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June 19, 2007

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Recommended Citation

Faculty Senate, "June 19, 2007" (2007). *Minutes*. 90.
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FACULTY SENATE MINUTES FOR June 19, 2007 (Vol. XXXV, No. 23)

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I. Call to order by Chair Assege HaileMariam at 2:00 p.m. (Booth Library Conference Room)

Present: A. Brownson, L. Curry, R. Fischer, A. HaileMariam, J. Kilgore, R. Marshall, J. Pommier, J. Snyder, J. Stimac, and B. Wilson. Excused: R. Mazumder, B. Joyce, T. Sinclair, and D. Van Gunten.
Guests: J. Cross (Associate VPAA), D. Hoadley (Dean, LCBAS), R. Bates, J. Blitz, K. Hussey, B. Kirk, J. McCausland, R. McCausland, M. Piescinski, and M. Wollan.

II. Approval of Minutes of 26 April.

Approval of the Minutes of 26 April (Ashley / Wilson) with correction – Yes: Brownson, Curry, Fischer, HaileMariam, Kilgore, Pommier, Snyder, Stimac, and Wilson. Abstain: Ashley and Marshall.

III. Announcements

- A. Senator Fischer reminded that faculty who volunteered to be a faculty fellow should answer the question sent to them in an earlier email.

IV. Communications

- A. Letter of 1 June from Jim and Linda Trinka to Richard McDuffie, re: wrestling
- B. Email of 5 June from William Kirk, re: request [concerning the wrestling program]
- C. Email of 11 June from Melody Wollan, re: Textbook rental
- D. Letter of 12 June from David Klemm to President Hencken and Dr. McDuffie, re: wrestling
- E. Email of 14 June from Ralph McCausland, re: wrestling program
- F. Email of 16 June from Patrick Flynn, re: EIU wrestling
- G. Email of 18 June from Kip McGilliard, re: EIU wrestling program
- H. Email of 18 June from Len Grodoski, re: wrestling program
- I. Email of 18 June from Jeff Silveria, re: wrestling teams future
- J. Email of 18 June from Cathy Perez, re: wrestling
- K. Email of 19 June from B. Ruettiger, re: wrestling
- L. Email of 19 June from Susan Wagner, re: wrestling
- M. Letter of 19 June from Kevin Hussey, Kathy Hussey, and Brian Pritschet, re: wrestling program

V. Old Business

A. Committee Reports

Executive Committee: Senator Stimac stated that the Executive Committee met with President Hencken, Associate Vice President Cross, Dr. Richard McDuffie, and Jason Hall concerning the elimination of the wrestling program. Mr. Hall reported how the Academic Progress Rate (APR) was calculated. Both President Hencken and Dr. McDuffie stated that all athletic programs that had low APRs were informed of that at least two years ago. Three sports programs which had problem APRs then developed action plans to address their low APRs.

- 1. Nominations Committee: no report.
- 2. Elections Committee: no report.
- 3. Faculty – Student Relations Committee: no report.
- 4. Faculty – Staff Relations Committee: no report.
- 5. Budget Transparency Committee: no report.
- 6. Faculty Forum Committee: Senator Wilson stated that the first question for the electronic faculty forum should be posted later this summer.
- 7. Other Reports
 - a) Provost's Report: no report.
 - b) Other Reports: no reports.

V. New Business

- A. Elimination of the wrestling program. Chair HaileMariam thanked those in attendance and informed everyone that she would start a list of speakers and call on them in that order. If someone hasn't been heard they will

