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Faculty Senate

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FACULTY SENATE MINUTES FOR December 6, 2005 (Vol. XXXIV, No. 9)

The 2005 – 2006 Faculty Senate minutes and other information are available on the Web at <http://www.eiu.edu/~FacSen> The Faculty Senate agenda is posted weekly on the Web, at Physical Sciences Building 1450, and on the third-level bulletin board in Booth Library. Note: These minutes are not a complete verbatim transcript of the Senate meeting.

Call to Faculty: Faculty who have ideas for Faculty Forum discussion topics should contact any Senator or the Forum Chair, Bud Fischer (rufischer@eiu.edu).

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

Present: J. Ashley, A. Brownson, L. Curry, M. Dao, P. Fewell, R. Fischer, A. HaileMariam, J. Kilgore, R. Marshall, J. Pommier, T. Sinclair, J. Stimac, D. Van Gunten, and B. Wilson. Absent: M. Monippallil. Guests: B. Lord (Provost and VPAA), M. A. Hanner (Dean, COS), A. Paladino (Staff Senate), A. Bachelder (SCE), R. Hoberman (English), C. Hanlon (English), F. McGregor (English), R. Sylvia (English), C. Frederick (Student VPAA), H. Janik (Student Government), C. Rodgers (Student Government), M. Bates (Student Government), K. Kozik (Student Government), J. Collier (Student Government), J. David (Student Government), and K. Crow (Reporter, *Daily Eastern News*).

II. Approval of Minutes of 1 November 2005.

Motion (Brownson / Wilson) to approve the Minutes of 15 November 2005 with correction. Yes: Ashley, Brownson, Curry, Dao, Fischer, HaileMariam, Kilgore, Marshall, Sinclair, Stimac, and Wilson. Abstain: Fewell, Pommier, and Van Gunten.

III. Announcements

- A. Panther Basketball Staff Family Night, Monday, 12 December. Pizza and beverages will be served from 6:30 to 8 P.M. in the Field House (lower level of Lantz Arena, west side). Please RSVP by Tuesday, 6 December to 581-2011.
- B. Senator Stimac informed the Senate that the search for the Coordinator for Program Development that the School of Continuing Education is conducting is progressing. Two candidates were on campus on Monday and two will be on campus on Wednesday. All of Wednesday's sessions will be held in the Kansas Room of the MLK Student Union.
- C. Chair HaileMariam thanked Senator Fewell's service to the Faculty Senate this semester when she took Senator Allison's position while he was on sabbatical.

IV. Communications

- A. Minutes of 10 November meeting of the from the Intercollegiate Athletic Board.
- B. Memorandum of 30 November from Provost Lord, re: name change of Office of Grants and Research to Office of Research and Sponsored Programs.
- C. Memorandum of 2 December from President Hencken, re: Statement of Faculty-Student Consensual Relations. Chair HaileMariam passed out President Hencken's recommended statement on faculty-student consensual relations and asked for feedback from the Senate. Chair HaileMariam summarized the policy by stating that it would be a University-wide policy that would include administration, faculty, staff, and graduate students and that there would be consequences for not following the policy. Senator Ashley (Stimac) made the motion that the policy be accepted by the Faculty Senate. Senator Kilgore asked about employee-employee relations. Provost Lord stated that IGP #10 addressed those concerns and that this proposed policy and IGP #10 would compliment each other. Senator Dao stated that the title of the proposed policy did not address student – student relations. Senator HaileMariam stated that the proposed policy concerns faculty / staff / graduate student - student relations, not student – student relations. Senator Curry stated that since this would be a proposed policy, "policy" should be in the title. Senator Kilgore stated that the proposed policy had a phrase which implied future relations would be prohibited and that no one could forecast the future. Senator Fischer made a friendly amendment to the motion in which the phrase prohibiting future relations would be removed. Senators Ashley and Stimac accepted the friendly amendments (phrase removal and title change). The final proposed policy, as amended, is attached below. Yes: Ashley, Brownson, Curry, Dao, Fewell, Fischer, HaileMariam, Kilgore, Marshall, Pommier, Sinclair, Stimac, Van Gunten, and Wilson. Motion passes unanimously.

V. Old Business

A. Committee Reports

1. Executive Committee: no report.
 2. Nominations Committee: Senator Pommier stated that Chuck Eberly and Brent Walker have volunteered to take the vacant positions on the Library Advisory Board. Senator Pommier (Fischer) made the motion to accept the two faculty members as new members of the Library Advisory Board. Yes: Ashley, Brownson, Curry, Dao, Fewell, Fischer, HaileMariam, Kilgore, Marshall, Pommier, Sinclair, Stimac, Van Gunten, and Wilson. Motion passes unanimously.
 3. Elections Committee: no report.
 4. Faculty – Student Relations: no report.
 5. Faculty – Staff Relations: Chair HaileMariam welcomed Adrienne Paladino as the representative from the Staff Senate to the Senate.
 6. Other Reports
 - a) Budget Transparency Committee: no report.
 - b) Bylaws Committee: no report.
 - c) Faculty Forum Committee: Chair HaileMariam stated that based on her notes, senators Fischer, Kilgore, and Wilson were on the Faculty Forum Committee and that discussions concerning the Forum should begin soon. Senator Wilson stated that one idea would be to make Eastern Illinois University a better place academically, with respect to transportation and living situations, and with respect to communications. Senator Fischer, Chair of the Faculty Forum Committee asked that faculty notify any senator or himself with potential Faculty Forum ideas.
 - d) Provost’s Report: Provost Lord informed the Senate that the Dean searches are continuing. The Provost added that the proposed name change of the Office of Grants and Research to the Office of Research and Sponsored Programs would be in keeping with other major universities. Removal of the word “grants” from the title would also help eliminate confusion. The Provost thanked the Faculty Senate and quoted from President Hencken’s letter for the “grace and dignity” with which the Senate generated and handled the statement on consensual relationships.
- B. Future Agenda items: Chair HaileMariam asked the Senate for potential future agenda items. Suggestions included a discussion on faculty and student tardiness to class, handling disruptive behaviors, grading policies and procedures, strategic (long-range) planning, a discussion of the Master Plan, and development of a Faculty Handbook.

