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Faculty Senate

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FACULTY SENATE MINUTES FOR 9 November 2010 (Vol. XXXIV, No. 6)

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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, J. Pommier, J. Stowell, L. Taylor, D. Viertel, A. White, M. Worthington, R. Larimore, J. Prillaman.

Excused: K. Padmaraju

Guests:

II. Approval of the Minutes of 26 October

Senator Viertel (White) moved to approve the minutes. Motion passed unanimously. Abstain: Leonce.

III. Announcements

- a. Teachers Tame the Prairie: Booth Library 12 October through 10 December

IV. Communications

- a. Email of 26 October, from Michael Hoadley, re: Thank you
- b. Email of 5 November, from Robert Augustine, re: CUPB Forum: University Master Plan
- c. Email of 8 November, from David Bartz, re: teaching loads in CEPS/Department of Educational Leadership

V. Old Business

A. Committee Reports

1. Executive Committee: no report
2. Nominations Committee: no report
3. Elections Committee: Vice Chair Mulvaney stated that a replacement is needed for a College of Sciences position on the University Personnel Committee for a term expiring Spring of 2011. Mulvaney suggested two options: holding a special election to fill the spot, or by virtue of section II.c.12.f of the bylaws, Senate could appoint a member of the faculty to serve the remaining term. Mulvaney stated that the only unsuccessful candidate for the position received only 1 vote and thus was not eligible to be an alternate.
4. Faculty—Student Relations Committee: no report
5. Faculty—Staff Relations Committee: Senator Leonce stated she met with Antoine Thomas, the representative to Faculty Senate from Staff Senate, and discussed issues currently of concern to Staff Senate. Leonce reported that staff are concerned that student tours can inadvertently give students misinformation about the function of campus offices. Leonce stated that staff have been affected by layoffs. Staff Senate meetings happen every second Wednesday, 1:15pm in the Scharer room of the MLK Union.
6. Awards Committee: no report
7. Faculty Forum Committee: no report
8. Other Reports
 - a. Provost's Report:

Lord stated that CATS and ITS will continue to be separate, and that the Interim Associate VP for CATS will be John Henderson, and requested at least two names from Senate to forward for the search committee. Recorder Coit and Senator Worthington volunteered.

Lord stated that NCATE visitors are on campus, that they will be done tomorrow morning, and have engaged virtually every college during their review. Lord stated that the search for the Dean's position for LCBAS is receiving applications. Lord stated that at the next Board of Trustees meeting, President Perry will ask the Board to change the tuition charge for undergraduates from contiguous states. Lord stated that currently students from outside Illinois, if they meet honors criteria, are charged the in-state rate. The proposal to the board will give contiguous students the in-state tuition rate regardless of profile. Lord noted that honors profile students are in very high demand, and the University is not able to go after the bread and

butter students with 23-24 ACT scores. Many Illinois universities have made a similar change, some are doing 1.4 instate, some are doing 1.1, and this does appear the way the world is moving.

Best stated that EIU's enrollment is about 98-99% students who went to high school in Illinois, and that he approves of this, and asked if the change would likely affect enrollments. Lord stated that the areas most likely to get some real action are immediately east of us, the corridor from Charleston to Terre Haute, and the Metro St. Louis area. We already send people into those areas, but get a half a dozen students. If we don't count athletes and international students we have very few out of state students. Leonce stated she participated in a similar discussion at the International Education Council, that Eastern is actually exporting a large number of students from Illinois, so it's something we should consider very strongly. Lord stated that Illinois is a net exporter of college students, that the state previously had a high tuition and high aid model, but the high aid part of our model has weakened significantly. Methven stated that he supports the change, and asked what Western and SIU Edwardsville are doing. Lord stated that WIU is doing what we are doing, but their policy does not apply to all the contiguous states, and Edwardsville is dropping to 1.2 times in-state tuition. Chair Pommier stated that Eastern did this for international students and the numbers grew dramatically. Lord stated Eastern essentially doubled the number of international undergraduate and graduate students. Pommier asked if state taxpayers might oppose the change. Lord stated that notion of the tuition multiplier being 3 is that the state subsidized in-state tuition by supporting about 2/3 of the institution's budget, but now state support is much closer to 40%, and appears likely to continue to decrease, and public policy has appeared to shift towards a privatized model.

b. Budget Transparency Committee:

c. Other

B. Other Old Business

Pommier stated that the resolution passed by Senate was sent to the State Higher Education Finance Study Commission, the Illinois Board of Higher Education, the EIU Board of Trustees, and President Perry, and noted he would be addressing the Board of Trustees on the issue next Friday.

