

10-12-2010

October 12, 2010

Faculty Senate

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#### Recommended Citation

Faculty Senate, "October 12, 2010" (2010). *Minutes*. 4.  
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## FACULTY SENATE MINUTES FOR 12 October 2010 (Vol. XXXIV, No. 4)

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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, A. Methven, F. Mullins, M. Mulvaney, K. Padmaraju, J. Pommier, J. Stowell, D. Viertel, A. White, M. Worthington, R. Larimore, J. Prillaman, Excused: L. Taylor

Guests: Jacob Swanson (DEN), Jeanne Synder (Associate Dean, LCBAS), Derek Markley (President's Office), Grant Sterling (CAA/Philosophy), Mary Anne Hanner (Dean, COS), William Perry (President), Blair Lord (Provost/VPAA), William Weber (VPBA), Dan Nadler (VPSA), Robert Martin (VPUA)

### **II. Approval of the Minutes of 28 September**

Senator Viertel (Padmaraju) moved to approve the minutes. Minutes were approved unanimously.

Abstain: Leonce.

### **III. Announcements**

- a. Publishing Scholars & Creative Works Reception: 13 October, 3:00 – 5:00 pm in University Ballroom

### **IV. Communications**

- a. Memo of 4 October, from Blair Lord, re: Draft 2013 – 2014 Academic Calendar
- b. Email of 5 October, from Michael Watts, re: University Master Plan
- c. Email of 6 October, from Janet Marquardt, re: Center for Translational Humanities (read into the minutes)

#### What are the Humanities?

The humanities are traditional areas of academic study that include philosophy, history, literature, and languages. The humanities form the values which make us ethical humans and responsible citizens. In humanities courses at the university, we teach open communication, critical inquiry, and thoughtful reflection in response to core documents and ideas in our individual disciplines that have come to represent a broad notion of culture over the centuries. Today, studies in the humanities include cross-disciplinary investigations with the fine arts and social sciences.

#### What is the new Center for Translational Humanities (CTH)?

In the College of Arts and Humanities, we have formed a study center in order to generate conversations that challenge and define our culture and our methods of investigation. As we move between past and present, and explore the benefits of disciplinary cross-fertilization, we hope to establish productive communication between campus departments as well as between the traditional studies of academic professionals and the everyday interests of our local communities, translating, in effect, our developing vision of culture into terms of discourse and debate that will engage everyone. Programs sponsored by the CTH reach out to foster creativity, engender tolerance, and spark further dialogue.

#### What programs are currently happening at the CTH?

We began our vision with a highly successful public lecture series 2009-2010 on Meaningful Work that is continuing this year. Upcoming events include a panel on historic preservation (Oct 12), a talk on how geography affects architectural history (Nov. 4), an exhibition celebrating the role of women in contemporary society (Jan. 8-30), and a film about how the world's rich fabric of diverse languages is disappearing (Mar. 10). We are also developing interdisciplinary courses and preparing workshops on new digital resources available in the humanities.

- d. Email of 6 October, from Chris Hanlon, re: Renaming Douglas Hall

### **V. Old Business**

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

1. Executive Committee: no report
2. Nominations Committee: no report
3. Elections Committee: no report

4. Faculty— Student Relations Committee: no report
5. Faculty— Staff Relations Committee: no report
6. Awards Committee: Senator Stowell stated applications for the Luis Clay Mendez Award are due this Friday 4pm.
7. Faculty Forum Committee: Senator Padmaraju stated the Faculty Forum attracted attendance of about 40-50, and stated that it led to good discussions, the audience was very engaged, and the presentations were well received. Recorder Coit will prepare a resolution on the topic for the next Senate meeting.
8. Other Reports
  - a. Provost's Report

Lord stated that Dagni Bredesen has been chosen to be the interm director of Faculty Development.

