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Faculty Senate

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FACULTY SENATE MINUTES FOR December 10, 2002 (Vol. XXXI, No. 16)

The 2000-2001 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 all utterances made at the Senate meeting.

I. Call to order by Anne Zahlan at 2:05 p.m. (Conference Room, Booth Library)

Present: R. Benedict, D. Brandt, G. Canivez, D. Carpenter, D. Carwell, J. Dilworth, F. Fraker, B. Lawrence, M. Monippallil, W. Ogbomo, J. Pommier, S. Scher, M. Toosi, J. Wolski, A. Zahlan. Guests: J. Allison, M. Butt, J. Chambers, L. Coffey, R. Deedrick, C. Delman, B. Donnelly, C.J. Dudley, D. Fernandez, C. McCormick, A. Mormino, A. Sartore, B. Weber.

II. Approval of the Minutes of December 3, 2002.

Motion (Canivez/Toosi) to approve Minutes of December 3, 2002, with the following addition, in IV.

Communications: Benedict noted that, based on the EWP Rubric, the minimally competent primary traits are: "Some focus; evidence of attempt to communicate with an audience; some organization; lapses in focus and/or coherence; basic idea development; repetitious and/or underdeveloped details; correct sentence structure that is simplistic and/or awkward at times; simplistic and/or occasionally imprecise language; and some errors in mechanics, but not enough to interfere with communication." Yes: Benedict, Brandt, Carpenter, Canivez, Carwell, Dilworth, Fraker, Lawrence, Monippallil, Pommier, Scher, Toosi, Wolski, Zahlan. Abstain: Ogbomo. **Passed.**

III. Announcements: None

IV. Communications:

A. E-mail message (7 December) from Interim President Hencken and Provost Lord re: Agreement with City of Charleston about Seventh Street

B. E-mail message (22 November) from Newton Key re: Electronic Writing Portfolio

V. Old Business:

A. Committee Reports:

1. Executive Committee: No report.
2. Nominations Committee: No report.
3. Elections Committee: Brandt asked Senators to notify him of any scheduling conflicts they will have during the last two weeks of March, during which time he intends to schedule elections.
4. Student-Faculty Relations Committee: No report.
5. Faculty-Staff Relations Committee: No report.
6. Other Reports: Zahlan, of the ad-hoc committee for the faculty forum (Zahlan, Lawrence, Wolski), presented the proposed forum subject, Academic Freedom, with the following suggested sub-topics: Academic Freedom and the Right to (Computer) Privacy, Academic Freedom in the Classroom, Academic Freedom and Shared Governance, and Academic Freedom and Research.

Motion (Brandt/Carpenter) to approve Academic Freedom as the subject for the Senate's Faculty Forum, with sub-topics to be decided upon at a later date. Yes: Benedict, Brandt, Canivez, Carpenter, Carwell, Dilworth, Fraker, Lawrence, Pommier, Monippallil, Ogbomo, Scher, Toosi, Wolski, Zahlan. **Passed.**

Hearing no objection, Chair Zahlan suspended the published order of business to permit Senator Pommier to give a report on the allocation and distribution of Eastern's financial resources.

VI. New Business:

A. Allocation and Distribution of Resources among University Areas and Units.

Pommier: ...I'm going to talk about a couple of issues here that are related to the distribution of resources. The first one is salaries, right now an issue on campus. Individuals on this campus, this year, have been receiving raises. We all know about the [Interim] President's 4.75 percent increase, and the Athletic Director's 11 percent—20 percent over the past two years. That's a concern, if we look at [the fact] that he [Athletic Director] withdrew his name from an [employment] opportunity prior to being offered a contract; therefore, this \$11,000.—which is actually