Best stated he is working on a timeline regarding the decisions about departmental migrations in the Master Plan update.

VI. New Business

A. Renaming Douglas Hall: Chris Hanlon, Associate Professor of English

Hanlon stated he has been urging over the past few months that Eastern consider whether a university like ours, based on diversity and inclusion, should have a building named after someone who supported the system of slavery. Hanlon stated his criticisms of Stephen Douglas are grounded in the historical record, and are not about what Douglas believed. What Douglas believed, what was in his heart, is hard to discover, and the things that politicians say are result of many concerns. Hanlon noted that what Douglas believed may be less distinguishable from Lincoln's views, but we should assess the public record, and ask whether he harmed the country, whether his service was laudable, because that's what naming a building says.

Hanlon stated that Douglas is remembered more than anything for the 1854 Kansas-Nebraska Act, which overturned the Missouri compromise. Douglas' legislation allowed those states to decide for themselves whether or not to declare slavery legal, and after the act passed Congress, it expanded slavery into new tracts of land, and destabilized the country, as pro-and anti-slavery forces came the territories. Hanlon stated that while Douglas did some good things, including denouncing the Lecompton Constitution as a fraud, Douglas' legislation made the Lecompton constitution possible.

Hanlon stated that it's been pointed out, that Douglas was a proponent of democracy, because of his advocacy of "popular sovereignty." I find this intriguing, as it replicates an antebellum discourse about democracy in which, as Frederick Douglass pointed out in the 1850s, "slavery was declared to be virtually equal to liberty."

Hanlon stated that Douglas is praised for passage of the 1850 compromise, but that praise is ahistorical, and the omnibus bill left nation more sectionally divided, and the essence of the bill was a new fugitive slave law. The law required fed officials to track down fugitive slaves, and allowed them to deputize citizens in this effort. Hanlon stated that the Compromise was roundly denounced as a gross impingement on personal conscience after its passage.

Hanlon stated that it is important to look at EIU when building was named. In March of 1951, there were six African-American students on campus, and campus paper in 1948 accused the Civil Rights Movement and President Truman of providing propaganda to the Kremlin. In 1957 a DEN editorial

criticized Civil Rights activists for going to fast, and stated that integration could take 100 years. In 1974, the student body elected Diane Williams, African-American, to be homecoming queen. After a few white students complained to the administration, the Homecoming queen was eliminated from the pageant that year. Hanlon stated that context had something to do with naming the dormitory after a chief proselytizer of black inequality. Hanlon asked Senate to adopt a resolution asking the name on Douglas Hall be changed. Senator Worthington (Coit) moved the Senate adopt the proposed resolution.

Senator White asked how long Hanlon had been on faculty, and why he was proposing this change now. Hanlon stated that he began at EIU in 2001, and that his work as a researcher and teacher in the 19th century is concerned with the 10-20 years before civil war, and that he has been thinking very hard about the sectional crisis. White stated that Stephen Douglas had a connection with the city. Hanlon stated that whose name goes up should be decided after the decision to replace Douglas' name. I think there's an understandable desire to commemorate a globally significant debate that took place in this town. Hanlon stated that the building fails to commemorate the debate, stated that few students were aware of who Stephen Douglas was, and noted that DEN reported that Adlai Stevenson was a participant in the antebellum debates about slavery.

Worthington stated that she really appreciates Hanlon bringing this to the fore, regardless of the result, it's been a great discussion to have on this campus, that that students taking a look at their surroundings and thinking critically. Only good can come of having the debate. She stated that she understands the impetus to commemorate the debate, and suggested we give the dorm some name that does that.

Coit stated that the debate is already commemorated in at least two places, the debate museum at the fairgrounds, and in a historical marker on the square.

Best stated that he appreciates how much work Hanlon has put into the issue, and he thinks its having a salutary effect. Best stated he does not think we know what Douglas thought about race. From what I can tell Douglas believed very passionately in democracy as he understood it, and he was a product of his time. Best stated that some of the decisions he furthered were in the spirit of what the Constitution was about. When a group of bishops said slavery was morally wrong, Douglas said that should have no sway here, it should be what the people think. Whether or not he helped this country, I don't know we can say that. Since the buildings are named after Lincoln, Douglas, and Martin Luther King, Jr. we may be illustrating the fact that race is the most complex and tortured issue this nation has faced. We wouldn't probably name a building after Stephen Douglas today.