Lord stated asked Senate to review the academic calendar for 2013, as his office is trying to get several years of calendars produced in advance. Senator Best stated that the calendar proposed plans only one week of class after Thanksgiving Break in 2013, and that the previous year this occurred the timing of the break created a momentum issue when classes resumed. Lord stated that what happens with the fall calendar is that it keeps creeping up towards the holidays, and as a consequence we move it back and have that issue.

Lord stated that a search committee has been formed for the LCBAS dean position, and will chaired by Mary Anne Hanner. Their first meeting is Tuesday, October 26, 11am. Senator Adom asked when Lord expected to complete the search. Lord stated that the new dean would arrive in the summer time, and the search timing should allow the person to be identified in mid-spring. Lord stated that the State of Illinois' financial pressures are probably not helping our recruitment for the position.

Lord stated that he is in the process of identifying an interim leader for CATS. Four people have expressed interest in the interim position, and the position will remain open until one week from Friday, and asked for feedback on candidates. Lord stated that will soon start a search for a permanent director, and asked Senate for names of potential committee members.

Adom asked if Lord had considered consolidating the two director positions relating to technology. Lord stated that he, VPBA Weber, and President Perry it did consider combining positions, if it would generate some real savings, but the best that could be done would be a very small cost savings. Lord stated that he thought it was important for the academic division to have CATS look like CATS, because it has been a very good service for faculty using technology to improve the classroom.

- b. Budget Transparency Committee: no report
- c. Other

## **B. Other Old Business**

## **VI. New Business**

A. President's Council: William Perry, President; Blair Lord, Provost & Vice President for Academic Affairs; Bob Martin, Vice President for University Advancement; Dan Nadler; Vice President for Student Affairs; William Weber, Vice President for Business Affairs

Perry stated that the Renewable Energy Center progress is coming along just fine, the capital campaign for EU begins one week from Friday.

Chair Pommier stated that as state elections were right around the corner, how did Perry think they will effect the University. Perry stated that changes in financing make it hard to tell. He stated that EIU is planning on roughly \$4300-\$4400 per FTE student, and we are going to be pushing the case that we are efficient, and should be rewarded by the state. If there's no new money it means that we should be cut less, and if there's no new money maybe the unfunded mandates that can be removed. What we have to push is that, for the general revenue dollar, the legislature is getting more out of Eastern than any other University in the state.

Pommier asked Perry to describe the unfunded mandates. Perry noted that Weber is on a state panel on that topic. Weber stated the panel has compiled a list of every piece of legislation that affects universities, and he has three in particular that I'm pushing with this commission. The first is the annual contribution to CMS for health benefits. Ever since the last fiscal crisis 2002, Eastern is required to take \$1.7 million off the top and send it to CMS. This amount has not changed since fiscal 2002, which is a significant expense when you consider our appropriation is \$47 million. The payments for Illinois

universities as a whole run about \$45 million, and Weber stated that if the state could figure out a way to fund health care costs without playing a shell game, we'd be better off. The second unfunded mandate hitting very large numbers is tuition waivers for veterans. Around 2000-2001 Illinois set up very good educational benefits for veterans, and of course we fully support these benefits, it is essentially a four-year tuition waiver for veterans. In 2000-2001 this was fully funded. It was funded flat while the cost has grown exponentially. Last year the funding for reimbursement of the veterans' waiver was about ¼ of original funding, while the costs continue to skyrocket, to about \$400,000. There's federal money to cover these benefits, but that money is left on the table. Veterans in the state are going straight for the Illinois money without using the federal money. There could be some very simple changes that would not decrease veterans' benefits but would help pay for them using federal dollars. The third major mandate is a change in procurement laws. This was passed under SB51 a few years ago, and came into effect this year. It adds a completely new layer of bureaucracy, and that new layer of bureaucracy extends the length of the process. What now used to take a couple of weeks can take months. Any significant procurement requires a 2 week announcement, and a public meeting before a bid can be awarded.

