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Faculty Senate

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FACULTY SENATE MINUTES FOR March 1, 2005 (Vol. XXXIII, No. 21)
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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.

Notices to Faculty:

N.B.: nominations extended until 8 March at 4 p.m.

A list of the open seats on the committees, a nomination form, and the questions to be answered by the candidates (committee specific) have been sent out via campus mail as well as electronically last week. The nomination form and the answers to the specific committee responses to questions are due back to Jean Wolski, Theatre Arts Department, 304 Lawson Hall, by 4:00 p.m. on Tuesday, March 8, 2005. Please send responses to questions via e-mail to: cfjkw@eiu.edu. The list of candidates and their personal statements will be distributed with the March 15 Faculty Senate minutes. The elections will be held on Wednesday and Thursday, March 30th and 31st, from 8:00 a.m. to 4:00 p.m. outside the University Union Bookstore. Please consider running for a committee and do not forget to vote!!

- 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, L. Comerford, R. Fischer, A. HaileMariam, J. Kilgore, M. Monipallil, W. Ogbomo, J. Pommier, J. Stimac, B. Wilson, and J. Wolski.
Guests: B. Lord (Provost and VPAA), J. Lynch (Dean, CAH), J. Johnson (Dean, CAH), B. Chesnut (Director, Grants and Research), D. Muffler (VPAA, Student Government), and J. Peryam (reporter, *Daily Eastern News*).
- II. **Approval of Minutes of 22 February 2005.**
Motion (Allison / Wilson) to approve the Minutes of 22 February with modification. Yes: Allison, Ashley, Brownson, Carpenter, Fischer, HaileMariam, Kilgore, Ogbomo, Pommier, Stimac, Wilson, and Wolski.
Abstain: Benedict and Monipallil.
- III. **Announcements**
 - A. The Faculty Retirement Reception will be held on Tuesday, 19 April in the Tarble Arts Center from 2:30 – 4:00 p.m. Faculty Senate will meet that day, but only for the first ½ hour then will adjourn to the Faculty Retirement Reception.
 - B. Modifications made to IGP 14.1 will be discussed at the next Faculty Senate meeting. **The modified IGP is attached.**
- IV. **Communications**
 - A. Discussion with Dr. Robert Chesnut, Director of the Office of Grants and Research, re: Grants and Research web page. Dr. Chesnut began the discussion stating that the Office of Grants and Research (OGR) would like to publicize the research and creative activities taking place at Eastern Illinois University. One method being considered is by making more extensive use of OGR's web site (<http://www.eiu.edu/~grants>). Under the subheading, "Research and Creative Activity at EIU" are three subheadings: Departmental Pages, Press Releases, and Quarterly Newsletter. Departmental Pages links to web pages that individual departments have created that highlight research and creative activities. Links are not made just to faculty biographies. The Quarterly Newsletter links to the quarterly newsletters, in Word and PDF format. The newsletters list current news at OGR, external awards made during the last