Larimore stated that a lot of those points were brought up at the forum. He stated that the main thing is that we don't celebrate people who were great in their time. King we celebrate, because he was so progressive in his time, that he's still relevant today, and we should name buildings after people that were so progressive their arguments are still relevant. I don't think we should celebrate people just because they were great in their time.

Senator Viertel thanked Hanlon for bringing this issue up. He stated his real concern with this is revising history, specifically revising the history of this campus. We need to remember that part of our history, and this feels like we are papering over a part of our history that we are not proud of. He stated the name can be a talking point not just today but for students in the future.

Hanlon stated that when we memorialize we are selecting part of that historical record, we are saying that is what we value, that is a good guy, she knew what she was doing. If that's revisionary, that's what we do all the time. I'm not trying to revise the record, I'm pointing out that this campus is historically blind in pretending Stephen Douglas' record is something we agree with. Hanlon stated that at the forum he expected the historians would take me to school and it didn't happen.

Hanlon there's a way of talking about historical figures as products of their time that tend to flatten history, by saying they all talking a language from their culture. It was easier to be a racist in 1850. But that does leave a lot out, for example Lincoln, didn't think exactly how we did on the topic of race. But Douglas expressly denied that the Declaration applied to everyone. Lincoln never did this. For him equality meant the ability to better your circumstances, and while he ascribed to negro inferiority, he believed in the right to better one's condition, and later in his life imagined a biracial society where African-Americans could become citizens. Lincoln changed and evolved, that's an honorable record. Legislation that destabilized the nation, that expanded slavery, that's a dishonorable record.

Snyder asked how might the name change affect Douglas' descendents.

Coit stated that it is also important to consider the historiography of slavery and the Civil War when the building was named. He stated that it was not until the 1950s, with the work of Kenneth Stampp and

other historians, that academic historians rejected the view that slavery was a paternal, unprofitable, and largely benevolent institution.

Best stated that he went out and found statements by Lincoln that were not congruent with the great emancipator. Best stated that Lincoln got to be president, and it was not clear what Douglas would have done. We don't know where Douglas would have ended up. His story got cut short.

Senator Stowell stated that hindsight is 20-20, and while we know what the result of Douglas' acts, could he have known the result, it's hard for us to know. He stated that there are other things named after Douglas, including Fort Douglas, and asked if we can know why they named it here.

Hanlon stated what I've tried to suggest, the building was named for the same reasons as EIU recalled a homecoming queen because she was balack. We can't hold Douglas accountable for knowing what the result of his political career, the referendum isn't on him it's on us.

Worthington stated she is hearing two debates, one is trying to vilify Stephen Douglas, to debate his role in history, and ask whether he was a black-hearted scoundrel or a more complex person. Whether we name a building after him given his record, is a different question.

Coit stated that we can only hold up Douglas as a supporter of democracy if we ignore the important differences between his view of democracy and our own.

Senator Adom stated that the notion that Douglas was a product of his time is setting a dangerous precedent, and asked how far we would go with this argument, and where do we draw the line. He stated the debate should be about righting something that was wrong, whether we all see that something wrong was done at some point in the past. About the notion that if we consider the effect of the renaming on the descendents of Douglas, this begs the other questions, do we think about the tens of millions of African slaves killed, maimed, and violated over all this time. He stated he thinks the whole university community is watching, city is watching, the whole state is watching regarding what we say and what we do.

Larimore stated he is a Political Science student, and stated the philosopher John Rawls urges us to think about our positions in every way possible. Larimore stated we should think about black students living in Douglas Hall, living in a hall named for someone who thought you were not human.

Senator Taylor stated that this is a really difficult debate, and noted that EIU has been preaching celebrating diversity for as long as I've been here, and that while the change may seem pretty radical, it could have Eastern viewed in a very positive light.

Motion passes, 9-1-4. Yes: Adom, Coit, Fero, Leonce, Methven, Mulvaney, Pommier, Taylor, Worthington. No: White. Abstain: Best, Mullins, Viertel, Stowell.