Weber stated that there are also new registration requirements for vendors. Any vendor that does more than \$50,000 business with the state has to register with the State Board of Election, and that requirement has cost Eastern \$140,000 so far. The state has added a second requirement, and additional registration, and we're seeing the pool of vendors shrink, and as the pool shrinks, costs go up. This puts us in situations where there is a monopoly supplier.

Weber stated that the DEN and WEIU TV/radio both have contracts with the Associated Press. One of the required certifications is that the vendor has to certify they don't do business in Iran. AP is a global company that works in Iran. Law does not give us any exceptions where we have a monopoly supplier, where there is a unique product.

Perry stated that all the added regulation, no matter how well-intentioned, increases costs to the University. We will keep working with our elected representatives to deal with these things. The most important thing to remember is what we're going to do is control what we can control, persuade who we can persuade. Perry stated that faculty can speak up to Chapin Rose and Dale Righter about these issues if they are concerned.

Recorder Coit asked about positive time reporting. Perry stated that legislation was produced, called the Ethics Act, that was put in place to take care of problems in certain areas of state government, but the brush paints broadly. One of its requirements was positive time reporting for all state employees. Our position for some time was, that negative time reporting sufficed because, since you are required to report when you took vacation or sick leave, if you didn't report leave, the assumption was you were working. The State Auditor General, in audit finding after audit finding, noted that we did not have positive time reporting. We would reference a letter from the previous Inspector General that negative time reporting sufficed, and auditor general would find we were out of compliance. There has been a change in the Inspector General, this one does not agree that negative time reporting suffices, and this year we received the audit finding again and a specific directive to implement positive time reporting.

Positive time reporting will work differently depending on your position. If you already turn in a time sheet that suffices. For faculty that didn't seem to be the right thing to do. It seemed to me that, since faculty turn in the Assignment of Duties form, that presumably faculty could attest, by checking a box on the webpage that they are, in compliance with the duties listed on that form. Provost Lord sat down with UPI President John Allison, and a committee came up with language. This will start in November for October reporting, the Academic Service Professionals already started that in October. We believe this is sufficient for purposes of the auditor, but every University that has introduced positive time reporting is subject to audit, if the auditor decides our system isn't sufficient we'll come to grips with that.

Senator White asked if there was some way we could influence these state legislators to read all these reports. Perry stated that first of all, we don't send the positive time reports in, they are an internal record disconnected from payroll. The budget reports we send in are quite voluminous, have executive summaries. It's our job when we communicate the legislature to make the most salient points about our institution, and why the legislature should make additional resources available. Best stated that he believed positive time reporting enables us to document that we are efficiently using the funds we are getting, we are discharging our responsibility. We're going to take this information and use it to document the job we are doing. Perry stated that he encourages faculty, to find every venue you can to get the word to our legislatures on the job we are doing.

Pommier stated that he has recently seen several articles asking if students are ready for college, and asserting that the state is losing a lot of money because students drop out after their 1<sup>st</sup> year. He noted the construction of the new Academic Success Center, which cost \$1.8 million, and new programs at the center, have increased the percentage of students on Academic Probation who are retained, from 34% to about 80%. That expenditure meant that dollars that are being saved for the state, and it affects the state by the billions. Lord stated that we did get the grant, and instituted the success center to reach out and pull in students that are in academic difficulty, and it is an amazing success story. Lord stated that academics are not only reason that students leave and there is room for improvement on retention.

Pommier stated that when the Center was first opened the plan was to fund its operations with an endowment, but that interest rates have dropped. Lord stated that we have been establishing the endowment, but that until returns recover we're going to have to supplement it from the budget.