quarter, and in the Campus Spotlight section, has short biographical sketches of a few researchers and creative activity people. Sketches typically include scholarship, grants received, and service. Press Releases, made in conjunction with the Office of External Relations, are made when significant awards or achievements are announced. Senator Wilson stated that the number of grants and their amounts are impress, but is that number increasing. Dr. Chesnut replied that the dollar value has not been increasing over the last few years. Senator Pommier told Dr. Chesnut that he is doing a great job, especially considering that he has only had the position for approximately one year. Senator Ashley asked that since the primary mission of Eastern Illinois University is teaching, would lack of research and creative activity awards being publicized on the web hurt individual departments. Senator Kilgore added that such publicity might foster too much competition between departments and might result in just compilation of results. Senator Ogbomo stated that research is a strong component of teaching so it should be publicized. However, teaching efforts such as workshops should also be publicized. OGR might include links to teaching, research, and service. Dr. Chesnut replied that the biographic sketches do include aspects of teaching, research, and service. Senator Ashley agreed, but stated that teaching or service aspects need not be reduced in importance. Senator Benedict stated that it is both beneficial and positive to have an electronic outlet that showcases research and creative works being done at Eastern Illinois University. Senator Kilgore agreed with Senator Benedict, but stated that pressure should not be placed on certain departments to produce. Senator Fischer stated that the Department of Biological Sciences view research as teaching being done at its best. Senator Ashley replied that he will not argue that teaching and research are essential, but that some departments lends themselves to research more than others. Senator HaileMariam stated that the Psychology Department has an External Relations Committee that publicizes such research to its alumni and graduate students. Senator HaileMariam added that research supports teaching. Senator Monipallil stated that first, and foremost, faculty at the university level are teacher-scholars, not just teachers. There is not anything we can do to sway outside opinion and that we need to publish our accomplishments in any form. Senator Wilson added that Dean Augustine has published a list of research and creative activities in the past. Senator Brownson stated that Booth Library publishes an annual report of library faculty accomplishments. Senator Brownson added that she would like to see what others in the different colleges are doing. Senator Kilgore asked what form this publicizing should take. Senator Allison stated that the listing is a good step and that parents of potential students may see this and it may help with recruitment. Senator Stimac stated that during the recent NCA visitation, one graduate student from the Washington state, Elise Tulloss, told the visitation team that she chose the Department of Biological Sciences based on research she found online. Senator Ashley stated that since we already have research and creative activities online, would this lead to additional competition. Senator Ogbomo stated that considering outside questions being asked of Eastern Illinois University concerning teaching *versus* research, we should emphasize the research and creative activities that we do. He stated that departments have individual identities and these are not being threatened. For example, the African American Studies Program, which is not a department, has had very positive comments from the local community and from those who have moved away concerning an exhibit on local African Americans that they have placed online. Senator Allison (Wilson) moved that “The Faculty Senate encourages the Office of Grants and Research to continue to publicize campus research and creative activity achievements at Eastern Illinois University to the campus and public by means of a web site, an annual report, and in other appropriate ways.” During discussion of the motion, Senator Kilgore asked if this isn’t already being done on departmental web pages. Senator Ogbomo stated that OGR is just asking departments to do their job better. This will not be compulsory. Senator Ashley asked how will the motion differ from what is already being done. Yes: Allison, Benedict, Brownson, Carpenter, Fischer, HaileMariam, Kilgore, Monipallil, Ogbomo, Pommier, Stimac, Wilson, and Wolski. Abstain: Ashley. Motion passes 13-0-1. Dr. Chesnut informed the Senate that he will propose a specific format for the annual report and will bring before the Faculty Senate, Deans Council, and Chairs Council in the fall.

- B. Motion by Allison (Pommier) to move into Executive Session and invite Provost Lord. Yes: Allison, Ashley, Benedict, Brownson, Carpenter, Fischer, HaileMariam, Kilgore, Monipallil, Ogbomo, Pommier, Stimac, Wilson, and Wolski. After discussion, the Faculty Senate moved back into General Session.

V. Old Business

- A. Committee Reports
 - 1. Executive Committee: no report.
 - 2. Nominations Committee: no report

3. Elections Committee: **Nominations have been extended until 4 p.m. on Tuesday, 8 March.** The following positions currently have no one running for them: Faculty Senate - 3 positions; from LCBAS - 1 CAA, 1 COTE; from CAH - 1 CGS, (Humanities) - 1 Program Elimination; from COS - 1 CUPB, 1 Admission Appeals; from COEPS - 1 CGS, 1 CUPB, - 1 Enrollment Management, and - 1 UPC. **Nomination form and the questions to be answered by the candidates (committee specific) have been sent out via campus mail as well as electronically. The nomination form and the answers to the specific committee responses to questions are due back to Jean Wolski, Theatre Arts Department, 304 Lawson Hall, by 4:00 p.m. on Tuesday, March 8, 2005. Please send responses to questions via e-mail to: cfjkw@eiu.edu. The list of candidates and their personal statements will be distributed with the March 15 Faculty Senate minutes. The elections will be held on Wednesday and Thursday, March 30th and 31st, from 8:00 a.m. to 4:00 p.m. outside the University Union Bookstore. Please consider running for a committee and do not forget to vote!!**
 4. Student-Faculty Relations Committee: no report
 5. Faculty-Staff Relations Committee: no report
 6. Distinguished Faculty Award Committee: Senator Pommier reported that applications are being submitted and are due by 3 March.
 7. Budget-Transparency Committee: Senator Allison informed the Senate that the committee will meet with VPBA Cooley on 10 March.
 8. Drafting Committee: Senator Allison presented a draft letter to be sent to Governor Blagojevich concerning recent statements made concerning pensions. Senator Ashley (Allison) moved that the letter be sent to the governor. A vote was postponed until next week. **A draft copy of the letter is attached.**
- B. Revision of IGP 14.1 – discussion postponed until next week. **The modified IGP is attached.**
 - C. Faculty-Forum Reports / Recommendations. Senator Fischer (Monipallil) moved that “The Faculty Senate calls for Eastern Illinois University’s involvement with the National Survey of Student Engagement to compare our institution to other institutions on the topic of student engagement.” Discussion will be postponed until next week. Senator Fischer (Allison) moved that “The Faculty Senate calls for an *ad hoc* committee be formed of the appropriate constituents to continue the discussion on student engagement.” Discussion will be postponed until next week.
 - D. Child-care at EIU. Senator Pommier presented a draft version of the questionnaire that the committee developed (attached). He stated that the committee wanted to distribute the questionnaire using the most effect technology and will be contacting CATS to explore the possibility of having an online submission. Senator HaileMariam stated that having the survey in the form presented and making it electronic will allow results to be gathered electronically and input directly into analysis in order to eliminate transcribing errors associated with human tabulation. Senator Wilson requested that a question on potential disabilities of the child be included in the survey. Senator HaileMariam stated that the questionnaire needed to be piloted before general distribution and asked that comments be made on it at the next meeting.