11 percent—was given to this individual prior to any other commitment from any other university. There's an example...of an administrator in Academic Affairs who has received a 60 percent [salary increase].... Now, granted, that 60 percent was prior to this year, so I won't talk about that issue.... It was 60 percent up to this year. Also, another example is the Vice President of External Affairs, who I think is a dynamite person, who sat in here earlier this fall and talked about having \$96,000. Reserved from the previous year because of some vacancies [in her area]. Of that \$96,000, she took \$36,495 and applied it to 8 employees. If you do the math..., it comes out to be \$4,562 per individual as a bonus. Now, yes, this is a bonus, but could it be technically associated as a wage and, therefore, now we're talking about—several years down the road—we're going to be paying for this bonus. Again, a great, great person. ...The reason why this money was provided for these 8 individuals was [that] they were taking up extra workloads, and that was the justification. I also want to mention another vice president, Vice President Cooley, who couldn't be here today (he's up in Chicago). I don't remember the exact number, but I want to say there's like 8 positions that are unfilled in his area.... I think Vice President Cooley is an incredible individual..., and he's an asset to this university, and he's the first not to complain about what circumstances, workload he may be encountering.

Take this to the college level: I've heard, and I don't have the exact numbers, the College of Education and Professional Studies once had over 100 tenure-track faculty; right now I think there are 64 tenured. Professional Education is unable to get annually contracted individuals on this campus. Again, is it the money; is it salaries; or possibly is there a policy established that allows certain groups, certain bodies to spend and others not to [spend]? I want to bring up another example that goes along with the Vice President of External Affairs example: There was money in reserve and she chose to spend \$36,000 of it and save the rest. There is a Recreation Center on campus that's directed by Ken Baker. He is a person...who is probably worth three times the salary he receives today; for what good he does for this university, he's an incredible ambassador for this university. Yet, two or three years ago he was able to spend \$85,000 toward buying certain equipment, and not have to absorb it with his own salary [or that of] his staff. He saved that \$85,000 because [he left two positions vacant].... The first year they were able to spend that money on resources for the students in the Rec. Center; the second year, no; and then this year they actually took that money away. Now in the Rec. Center they are told there are no raises this year, and he [Baker] has not been able to [give raises]; but yet in another area, that has a little bit of money, they take it as a bonus, as a raise.

A lot of this is beyond salaries. We keep hearing about the salaries, salaries, salaries. It's beyond that. It's the idea of equality. It's possibly the idea of being represented and being respected on this campus. Recently, we saw United Airlines file bankruptcy, and one of the key elements for that bankruptcy was to get the mechanics to buy in on a new agreement. They did not; they chose not to buy in on the new agreement. Why? Because of the ill will they held toward United Airlines for the previous ten years. That kicked United Airlines in the teeth. It's the ill will, the perception that they are not equal, respected or represented. Recently, I was a member of the CUPB.... About five years ago we [on CUPB] all ranked these items for where to spend money—it empowers you, perceivably; but when you actually saw the final rankings, it was like they [the administration] didn't even listen to you....

Motion (Toosi/Carpenter) that the Faculty Senate recommend EIU administrators be employed for eleven months instead of twelve, on eleven-month contracts instead of twelve-month contracts. [The Senate postponed discussion of this motion until after it receives feedback on it from Senate constituents.]

B. Functioning of Council on University Planning and Budget

Augustine: I didn't bring a prepared statement. If there's something I can speak about [re: CUPB] I'm happy to do that for you. Toosi: Earlier there were more faculty members [on CUPB] than there are now?

Augustine: I can't tell you if there is a difference. I didn't know there were more faculty during an earlier time period. ...I did bring the founding legislation, in the Board of Trustees Regulations, that gives the function of the CUPB, and the legislation says that it's "a university-wide budget committee composed of faculty, staff and students selected so as to provide representation of academic and support areas consistent with a practical committee size." That's how the founding legislation establishes CUPB. Carpenter: It also says that "broad committee representation will provide maximum opportunity for a voice for the faculty as a body." [Dr. Augustine handed out copies of an information sheet re: CUPB's role and function.] Allison: How many members are on CUPB? Augustine: There are 37 people on CUPB. Allison: Out of that 37, how many are faculty? Augustine: 11 out of 37. Allison: As a member of CUPB..., it seems to me there aren't enough faculty members proportionately. I wonder how many faculty members are on the [CUPB] Executive Committee. Augustine: Dr. McCormick is the faculty member. Allison: So we have just one on the Executive Committee. Of course, it would only be faculty members who would enjoy tenure—that kind of security and protection.... It strikes me that it's time to do some sort of reorganization, or revamping, to make CUPB a group that provides a bit more faculty representation, by proportion. I would hate to see the committee [become] larger because there wouldn't be a place on campus where it could even meet, other than

a gymnasium. That brings me to another concern I'd like to share with the Faculty Senate: This group is, from an operational point of view, too big: it's huge. It's getting to the point where, if the likes of Cecil B. DeMille needed a lot of extras to shoot an extravagant movie, CUPB could stand in.