Perry stated that Eastern's freshman to sophomore retention rate is 70-80%, due to lots of factors, including the focus in admissions on qualities that will make students successful. At a recent lunch with Math majors Perry stated that he asked what they like about Eastern, and they stated the availability of professors. These two things roll together to make a very strong retention rate. Students leave the University for any number of reasons, including illness, family issues, or fit with the institution. College never has been a place where you expect 100% retention rates, you expect college to be tough. Perry noted that the six year cohort retention rate is about 60%, which is above the national average, but it should be about 70%, and we should move freshmen to sophomores at about 85%. Perry stated that we don't have to create it here, but build on and enhance our culture of success. We expect a lot of our students here and we encourage, mentor, and teach. We need to be sure that at the first sign of difficulty we connect the student to resources so we don't have this point of no return. The private school experience is one where you are dedicated to success for the student but they've got to do it for themselves.

Coit asked about the general timeline for the changes proposed in the Master Plan Update. Perry stated that in November there's a Board of Trustees meeting, where we will present update. After a period of time for the board to consider the update, we will ask in January for approval.

Weber stated that prior to the November meeting, on October 20 in Union in the afternoon, and at the Charleston public library in the evening, we will share the final product. After that, when it comes to implementing, a lot that is dependent on funding. Some of the immediate changes include moving ahead with remodeling the old textbook rental space for the honors college. They will take up half of that space, and the other half will be surge space to temporarily move classrooms or offices, in case of an emergency move, or due to construction. The new science building is top on our list of capital request for the state, we'll have to see how the funding goes. The state appropriated money for many capital projects this year, it was the first time in quite some time they'd appropriated, but they never released the funds. The state has a list of capital projects going back 5 years.

Perry stated that he believes university administrators have to be merchants of hope, and navigators of reality. There is a plan that will allow Eastern to fund \$30 million of the new building, and then we will do \$7 million of renovation. What can do a lot with \$30 million. For funding, there will be many opportunities for naming of labs and other features. Some universities, if they have part of the money, will get the shell built and fill it out later. If the question is when we begin construction, probably 4-5 years. Honors will get the kind of quarters that it needs to have. A couple of years down the road, when the new steam plant goes online, the old one will be repurposed.

Coit asked how it would be possible to renovate buildings so that, for example, the Life Sciences building could be renovated in such a way that it would also work for Mathematics. Perry stated that the trick is to do things in such a way that you don't have to spend money twice. One example, is don't do built-in casework. A lot of labs in very fine facilities have moveable casework. We have to work with the faculty in the departments to make sure that there's minimal disruptions. Some of these considerations in the Master Plan take account of a lot of different factors. Lord stated that the Master Plan has tried to put things in proximity with each other that make sense, and includes surge space to allow construction, and has been designed to make it easy to imagine how to do that if we have some swing space.

Perry stated people have asked, what about this department that department. If you net space then it makes it possible to have space for departments, for things that are priorities like the Center for Translational Humanities.

Senator Stowell asked for an update on the Faculty Development position. Lord stated that Dagni Bredezen has agreed to take the position of interim Director of Faculty Development in January, and that he will focus group sessions to talk about faculty vision, faculty ideas. He stated that the Faculty Development Advisory Committee is reenergized because they assisted the dean in the process.

Pommier asked VPSA Dan Nadler what Student Affairs is contributing to the Integrative Learning initiative. Nadler stated that he and the Provost are in constant communication about the academic and personal development in our students. We are going to be meeting together with Deans to look at how all aspects of the institution can contribute. Part of the plan is taking those various co-curricular, real-life situations, and making them more intentional and more strategic, that is one area in which we see a great deal of collaboration, especially with service learning. Much of what we do is about bringing students together, and we need to be more intentional and more strategic about making that happen.