VI. New Business

- A. "What is our vision for EIU?" (Focus and Discussion to be grounded in specifics of CUPB's "SWOT" document and the Senate's Forum Reports)
- B. Other.

VII. Adjournment at 3:50 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

Policy Number: 14.1

EMPLOYMENT OF *INTERNATIONAL* FACULTY WITH NON-IMMIGRANT VISAS

In order *to* ensure access to a broad base of potential faculty talent and to foster the diversity of the University community, Eastern may assist with the employment of individuals with non-immigrant visas as follows:

Support for an H-1B (Specialty Occupations) visa

Non-immigrant candidates for faculty positions who are eligible to apply for an H-1B visa may be assisted with their visa petitions as required by the U.S. Citizenship and Immigration Services Department (or its successor agency). When hiring faculty members in the H-1B category, the University must first satisfactorily submit a Labor Condition Application (LCA) to the Department of Labor. As required by federal law, the H-1B application must include evidence that the proposed employment qualifies as a specialty occupation, evidence that the non-immigrant has the required degree for the position, and a copy of the employment contract. Required documents may be executed and provided to the applicant at the discretion of the Provost/VPAA but only upon the written recommendation of the employing department chairperson and college dean and only for candidates for full-time employment who hold the appropriate terminal degree. The Office of Civil Rights (or other such office designated by the President) shall process the institutional paperwork associated with such application. Renewal of an H-1 shall be handled in the same fashion.

Should the services of an immigration attorney become necessary, the potential employee, not the hiring department or the University, shall be responsible for the filing and legal fees. Employment under an H-1B visa is not a guarantee of obtaining permanent residency status nor is the University obligated to assist in obtaining permanent residency status (see below).

Sponsorship for a Permanent Residency Application

Eastern Illinois University may consider formal sponsorship of a currently employed, full-time, tenure-track faculty member for permanent residency subject to the following stipulations:

The faculty member shall have completed at least *three years one semester* of full-time employment as a faculty member at Eastern Illinois University.

The faculty member has been determined to meet the federal standards required for sponsorship by the employing department's chairperson (who shall be assisted in this assessment by at least one other full-time faculty

member in the department) and the dean. Written summaries of these evaluations shall be provided to the Provost.

The faculty member is recommended for institutional sponsorship by the department chairperson and the dean. If the chairperson and the dean both recommend such support, the chairperson shall provide a letter to the Provost detailing the processes used in the recruitment and selection of the faculty member as required by the U.S. Citizenship and Immigration Services Department (or its successor agency).

The faculty member shall be responsible for the application fees and attorneys' fees. The Department Chairperson shall recommend that the faculty member retain a private immigration attorney to represent her/him.

The Eastern Illinois University Office of Civil Rights (or such other office designated by the President) shall serve as the formal point of contact for the faculty member and external counsel on all administrative matters pertaining to the processing of a permanent residency application.

