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FACULTY SENATE MINUTES FOR December 7, 2004 (Vol. XXXIII, No. 15)

The 2004 – 2005 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 Coleman Hall 3556 and on the third-level bulletin board in Booth Library. Note: These minutes are not a complete verbatim transcript of the Senate meeting.

Notice to Faculty: Faculty Senate Minutes will be delivered electronically to all Eastern Illinois University faculty, as well as being accessible on line at the Faculty Senate's web site, beginning Spring 2005. This will be in a manner similar to the distribution of the University Newsletter.

- I. Call to order by Chair David Carpenter at 2:00 p.m.** (Library Conference Room, Booth Library)
Present: J. Allison, J. Ashley, R. Benedict, A. Brownson, D. Carpenter, R. Fischer, A. HaileMariam, J. Kilgore, M. Monipallil, J. Pommier, J. Stimac, B. Wilson, and J. Wolski.
Guests: B. Lord (Provost and VPAA), W. Weber (Associate VPAA), J. Cooley (VPBA), C. Chatterji (Assistant VP-IT), J. Lynch (Dean, CAH), C. Nichols (Director, Office of Civil Rights), R. Miller (Associate Director, Office of Civil Rights), B. Witsman (Banner Project Director), B. Lawrence (Chemistry), D. Miffler (VPAA, Student Government), J. Peryam (reporter, *Daily Eastern News*), and L. Choy (photographer, *Daily Eastern News*).
- I. Approval of Minutes of 30 November 2004.**
Motion (Allison / Brownson) to approve the Minutes of 30 November 2004. Yes: Allison, Ashley, Benedict, Brownson, Carpenter, HaileMariam, Kilgore, Pommier, Stimac, and Wilson. Abstain: Wolski.
- I. Announcements**
 - A. Senator Wolski informed the Senate that interviews for the Compliance Coordinator will be as follows: Cheryl Siddens -Wednesday, December 15, 2004; Paula Carpenter - Thursday, December 16, 2004; Eric Boerngen -- Friday, December 17, 2004. The following web site will have additional details on the interview schedule: <http://www.eiu.edu/~grants/ComplianceCoordinatorSearch.htm>
- I. Communications**
 - A. Email of 1 December from Shirley Stewart, re: search committee appointment. Stewart suggested that Senator Brownson would make a better name to submit for consideration on the search committee for the Counseling Center vacancy based on her experiences with the Greek community on campus.
 - A. Email of 6 December from Don Pakey, re: the Banner system at the University of Illinois – Urbana Champaign. Pakey stated that based on problems with the Banner system at UIUC, we should be cautious in selecting the Banner system at Eastern Illinois University.
 - A. Email of 6 December from John Kilgore, re: childcare on campus. Senator Kilgore stated that he has been in contact with people at the Child Development Lab on campus, Lake Land College, and the Child Care Resource & Referral (CCR&R) Office. Senator Kilgore suggested a possible fieldtrip in early January to the various agencies and sites in order to get a better understanding of the services and facilities available.
 - A. Email from 7 December from Steve Scher, re: electronic distribution of the minutes. Scher states that he would be in support of electronic distribution of the minutes.
 - A. Report on 7 December by Barbara Lawrence, re: CIUS November meeting. Lawrence informed the Senate that all of the state universities attended the meeting with the exception of Governors State University. Many of the universities have shared resources, such as clerical help, for their Faculty Senates. One university offers faculty an extended period in which to gain tenure if they are considered half-time tenure-track appointments; the balance of their salaries is usually from soft-money sources. Lawrence also informed the Senate that Illinois State University has sponsored a resolution in response to the Patriot Act and that Western Illinois University has sponsored a resolution in response to their ROTC being forced to ask sexual orientation questions of candidates. She finished her report stating the next

CIUS meeting will be held at the UI-Springfield campus in March and will focus on lobbying. Chair Carpenter thanked Lawrence for attending the meeting and for her report to the Senate.

- A. Communication from Dirk Miffler on 7 December, re: childcare survey of students being sponsored by Student Senate. Representative Miffler passed a survey out (see attachment in the electronic version of the minutes) to the Faculty Senate that he hopes to give to students Spring Semester concerning childcare issues. Miffler asked for Senate feedback.
- A. Communication from Senator John Allison on 7 December, re: formation of a childcare / day care center subcommittee of the Faculty Senate. Senators Ashley, HaileMariam, Kilgore, Pommier and Representative Miffler volunteered to serve on the subcommittee.
- A. Communication from Senator Bud Fischer that Kathy Bower suggested that a listserv might be set up for Faculty Forum topics. The listserv would be especially useful for faculty who might not be able to attend the Faculty Forum.. After a brief discussion, Senator Fischer said he would look into it.