Mulvaney stated that often when agencies are confronted with a challenge, it also can create an opportunity, and asked if there are some potential opportunities the fiscal situation presents for Eastern. Lord stated that a significant portion of University's budget is tied up in faculty, and the challenge is to continue to deliver the Eastern experience and deal with budget challenge. He stated he is not sure where the opportunity is in that but maybe we'll get more efficient in schedule planning. Another challenge that we're having a flat cohort of students and increased competitions in attracting students. As the fiscal situation has gotten worse, Eastern is more sensitive about enrollments. One opportunity is in tuition policy, to ensure a full enrollment, Eastern has changed our tuition policy to allow international students and graduate students that meet academic criteria to pay in-state tuition. Lord stated he did not know whether that's enough to keep enrollments up or if need to have other opportunities. Perry stated that the opportunity Lord pointed out is we can have more international students on campus if our tuition structure made more sense. Lord stated EIU has doubled international admissions this fall. Nadler stated Eastern has also made an adjustment in our residency policy. Our waiting period knocked them into Spring Semester, but now students can become a resident and begin to pay resident tuition in their first Spring semester. If the tuition stipend is 1/3 of what it used to be, this will enable students to stretch it farther, and as Jerry Donna has stated, Eastern has an increasing number of students that have no ability to contribute. That number could be 25% next year, the question is how can we get the maximum benefit of those dollars, we have to help retain them, and help them be successful students.

Weber discussed two opportunities. He stated that there are still tools in Banner that we can take advantage of to improve our processes, Banner workflow can automate a number of process that had to be done manually, and I keep stressing the importance of this tool to my department heads. Another idea is the shared services model, where you re-centralize some business functions that have become decentralized. Trustee Nimmons challenged us to think in terms of expanding revenues beyond just raising tuition, and last week we gave a presentation to CUPB on what other universities are doing to enhance revenues besides tuition increases. We'll have further discussions. We gave CUPB a list of 200 alternative funding ideas. Martin noted the current capital campaign, and asked faculty to solicit from alumni, corporations, and watch for grant giving organizations, for student support and program support. Perry stated that the opportunity is to grow our self-reliance and our sponsorships. What happens is when you ask, how are we going to get this done, you grow your listening ability, that's why we got this new steam plant in. Now we have a research and teaching facility. Apparently there's a 6-months waiting period to burn mixes of biomass, we can charge for that, and in the same facility test a commercial burn. We have to think about it broad ways, we don't know what's going to happen in carbon markets, we may have the opportunity with the REC to sell carbon credits. Having the REC is already resulting in internships for our students, donate equipment. We're going to be self reliant, form partnerships, listen. Perry stated receiving an email stating that the University of Wisconsin has adopted Century Gothic as their default font and that may cut their toner usage by 30%. Also the things CUPB's been doing on cost saving and budgetary issues have been fantastic, and now we can go on into revenue ideas, everybody is thinking about opportunities.

Stowell stated that he agrees technology can increase efficiency of certain tasks, and asked where do you see EIU heading with online education, if that will continue to be emphasized. Lord: to date the focus on online Education has been to reach students who are placebound and unable to reach Charleston, and typically it serves non-traditional students. Now we have permission from NCA to deliver three degree programs online. We have also used distance delivery in some programs for some campus students. We

have not looked at supplanting the undergrad experience in Charleston to date. Depending on how enrollments change we may look at that. Stowell stated that having taught online courses for an number of years he has noticed a shift, and now maybe 40% of students in my class are on-campus. I don't know if there's anything being monitored, if it's this has displaced outside students? Lord stated that we are looking at ways to control that to make sure, online education grows our tuition base, and doesn't just substitute online for on-campus courses. Perry stated that his background was liberal arts college of 500 students, and that is the dominant model here and needs to stay the dominant model. We need to know if we're allowing things to happen that are at cross-purposes. Best stated that our students are going to teach us, and what Jeff is talking about is that they would like it to be all online because that's their world now. I'm looking at us, seeing a lot of grey hair, it's we are going to be challenged. We're going to have to figure it out because if someone who is more agile than us figures it out, the students will not be here.

B. Future Agenda

**Oct 26: Les Hyder, Illinois Board of Higher Education Faculty Advisory Council**

**David Viertel, Derek Markley, campus efficiency**

## **VII. Adjournment at 3:40pm**

### **Future Agenda items:**

Respectfully submitted,

Jonathan Coit

October 21, 2010