In no case shall University sponsorship of a permanent residency application imply or obligate the University to favorable action on future retention, promotion or tenure applications.

Subject to these stipulations, the Provost has the discretion to *accept the recommendation of the chairperson and dean and may* execute the documents necessary for an applicant's permanent residency application.

Should it be deemed appropriate to consider the employment of a non-immigrant in another visa category or for a non-faculty position at the University, the President may approve the necessary procedures for the relevant employing unit.

Approved:
President
January 2004
(Revised) February 2005

Monitor: President

Governor Blagojevich:

We write to express our deep concern with the proposed attack on the state pension systems. While we understand that the systems are grossly underfunded and pose an obstacle to closing the budget gap this year, we believe that the best interest of the state is not being served by avoiding the fiscal obligation and short-changing future employees. Given the economic and social dividends that accompany both K-12 and higher education, one would hope that the state would like to attract the best qualified teachers as is possible. Changes to an already weak pension system will likely hinder our efforts to maintain a high quality system of public education. There are three areas of concern that require elaboration:

The first area of concern is to reduce the benefits for future retirees. If anything, the state should be looking to increase benefits rather than reduce them. A 2000 study found that Illinois ranked 48th out of 50 states in terms of benefits as a percentage of salary (In fact, only Nevada ranked below Illinois in this study). Given the fact that nothing has been done to improve this situation, it is apparent that any cuts will likely drive us to the bottom of all states in the nation. As we attempt to address teacher shortages and attract college graduates into education, offering them benefits which lag significantly behind neighboring states such as Indiana, Iowa, Michigan and Wisconsin (17th, 18th, 19th, and 23rd respectively) will not help. This is especially problematic when we consider that many states offer social security in addition to any state pension system. Since we do not, any cut to the one-legged retirement system can only magnify and aggravate the situation.

The second area of concern is regarding the end of career salary increases. While it is certainly true that some districts or university administrators receive large boosts which require no additional work, yet change their retirement benefits, many people in the system are allowed smaller increases that are associated with additional work such as summer teaching. Given the known fact that educators are underpaid, such a modest increase at the end of a career is something many look forward to when they choose to devote their life to educating young people. Retirement security is something that many hold onto and changes to this will likely add to our recruitment and retention problems.

The final area of concern centers around the proposal to limit post-retirement benefits to the consumer price index (CPI) or 3 percent – whichever is less. While we understand that the 3 percent increase has been slightly above the CPI in recent years, it is still below the long-term average rate of inflation which is 3.5 percent. In fact, since 1913, inflation has very rarely dropped below 3 percent and has sometimes hovered close to 10 percent. Capping the increase at 3 percent but allowing for a lower amount will take away any minimal inflation protection state employees currently have and will be incredibly detrimental to state employees as they enter into their so-called “golden years.” Once again, such a change will hinder our ability to attract quality people to state employment and will ultimately harm the growth and economic vitality of the state of Illinois.

We understand that the state is facing a difficult fiscal situation, but we urge you to reconsider the proposed changes to the state pension systems in light of the concerns we have raised.

Respectfully yours,

EIU Childcare Needs Assessment Survey

March 1, 2005

DIRECTIONS: The attached questionnaire works like any ordinary e-mail attachment. Please begin your session by opening (clicking on) your attachment in your e-mail program. Then respond to the questions and click on submit or send to return it to us. Your input is very important as it will help us assess whether or not an on-campus childcare is needed. Please remember that participation is voluntary and confidential, no identifying information will be used in data analysis. Thank you very much for participating in this survey.

EIU Faculty & Student Senates



1. What is your gender?

- (1) Female (2) Male

2. What is your EIU affiliation?

- (1) Faculty member (2) Staff member (3) Full time student (4) Part time Student

3. Where do you live?

- (1) On campus (2) Off campus in Charleston (3) Out of Charleston

4. To faculty and staff: If you do not have children, do you nevertheless support on campus childcare? (Students and parents please leave blank.)

- (1) Yes, very strongly (2) Yes, strongly (3) Neutral (4) Would tend to oppose (5) Would strongly oppose.

5. To faculty and staff: So far as you are aware, have child care problems affected your productivity or that of your coworkers? (Students please leave blank.)

