna joked that what could make up the difference between students costs and aid is if Bill Gates dropped \$3 billion into the endowment.

Major stated that EIU has instituted an Integrative Learning scholarship for freshmen. We know that there are students doing community service already, and we are now asking for documents and supporting evidence. EIU is also asking for a reflective essay for students, which allows us to grant aid to those students who were not getting scholarships because their ACT scores are too low. The minima for the Integrative Learning scholarships are 23 ACT and 3.2 GPA. Because our other scholarship minima were 26 ACT and 3.5 GPA we were competing for honors students. Other state universities do not have this scholarship, and only Illinois State has retained scholarships for ACT scores as low as 24.

Pommier asked how EIU competes with private institutions.<sup>1</sup>

## **VII. Adjournment at 4:00pm**

### **Future Agenda items:**

Respectfully submitted,

Jonathan Coit  
September 26, 2010