VI. New Business

- A. Jill David from the Student Government. J. Collier, a member of the Student Government and CAA handed out a presentation concerning “Senate Resolution 05-06-05” dealing with implementation of a policy statement on faculty lateness to class. Collier explained that a subcommittee of the Student Government has been researching the issue for six weeks then brought their results to the full Student Government which has been discussing the issue for six additional weeks. The results would be a policy statement that faculty would be encouraged to place into their syllabi. Students are free to leave after 10 minutes have elapsed for a 50, 75, or 115 minute class. Students must wait for 15 minutes for classes that meet once a week for 2 ½ hours once per week. Instructions who have participation points as part of their overall grade may have the option to have students present sign a sheet verifying attendance which would then be turned into the departmental office. Collier added that there are unavoidable situations in which faculty members may miss class, but that students should have recourse. Senator Ashley asked about the flip side, i.e., how should students who are late to class be dealt with. Senator Kilgore stated that he believes faculty have the right to lock doors to the classroom to address the issue of late students. Senator Fewell stated that faculty are occasionally late for classes when they are in different building owing to clocks being set to different times. Faculty are here to educate, and should not be penalized for errant clocks. J. David stated this resolution would be an example and that something needs to be placed in the syllabi that shows how individual faculty would address their own lateness. Senator Kilgore supported the concept, but recommended that the time be set to 15 minutes for all classes and that it be up to faculty to set their own policies. Senator Curry concurred that faculty should be free to set their own policies on the issue. Senator Sinclair stated that for some departments, parking is a major issue and that every semester he receives excuses from fraternity and sorority members that habitually disturb classes owing to intramural or chapter activities running late. Senator Ashley stated that any policy chosen should be uniform for all classes and faculty or we would be back to what we have now. Senator Fischer stated that

he has no problem with Student Government's expectations since faculty are paid to be in class. Expectations for both sides (faculty and student) should be put into the syllabus. Senator Stimac asked that during the six weeks of research on the issue, had Student Government identified any other school with such a policy. J. David replied that they hadn't. C. Frederick stated that this would be a recommendation to all faculty. Senator Fischer added that Student Government was asking for the Senates support on this issue. Senator Curry asked if students of classes in which faculty arrived late or not at all had contacted the appropriate chairs. M. Bates stated that students do not want to feel as if they are "ratting out" the faculty. A general consensus from the senators was that students should inform the chairs of such behavior. Senator Dao stated that students who have concerns with their grades must go through the chairs; this should be similar. Senator Pommier suggested that students wait 10 minutes, then document trying to contact the faculty member. After 15 minutes, the students would be free to leave. Senator Kilgore stated that maybe Faculty Senate should have a statement on absenteeism. Chair HaileMariam suggested that additional discussion on the issue would be appropriate and referred this to the Faculty – Student Relations Committee. Senator Fischer suggested that this issue should be revisited in January. Senator Curry stated that if we were to vote on this issue now, she would vote no since other faculty have not had an opportunity to respond. Senator Fewell concurred and asked how many faculty actually know of this resolution and thought faculty need time to respond. J. Collier thanked the Faculty Senate for the opportunity to present the resolution and for the input. He asked for additional help on the issue.

VII. Adjournment at 3:25 p.m.

Future Agenda Items:

Future Agenda Items: Faculty Forum; External Relations; EIU Athletics; Alumni Association; Campus Atmosphere; Vision for Future; Long Range Planning; Housing.

Respectfully submitted,

John Paul Stimac

Policy on Consensual Relations

The University has the primary responsibility to protect the integrity of the learning process, including the teacher-student relationship. For these reasons, the University prohibits consensual romantic or sexual relationships between educators / administrators / staff and students while the educator / administrator / staff member is in, or is likely to be in a supervisory academic position of power or authority over a student. Thus, the expectation of professors, instructors, graduate assistants, staff and administrators at Eastern Illinois University is to behave in a manner that reflects the highest level of professional and ethical responsibility and maintains the integrity of the teacher / administrator / staff – student relationship.

The relationship between the teacher and the student is the foundation of the academic mission of Eastern Illinois University. This relationship vests considerable trust in professors, instructors, and graduate assistants who, in turn, bear the responsibility to serve as mentors, educators, and evaluators to their students. The University normally has no interest in romantic or sexual relationships between individuals. However, a teacher-student relationship, in which the teacher is in a position of supervisory academic authority with respect to the student, carries the risk of a conflict of interest, breach of trust or abuse of power. These types of romantic or sexual relationships, even if consensual can:

- Seriously compromise the student-teacher relationship, to which all faculty, graduate assistants, and instructors have primary professional responsibilities;
- Seriously impair the educational environment, not only for the principals in the relationship but for the educators' other students;
- Give rise to perceptions or charges of unacceptable discrimination by other students in regard to grading, references, or other resources and educational opportunities.

An educator / administrator / staff member is expected to take specific actions to remove him or herself from all decisions and actions affecting a student as specified herein. Questions or concerns about these matters shall be addressed with the appropriate supervisory authority. Failure to abide by this policy constitutes misconduct and is subject to discipline under applicable University procedures and provisions of collective bargaining agreements.