It must be... from the point of view of chairing it, extraordinarily...challenging, in terms of getting things done often times. Augustine: It is a big committee, but I think there are some people here who have served longer than I have. Was it smaller at an earlier period? Allison: Oh yes. Carpenter: It was enlarged during Jorns' presidency—considerably enlarged. Augustine: Do you know what the rationale for the enlargement was at that time, or what the criteria were for making it different? Carpenter: I could only speculate. Augustine: It might be available in the Minutes somewhere. I can certainly explore that. Allison: Probably in the Senate Minutes. Carpenter: Another problem with the CUPB is that there are some members on the council who are elected, but the majority of them are appointed. Zahlan [to Augustine]: Are we [members of CUPB] supposed to go there [to meetings] to get information about what is going on with the money, or are we supposed to go there to discuss what we think should be done with the money, or both? Augustine: From my perspective, the CUPB has done both those things... Sometimes there are general presentations that are made; usually every year there's a presentation about how the planning process works because it's complicated and approximately one-third of the members are new... We usually get general information about the budgeting process; and there are two people who have served as a resource in that regard: Julia Abell and Kim Furumo. ...At other times we have, in fact, had an opportunity—as other people pointed out—to look at information and rank it, or to give feedback on it... So those have been two processes that I've seen used in the CUPB, to try to give information and return information.

Zahlan: As a new [member of CUPB], I felt...more like a captive audience than like a participant [at CUPB meetings]. Augustine: That's really a good point. In fact, the [CUPB] Executive Committee and I had a lengthy discussion in September, and we tried to ask ourselves, if we were new people on the CUPB, what would we need as an orientation... We have subcommittees that are smaller groups usually, that meet with the individual vice presidents; often times issues arise, or may arise, out of their discussions—that either a representative might bring forward or something occurs—and then we have discussions about those sorts of things. Toose [to Augustine]: Would you like to comment on any function of the CUPB [in relation to] what John [Pommier] said in his presentation? Augustine: ...My interest in serving on CUPB...was to make sure we were trying to obtain information, and then provide reactions or advice back regarding issues of planning and budget; and I believe that's how I've seen the group operate... Fraker: How much real power does CUPB have? ...When you [on the CUPB] come to decisions, is anybody mandated to follow those decisions, or is it just advisory where you send it up? Augustine: Our role [on the CUPB] is to provide advisory information, and to obtain additional information, to provide additional advice that might be useful to the vice presidents and the president. That's how I see that. Fraker: Given that you're advisory, how closely do you feel your advice has been followed? Augustine: You've raised a really important issue, and I've asked this of my [CUPB] Executive Committee. One of the things I'm interested in, and this comes back to the CUPB subcommittees, is that it's very difficult for me as a Council member—and I'm speaking for myself, not the Council...-to say, for example, that I can identify an issue that the Council, CUPB, felt very strongly about and said, "Here is our advice on this issue. We believe strongly this should be funded; this is how the university would improve." I'm interested as a Council member, then, that we track this and in 6 months there be a report back, so we can see what happened to this. ...Or, in these budgetary times, perhaps we advise that this be the area of restriction or reduction, and we want to follow up [to see] if our advice was followed, that the outcomes in fact helped the university...

Allison [to Augustine]: Am I right, Bob, that the largest area, in terms of proportion of the budget allocated, is Academic Affairs? Augustine: That's correct. Allison: I wonder how the proportion of representation relates to that fact. If the academic mission is central, and the greatest amount of resources is funneled into that area, should we not also try to assure at CUPB that that area is particularly well represented? My perception is that the balance just isn't quite right; there really aren't all that many people representing Academic Affairs. For example, we have 11 faculty members out of 37 members of the Council... Augustine: There are 7 additional people that come from Academic Affairs that are not faculty, so that gives the representation 18... Zahlan: It's interesting that you can have a quorum [at a CUPB meeting] and not have a faculty member there; when the purpose is supposed to be to "provide maximum opportunity for a voice for the faculty as a body" [BOT *Regulations*, 5.B.], that seems a little inconsistent.