I. Old Business

- A. Committee Reports
 - 1. Executive Committee: no report
 - 1. Nominations Committee: no report
 - 1. Elections Committee: no report
 - 1. Student-Faculty Relations Committee: no report
 - 1. Faculty-Staff Relations Committee: no report
 - 1. Faculty-Forum Committee: no report
 - 1. Budget-Transparency Committee: no report
 - 1. Other reports: no report
- A. Faculty Forum of 1 February 2005, in Campus Ballroom. The motion (Allison / Kilgore) “That “Student Engagement: Pathways to Success” be adopted as the Faculty Forum topics, subject to fine tuning” was discussed. Yes: Allison, Ashley, Benedict, Brownson, Carpenter, Monipallil, Pommier, Stimac, Wilson, and Wolski. Motion passes.
- A. Electronic distribution of the minutes. The motion (Stimac / Reed) that “Faculty Senate Minutes be delivered electronically, with the exception of those relating to candidate statements and election results” was discussed. After a brief discussion, it was suggested that the minutes should not be distributed electronically until the resumption of Faculty Senate meetings in Spring 2005. Yes: Allison, Ashley, Benedict, Brownson, Carpenter, Monipallil, Pommier, Stimac, Wilson, and Wolski. Motion passes.
- A. Gender Issues, Gender Equity: Discussion with Cynthia Nichols, Director, Office of Civil Rights (OCR), and Rob Miller, Associate Director, OCR. Nichols’ presentation, “Gender Equity Issues: Efforts, Results, and Climate”, detailed the issues being constantly faced during the recruitment, hiring, and retention process. Although focused on tenure-track positions, Nichols stated that similar concerns are present during all hires. Nichols stressed that for each position, a large, diverse pool of applicants should be considered. Mandated by Eastern Illinois University IGPs, state, and federal laws, and with keeping with the mission of Eastern Illinois University, the recruitment, hiring, and retention processes are monitored by her office. Her office also works closely with the various department chairs and search committee chairs. Nichols offered the following checklist that must be followed for any faculty hire: <http://www.eiu.edu/~civil/facultychecklist.htm>. Nichols stressed that throughout the process it is essential that open and honest communication must be established and that full confidentiality must be ensured. Networking prior, during, and after the process is also critical in order to ensure a large and diverse applicant pool. In an attempt to get as large an applicant pool as possible, the OCR subscribes to several web sites focused on faculty hires such as <http://www.higheredjobs.com/>, <http://www.academiccareers.com/>, and <http://www.hispanic-jobs.com/>, as well as numerous listserves and more traditional contacts. The OCR encourages departments to develop their own initiatives such as flyers, letters direct to underrepresented people, and personal and conference networking. Compliance with requirements is tracked using the EEO cards. The OCR does have some discretionary funds available in order to enhance the search process with respect to targeted or underrepresented groups. Funding is also used for additional interviews, competitive offers and packages, and new faculty surveys done after the hire. Senator Carpenter asked how spousal hires are handled and Nichols replied that owing to limited resources it would be difficult to just add a new position. Problems also are encountered with respect to potentially not following the hiring procedures. If a position was available in another department, that department could review the spouse, but they would not be forced to hire the individual as condition of

employment for the original candidate. Senator Ashley asked if there was a gender difference in turnover rates and Nichols responded that there didn't appear to be a difference. Nichols did suggest that the position description not be too narrowly focused or that in itself would limit the applicant pool. Presenting data from FY04, Nichols stated that of 979 responses from the EEO cards, 332 (~34 percent) were women; out of 99 interviews, 56 (~57 percent) were with women; and that of the 23 hires, 11 (~48 percent) were women. Women comprise approximately 37 percent of the faculty at Eastern Illinois University. In response to a question from Senator Reed, Nichols indicated that even though ten years ago women comprised only ~20 percent of the women faculty at Eastern Illinois University, there has been slow and steady progress, but that women Eastern Illinois University appear to be statistically underrepresented based on national data. In summation, Nichols stated that exit surveys indicate no gender discrimination at Eastern Illinois University and that promotion and retention is nearly equal for men and women. Senator HaileMariam asked if the OCR has received any complaints of discrimination. Nichols replied that she could only remember one case, and that was a civil service employee and that case had been handled to everyone's satisfaction. Senator Fischer asked if the OCR was considering addressing the spousal hiring issue since more faculty have spouses in the same or similar field. With Eastern Illinois University being the largest employer in Coles County, it is difficult for a spouse to find a non-university job. Nichols replied that spousal hires are resource and program-need dependent. Provost Lord stated that spousal hires should be an issue that Eastern Illinois University needs to address. Senator Kilgore asked if departments have cooperated in spousal hires. Nichols replied that departments focus on their own program needs first owing to the availability of the resources. Chair Carpenter thanked Nichols for her presentation and the discussion.

- E. Banner Initiative / Update: Discussion with J. Cooley, C. Chatterji, and B. Witsman. Witsman began by handing out the PowerPoint slides and stating that the presentation has already been given to the BOT. Witsman stated that the Enterprise Information System Enhancement (EISE) would replace most of Eastern Illinois University's homegrown systems that have been around for decades. The primary benefit of going with the Banner system is that it is a fully integrated system. The Banner system is designed by the same company, SunGard SCT, with whom we currently have a contract. This will allow a seamless transition between systems and allows the company to have a better understanding of the nature and needs of Eastern Illinois University. The project will start in the fall of 2004 and is expected to last four years with most of the work being completed during the first three years. Witsman did indicate that some transitional discomfort is expected. Owing to retirement of the current platform and systems, Witsman projected cost savings starting in FY10. Questions were raised in Communications, as well as from Senator Ashley, that the Banner system being at UIUC is very problematic. Both Cooley and Chatterji responded that the system being used at UIUC really shouldn't be called Banner since it has significant modifications and was never intended to be used on multi-campus universities. Chatterji said that Banner, *sensu stricto*, was designed for colleges and universities the size of Eastern Illinois University. Owing to the lateness of the hour, additional discussions were postponed.

II. New Business

- A. Campus Beautification.
- B. Campus Day-Care Center
- C. Other

III. Adjournment at 4:05 p.m.

Future Agenda Items:

Future Agenda Items: Board Trustees' Visit To/With Faculty Senate; Faculty Representation on BOT; Community Service Programs and Opportunities; EIU Foundation; Faculty Participation in Establishing Fundraising Priorities

Respectfully submitted,

John Paul Stimac