take precedence over some who had already spoken. Chair HaileMariam further explained that it is the Faculty Senate's business to collect data by which decisions can be made. With that, Chair HaileMariam asked Jason Hall, the Assistant Athletic Director for Compliance and Academic Services, to give a brief background on the Academic Progress Rate (APR). Hall indicated that the APR is a complicated formula that the National Collegiate Athletic Association (NCAA) uses to evaluate sports programs and teams. It has been in place for four (4) years and is intended to improve retention and graduation rates. Each student-athlete on scholarship, whether full or partial, is evaluated for retention and eligibility. A student-athlete on a one-semester scholarship can earn two points; a year-long scholarship recipient can receive up to four (4) points. If a student-athlete maintains satisfactory progress in school and does not leave, they earn one (1) point. If they maintain their eligibility for the following semester, they earn a second point. Student-athletes who graduate earn their retention and eligibility points their final semester. The APR is calculated as a percentage of their possible earned points multiplied by 1000. The maximum score a program can receive is 1000. According to NCAA requirements, programs must have an averaged APR ≥ 925 . Student-athletes who are doing poorly in the spring semester may use summer school courses in order to keep in good standing and retain their eligibility for fall semester. Each program is judged on the 4-year average of their APRs. During the initial implementation of the APR, the NCAA has allowed for "squad size" adjustments based on lack of data, however that will stop next year. If the 4-year average is less than 925, then penalties may be imposed. Penalties can be as simple as lose of scholarships to the sport to sanctions against the program. Senator Kilgore stated that he thought that wrestling had less the maximum number of scholarships already, so how would a scholarship penalty happen. Hall replied that, for example, last year the Intercollegiate Athletic Board (IAB) imposed a 0.33 scholarship penalty on wrestling for having an APR less than 925. Since scholarships are rarely full scholarships, partial penalties are possible. Senator Kilgore asked how one sport could penalize the entire program. Hall responded by saying that the NCAA can penalize the entire athletic program if there is a history of penalties on one sport. Senator Ashley asked if one poor student-athlete could hurt a program. Hall replied that theoretically one student-athlete could hurt a sport, but that it is unlikely for larger sports. Senator Ashley followed up by asking that if a sport offered no scholarships, then no APR could be calculated and it could not be hurt by a student-athlete doing poorly. Hall responded that that would be correct. Senator Ashley then asked if a single student-athlete were hurting a sport would removing them from the sport help. Hall replied that it would only help in the long-term. In the short-term the student-athletes removal would hurt the team's APR. Senator HaileMariam stated that the first Faculty Senate heard of the wrestling program being eliminated was with McDuffie's announcement. Were coach warned of the possibility of program elimination with respect to the APR. Hall stated that while he could not speak for McDuffie, he does know that this is the second year that coaches have been shown and told of the importance of the APRs. Three teams that had APRs < 925 developed action plans. Two of those teams have now raised their APRs above 925; wrestling did not. Hall did state that the two teams who raised their APRs above 925 did so by starting just below 925. Hall added that the Athletic Department offers extensive study halls and have different standards for their respective teams. For example, Hall believes that the women's soccer coach requires her student-athletes who have less than a 3.0 GPA to attend study tables. There is also the new study center that student-athletes can use. Since opening the new study center, the number of study hours logged by the student-athletes has increased. At Coach McCausland's request, he met with Cindy Tozier multiple times in an effort to improve the academic success of the wrestling programs, but the final efforts are up to the students in the class. Senator Curry asked if the reports filed by faculty every semester concerning student-athletes in their respective classes are used. Hall replied that they are and that he and Tozier review any potentially problem student-athletes. Coach McCausland stated that he did submit a plan of action on 17 March 2006 for this past year and that the wrestling program did improve. Hall replied that the program did improve, but can only attain a maximum of 904 this year (see Table 1, below). Senator Pommier stated that any department would welcome assessment and that what was done here was that Coach McCausland and the wrestling program were penalized even though there are external factors on these students. Senator Pommier said that Coach McCausland should be commended for his efforts and that he believes that when McDuffie last visited the Faculty Senate that he set the Senate up for this program elimination.

Table 1. APR multi-year scores and projections

2003 – 2004 year	883	
2004 – 2005 year	794	794
2005 – 2006 year	893	893
2006 – 2007 year	904 (max)	904 (max)

projected: 2007 – 2008 year		if 1000
4-year average	869	898

N.B.: APR cutoff is 925

Senator Ashley asked if a student-athlete's GPA entered into the APR. Hall replied that it does not. The APR penalties are based on the worst participants on the sport who receive scholarships. Hall added that the decision to eliminate the wrestling program was based on the APR, but that GPA were also taken into consideration. Hall also produced a table (Table 2, below) of team statistics for wrestling, men's swimming, men's basketball, and baseball.

Table 2. Team statistics for Fall 2001 – Spring 2007

	Wrestling	Men's Swimming	Men's Basketball	Baseball
Total student-athletes during period	100	75	50	129
Graduated	32	34	20	46
Good academic standing	31	26	17	38
Currently on Academic Warning or Academic Probation	5	2	0	3
Left EIU in good academic standing	11	7	8	28
Left EIU on Academic Warning or Academic Probation	6	3	4	10
Academically dismissed	14	3	1	1
Administratively expelled	1	0	0	1