- (1) Yes, strongly (2) Yes, somewhat (3) No (4) Don't know

6. To students: If you do not have children, do you nevertheless support on campus childcare?

- (1) Yes, very strongly (2) Yes, strongly (3) Neutral (4) Would tend to oppose (5) Would strongly oppose

7. If you plan to have children or you already have children, and if a childcare facility were available at EIU; would you take advantage of that resource?

- (1) Yes (2) No

If yes, when do you anticipate needing childcare?

Table with 2 columns: YEAR, and empty cells for 2005-2006, 2006-2007, 2007-2008, 2008-2009, 2009-2010.

STOP or CONTINUE?

If you do not have children who require child care, you may stop here. Thank you.

8. How many children in your household require childcare?

- (1) None (2) One (3) Two (4) Three (5) Four (6) Five or more

9. What are the ages of the children who require childcare?

- (1) Infant (0-11 months) (2) Toddler (1-2.5 yrs.) (3) Preschooler (2.5 - 5 yrs.) (4) Kindergarten (5) Elementary School

10. Who provides your childcare when you are away at class or work?

	Daycare Center	Non-relative In your home	Non-relative in their home	Family member in your home.	Family member in their home.
(1) Infant (0-11 months)					
(2) Toddler (1-2.5 yrs.)					
(3) Preschooler (2.5-5 yrs.					
(4) Kindergartner					
(5) Elementary School					

11. If you currently use a daycare center, please tell us which one(s).

- (1)
- (2)

12. How far is your childcare from EIU campus?

- (1) Less than one mile
- (2) 1-3 miles
- (3) 3-5 miles
- (4) 5-10 miles
- (5) More than 10 miles

13. Overall, how satisfied are you with your current childcare arrangement?

- (1) Completely satisfied
- (2) Almost completely satisfied.
- (3) Somewhat satisfied.
- (4) Less than satisfied
- (5) Completely dissatisfied

14. How difficult was it to find your current childcare provider?

- (1) Very difficult
- (2) Difficult
- (3) Not Difficult
- (4) Easy
- (5) Very easy

15. If you found it Very difficult (1) or Difficult (2) to locate your current childcare (No. 9, above), what made it difficult?

- (1) Space was not available
- (2) Quality was not satisfactory
- (3) Cost was too high
- (4) Other

16. How much do you currently pay per week for childcare?

	None	\$1 to \$25	\$26 to \$75	\$76 to \$100	\$101 to \$150	More Than \$150
(1) Infant (0-11 months)						
(2) Toddler (1-2.5 yrs.)						
(3) Preschooler (2.5-5 yrs.						
(4) Kindergartner						
(5) Elementary School						

17. How important is it to you that EIU offer campus childcare for use by children of faculty, staff, and students?

- (1) Not applicable
- (2) Not Important
- (3) Fairly Important
- (4) Very Important
- (5) Extremely Important

18. If childcare were available at EIU, how many hours per day would you use on-campus childcare?

	8 hrs. daily	8 hrs., 2-3 days a wk.	4 hrs. daily	4 hrs., 2-3 days a wk.	Before Sch. daily	After Sch. daily	Evening	Drop Off
(1) Infant (0-11 months)								
(2) Toddler (1-2.5 yrs.)								
(3) Preschooler (2.5-5 yrs)								
(4) Kindergartner								
(5) Elementary School								

19. If quality childcare were available at EIU, how much could you reasonably pay for on-campus childcare per week?

	None	Less than \$100	\$101 to \$150	\$151 to \$200	More Than \$200
(1) Infant (0-1 months)					
(2) Toddler (1-2.5 yrs.)					
(3) Preschooler (2.5-5 yrs.)					
(4) Kindergartner					
(5) Elementary School					

20. How important to you is a quality campus childcare center relative to you retention (as an employee or a student) at this university?

- (1) Not Applicable
- (2) Not Important
- (3) Fairly Important
- (4) Very Important
- (5) Extremely Important

21. If you had more satisfactory childcare arrangements, would you

	Very Likely	Somewhat likely	Unsure	Somewhat Unlikely	Very Unlikely
(1) Be more attentive to work/school demands?					
(2) Have a lower stress level?					
(3) Be able to take off less time from work/school because of problems with children?					
(4) Be late for work/school less often because of problems with childcare?					
(5) Be more likely to remain in your job/school at EIU?					

Please write your thoughts and suggestions about childcare needs or concerns not addressed in the survey.