Delman: From Academic Affairs [on CUPB], we have 11 faculty and 7 other people; that is not at all proportionate to the role of faculty and other personnel in Academic Affairs. Zahlan [to Augustine]: Obviously, any recommendations that people make about budgetary matters depends upon good, clear, honest information. A couple of weeks ago...the feeling was that we were not getting data so much as we were getting spin, on the

administration's position about how much money there is ... so I think that was part of what caused the sort of upheavals of the fall. ... Do you feel that you can, and also that you should, or that it is part of your responsibility to, and that you are able to, insure the transparency of the budget, or the actual accuracy of the information about the money that people are being provided with? Augustine: My best, most open, honest answer is that, when I went to find the information that I thought members wanted, I tried to be as clear as I could to the people that I asked for the information... I certainly put it in those terms: Can you just give us the information that was requested. ... If, as a member of the CUPB, you feel that there is not accurate or clear information, I hope that you will communicate that back to me, or to representatives on the Executive Committee, so that we can investigate if that is accurate and then bring back accurate information. I trusted the people that I asked, and feel very good that I met with them and talked with them, that they provided the information that I requested. I certainly feel that that was their intent... The [CUPB] Executive Committee is, in my opinion, very responsive, and it's trying very hard, and working very hard to do what we can to try to do what we can to facilitate the work of the Council... Again, I felt very confident, with the request that I made, that we got the information that I thought was the clearest and the most accurate. I didn't have any concerns... Certainly it is my intent to give you the most transparent and clearest information that I can find from the people who are able to give us that information.

Delman: In addition to representation on the CUPB, it seems also an important matter what CUPB considers. ... When I was on CUPB all that was ever considered was the distribution of any new money added to the base; never did CUPB actually discuss current allocations in the base, or what effects they had... or whether they should be changed. Just a few interesting items: For example, this year it's claimed that the fixed-cost increases are about 7.7 percent increased over last year's expenditures; but inflation is only 2 percent. Now I'm not saying, from any of these things I'm pointing out, that this data's untrue; but was this curious fact ever discussed? Over the past decade the evidence is incontrovertible that administrative and professional positions, non-negotiated... positions at the university have increased on the order of about 50 percent. ... The issue here is did CUPB ever discuss that? Did CUPB ever discuss the staffing structure of the university, in any form at all? Finally, it has come to everyone's attention, I think, that the university subsidizes intercollegiate athletics, from state-appropriated funds, for an amount of approximately 1.3 million dollars. Perhaps this is justified, perhaps not; but has CUPB ever discussed whether this is a desirable or an ethical thing to do with appropriated money? ... Does CUPB have any intention of discussing current budget priorities, in addition to the distribution of new money that may come in through state appropriations?

Augustine: I see that as something that's important for the [CUPB] subcommittees to have a chance to think about and discuss. I feel like that is an issue that can be discussed at that particular level. I think that we have an outline, in the founding legislation, of what it is that CUPB can address. I don't know that there's any reason why those things are not there. Carpenter: That's precisely why I made the motion, at our last CUPB meeting, to have a presidential subcommittee created. The CUPB bylaws call for such a subcommittee, yet one hasn't existed for as long as I've served on the CUPB. In fact, it's the President who is in control of intercollegiate athletics and funding for that area, so the subcommittee has to exist before the CUPB can deal with it...

Zahlan: Those of us who have been on the Senate for a long time remember the days when the Senate Chair would bring a list of proposed priorities; we would give our input and [the Chair] would go back to CUPB with our recommendations. I gather it was President Surlis who said that the mandate of the Illinois Initiative precluded that there be campus input on priorities because the priorities would be dictated by that [the Initiative]; however, I think many people disagree with that as a premise, and think that... we should forget about that and go back to having input. Obviously, it's been extremely positive in the last few years that the people presenting the budget in Springfield have used the provisions of the Illinois Initiative to show that the way Eastern wants to use resources is, in fact, consistent with that initiative. However, I don't think that initiative makes it impossible [for us] to talk about priorities, and I wish you [Augustine] would use your... authority [as CUPB Chair] to restore not only a sense of having more transparent information and more active discussion, but also that we would be able, on CUPB, to offer recommendations on priorities. Augustine: I really want to continue work with the [CUPB] subcommittees, to see if I can facilitate these subcommittees because I think that the small groups can help us get a good, clear focus and bring that to the larger group for discussion...