B. Faculty Development: Dagni Bredesen, Interim Director, Blair Lord, Provost and Vice President for Academic Affairs.

Lord stated that Dagni officially starts as Interim Director January 1. Lord and Bredesen urged faculty to attend the event with Dee Fink, the Director of Academic Development of the University of Oklahoma. Lord stated that in March of 2002 Faculty Senate passed a resolution asking for establishment of a Faculty Development office. Most of what has taken place since then was the attempt to have a good faith response to this resolution. First, the office had faculty serving as de facto director of the week, and that was how we cobbled Faculty Development together for two years. Since 2004 we moved to having a director, and have had several assessments of the office, most recently last spring. Lord distributed copies of the Senate's resolution and most recent assessment. Lord and Bredesen asked Senate to discuss their views on how the office should advance teaching and learning, what the priorities should be, or ask any other questions.

Pommier asked about the budget for the office, and stated that it seemed like a lot of money was spent on faculty appreciation day. Lord stated the bulk of the budget was in personnel, Faculty Appreciation Day was in the vicinity of \$5000, but the event probably has run its course. I have not gutted the budget of development beyond what we are doing institution wide.

White asked about the feedback received on the existing program. Lord stated there was some feedback, how representative that was is hard to say, but the office will do more with internal speakers, less with external speakers.

Bredesen stated that one thing that won't happen is a lot of money spent on publicity, that will be done through email, contacting the Deans, and encouraged faculty to attend Dean Fink's talk. She stated that the barrage of publicity may have put faculty off, and asked that if faculty had reservations about attending Faculty Development events to reconsider attending.

Best stated that the resolution has a lot of my fingerprints on it, and stated that an issue in the concept of Faculty Development is longitudinal, and over the course of career, about making that transition to becoming a professor. He stated that there is insufficient attention paid to life after tenure, what's it like to go to a class when you're a full professor, when you're 55. It's still important, and it's a problem I failed to solve, tried different approaches to reaching "veteran" faculty, I'd evaluate my efforts as not very successful. I think the format can change a lot.

Coit asked if the office might consider sponsoring on-campus mini-conferences featuring outside speakers.

Bredesen stated that there are many exciting things happening on campus with interdisciplinarity, and mentioned the recent panel on "Going Goth," and the talk by Robert Allen Warrior in American Indian Studies she organized, and stated there are a lot of opportunities. She stated that she really sees Faculty Development as partnering with initiatives, I'm looking forward to working with people on different initiatives.

Stowell stated he is excited at changes taking place and stated that as a teacher I would really benefit from someone coming to me and asking what problems are you having in your teaching, how can I help, a person come to me, or perhaps organize small group discussion, but could offer an individualized opportunity meet with faculty.

Bredesen stated that a lot of FD offices follow a teaching and learning center model, and her goal is to open up this office to a broad audience on campus.

Lord stated that he is familiar with the individualized coaching model, and asked how Stowell believed it would be responded to.

Stowell stated he has data on that question, and has been involved with a project with a colleague at Boise State. I have 120 hours of video of faculty teaching on both campuses coded for 8 agreed upon behaviors students and faculty identify as constituting an outstanding teacher. We invited faculty to participate, at Eastern fact 20-25 faculty agreed to let other people see their videos, and he believes there is some interest out there.

Bredesen stated that the research sounds very promising, and noted that Krishna Ignalaga on the office's staff has this idea for service like craigslist, where people with different skills and different needs could contact each other. How can we get people talking to each other across campus, I'm sure we could take more advantage of our faculty by making those kind of connections.

Leonce stated that she did benefit from a lot of the activities from Faculty Development, and recommended breaking it up to more college-specific approach, and suggested that each speaker have sessions with each college on specific issues to tackle, to have more decentralized sessions, and then come in at the end with a university-wide session. One of the problems I saw was scheduling conflicts, and people not thinking that certain approaches applied to them. Bredesen stated we are thinking of those things. Leonce suggested that departments set aside a time for meetings.

Mulvaney stated he got quite a bit from the faculty development sessions, and stated the instructional design of sessions has been more of the traditional model, and suggested alternative delivery platforms, including online, might deal with scheduling issue. He suggested that the office could work with CATS, to develop a more longitudinal base, and structure opportunities to create these collaborative cohorts,

Bredesen stated faculty should continue to approach her with ideas and questions for the office.

VII. Adjournment at 3:50

Future Agenda items:

November 30, Child Care

Respectfully submitted,

Jonathan Coit
November 28, 2010