Senator Kilgore asked if McDuffie informed Coach McCausland that the program might be eliminated based on the APR or GPAs. Hall replied no, since stating that a program might be eliminated in two years would hurt recruiting immediately. The decision to eliminate the program was only made after the spring 2007 grades were available, on which 8 student-athletes had GPAs ≤ 2.0 . Chair HaileMariam stated that during the Executive Committee meeting, President Hencken stated that all coaches knew of the ramifications and importance of the APR to their programs from previous years. Coach McCausland was told of the possibility that the program would be eliminated since current students might leave, it would hurt recruitment, and they needed to wait for the final grades to be available. When asked by Senator Kilgore if Coach McCausland felt he had fair warning, Coach McCausland stated that he has struggled for 12 years with the program. He and his assistant, Clayton French, have spent countless hours recruiting and trying to help the student-athletes academically. Some student-athletes made poor decisions and he probably carried some on the team whom he shouldn't have. Senator Wilson asked about a report made a few years ago that suggested discontinuing various sports programs based on fiscal concerns. Coach McCausland said he hadn't heard of this report. Senator Fischer, a member of the IAB, stated that the charge to the IAB was to review all possibilities, however, President Hencken asked that the consideration to remove any program be taken off the table. The report did recommend increase funding to the various programs. Senator Ashley asked how scholarships are assigned. Hall replied that coaches assign scholarship however they want – it could be a full scholarship down to just a few hundred dollars. Senator Curry asked if coaches could reassign scholarships. Hall stated that they could, but that student-athletes who received a scholarship one semester and not the next, based on academic reason, would still hurt the team's APR since they would no longer be eligible. Senator Fischer stated that the IAB did look at the APRs. They realized that the NCAA developed this measure somewhat arbitrarily. He believes that Coach McCausland has done everything under the sun to improve the wrestling program. He added that the IAB did not know of the decision to eliminate the program until after it had been made. Chair HaileMariam stated that the Faculty Senate did not know of this decision prior to its being made and that maybe this should be referred back to the IAB, since it is the advisory board to the Athletic Department and the programs. Chair HaileMariam also stated that this issue is a difficult one. If the decision to eliminate the program was based on academics, then she applauds the decision. Chair HaileMariam recognizes that Coach McCausland has tried everything, but that this APR is an outside criteria being forced on the team. Senator Curry stated that the Faculty Senate is supposed to represent the faculty as a whole. While individual faculty may have their own opinions, the Faculty Senate should not insert itself into this. Individual faculty can write letters with respect to this issue. Chair HaileMariam asked why the IAB didn't follow up on the issue of why IAB wasn't involved in the decision. Three questions should have been asked: 1) what happens to Coach McCausland, 2) Did Coach McCausland know of the possibility that the program would be eliminated (Hall stated that he didn't, but that the low APR numbers should have indicated to him that it was a possibility), and

3) what happens to the students. As a person who argues for academics, it was a few student-athletes on scholarship who hurt this program. Senator Ashley pointed out that even if the wrestling program were to score a perfect 1000 this coming year, their APR would still only be a 898, less than the required 925. Senator Pommier said that would show improvement. Senator Fischer stated that this would just be a slow death to the program. Coach McCausland stated that he contacted the NCAA and that they said if a program is making progress then the NCAA is pleased. It was not the intention of the NCAA for APRs to have this effect. Hall stated that the President of the NCAA has indicated that the APR will not go away in the future. While appeals can be made, the process has very stringent criteria on which to appeal. Senator Fischer stated that a recent article on the *Chronicle of Higher Education* indicated that some major basketball and football programs will be penalized next year based on their APRs. Coach McCausland stated that he is in favor of the APR and is definitely in favor of getting students to graduate on-time. He does not have recruiting funding and only a limited staff when compared to other programs. Senator Ashley asked if wrestling could be run without scholarships. Coach McCausland stated that it could not be at this level. Bates said that he has been at Eastern Illinois University for 18 years and that he felt this decision was not done in the open in a collaborative manner. He does not feel that this reflects well on Eastern Illinois University. Kirk said that the numerous emails are just a sample of the wide support this program has and that for over 40 years the program has done well. When asked if the elimination of the program will hurt other programs, Hall stated that based on revenue sharing by the NCAA that Eastern Illinois University will lose about \$22,000. Hence, removal of this program is not being done to save money. Chair HaileMariam suggested that the IAB look at this issue and thanked Coach McCausland for his years of dedication to the program and his student-athletes. Coach McCausland thanked the Faculty Senate and invited senators to attend the BOT meeting scheduled for Monday, 25 June, at 1 PM. Senator Kilgore (Pommier) made the motion that "The Faculty Senate thanks and applauds EIU wrestling coach Ralph McCausland for his long and distinguished service to the university. His record of notable achievement and his untiring dedication to the welfare of his student athletes have provided an outstanding model of what college coaches and should be." Yes: Ashley, Brownson, Curry, Fischer, HaileMariam, Kilgore, Marshall, Pommier, Snyder, and Stimac. Motion passes 10-0-0.

- B. Textbook Rental. Chair HaileMariam indicated that a concern was raised in which students are being charged full replacement costs for a books that are falling apart. Wollan stated that she is the Faculty Senate representative to the Textbook Rental Advisory Board and that she has talked with TRS's director, Carol Miller about this issue. The current IGP, IGP #49, states that students must pay the full replacement costs if there is unreasonable wear and tear on the books or water damage. Senator Ashley asked if there is a minimal condition the book must be in before it is issued. Wollan replied that there is and that notes are made of the condition of the book at the time of check out. Senator Pommier stated that he tells his students to hold on to their books as much as possible. He then passed around the book that was water damaged and asked the senators to identify the water damage. Senator Stimac stated that students are adults and should take responsibility for their books even if that means they wrap them in plastic when taking them back in the long lines during return. The students know they will wait regardless of the weather conditions. Senator Curry stated that students are given a great advantage of having TRS since they don't have to pay for any of their texts. They should at least take responsibility for maintaining the condition of the books. Senator Fischer stated that he has concern with TRS's refusal to package PDFs of texts since many publishers are going to PDF versions of the texts, rather than hard copies. Woolan stated that the spring advisory meeting has this on its agenda and that she is sure it will be raised again in the future.

VI. Adjournment at 3:55 p.m.

Future Agenda Items: Construction Updates; Family Friendly Campus Initiative; Faculty Handbook.

Respectfully submitted,

John Paul Stimac