Allison: ... As a faculty member and constituent of the Faculty Senate, I hope the Senate will consider proposing recommendations that will provide a stronger, more meaningful faculty voice on CUPB than is currently the case, also one that more nearly represents—in numbers—the primary academic mission of the university.

Monippallil: The composition of the CUPB is part of the grand design of David Jorns. As a grand design, maybe it had some merit, but in practice it has become... ineffectual; it has become unwieldy, and therefore of little or no consequence. The only way out of it... is to look at the functioning of this body, so it can meet quite regularly; it can

deliberate [upon] issues that are important to it, and it can communicate that information to the campus community. At this point, whatever deliberations are taking place they take place in the various subcommittees. I would say that the size of the CUPB should not be any larger than the subcommittees themselves... If you want to make it [the CUPB] effective, you have to radically reduce the number of people who are on the CUPB, including faculty...

Motion (Toosi/Brandt) to create an ad-hoc committee to study the composition and functioning of the Council on University Planning and Budget, and to make recommendations to the Faculty Senate about those matters. Yes: Benedict, Brandt, Canivez, Carpenter, Carwell, Lawrence, Pommier, Monippallil, Ogbomo, Scher, Toosi, Wolski, Zahlan. **Passed.**

...Scher: ..I agree with Matthew [Monippallil] and John [Allison] that the way we need to frame this in terms of making the body [CUPB] more efficient and reducing the size, including reducing the number of faculty, and I think that would deal with some of the problems that have been raised... Delman: ..It's not clear what the right size [of CUPB] is for efficiency; I just think it should be examined. ..One issue that needs to be addressed is that faculty members on the committee come with independent voices; but the administrative structure of this university is very hierarchical and top-down, dictatorial. Therefore, all the staff members who come to CUPB, or to any other function of the university, as well as lower- and mid-level administrators, are subject to pressure, if not dictatorial pressure, from their superiors to tow the party line; so the extent that there are large numbers of staff and administrators on the committee [CUPB], it becomes less democratic and more window dressing.

[Chair Zahlan appointed Senators Carwell, Monippallil and Toosi to serve on the ad-hoc committee re: CUPB, and she invited Dr. Allison to serve on the committee, which he agreed to do.]

VII. Adjournment: Meeting adjourned at 3:55 p.m.

Future Agenda Items:

Evaluation of Electronic Writing Portfolios; Administrative Search Procedures; Computer-Privacy Policy; Shared Governance Concerns; Evaluation of Chairs; Temperature Control in Classrooms and Offices; Facilities-Naming Procedures; Textbook-Rental Service; Faculty Representation on Board of Trustees; Increased Workload and Overload; Distance Education; Timing of Commencement; Planning for University Events; Council on University Planning and Budget.

NOTICE: The Faculty Senate requests expressed opinions from faculty members about the Electronic Writing Portfolio and the evaluative rubric to be employed when evaluating students' writing.

NOTICE: The Faculty Senate requests input from faculty about the following motion: The Faculty Senate recommends to the Provost that a student—appointed by the Student Vice President of Academic Affairs or the Chairperson of the Graduate Student Advisory Committee, in consultation with the department chair—be included as a voting member on departmental grade-appeals committees.

NOTICE: The Faculty Senate requests input on the proposed recommendation to reduce 12-month, administrative contracts to 11-month contracts.

NOTICE: Faculty members who would like to speak on issues of academic freedom, during the Faculty Forum, should contact Senators Barbara Lawrence (cfball1@eiu.edu), Jean Wolski (cfjkw@eiu.edu) or Anne Zahlan (cfarz@eiu.edu).

Respectfully submitted,
David Carpenter