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Faculty Senate

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**FACULTY SENATE MINUTES FOR 29 November 2011 (Vol. XXXV, No. 7)**

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Note: These minutes are not a complete verbatim transcript of the Senate meeting.

**I. Call to order by Chair Andrew Methven at 2:00pm.** (Booth Library Conference Room)

Present: A. Adom, J. Coit, S. Knight-Davis, T. Leonce, A. Methven, M. Mulvaney, K. Padmaraju, A. Rosenstein, G. Sterling, J. Stowell, D. Viertel, A. White, J. Waller. Student Representative: A. Gonzalez. Excused: M.-L. Li, L. Taylor  
Guests: Diane Jackman (Dean of the College of Education and Professional Studies), Blair Lord (Provost/Vice President of Academic Affairs)

**II. Approval of the Minutes of 8 November**

Senator Viertel (Sterling) moved to approve the minutes. Motion was approved unanimously. Abstain: Knight-Davis.

**III. Announcements**

- a. Noel Levitz Consultant visit – November 30, 3:30-4:30; Booth Library 4440

**IV. Communications**

- a. Memo of 30 September from Les Hyder re: IBHE Faculty Advisory Council
- b. Memo of 26 September from George Reid re: Performance-Based Funding Steering Committee
- c. Memo of 26 September from Private/Independent Caucus re: Performance Based Funding
- d. Memo of 10 November from Christine Derrickson re: Minutes of the Library Advisory Board
- e. Memo of 14 November from Athletic Director Barbara Burke re: Candidates for Head Football Coach
- f. Memo of 21 November from President Perry re: Action on Final Report of Committee to Study Shared Governance at EIU
- g. Memo of 28 November from Andrew Methven re: Faculty Senate Subcommittee on Electronic and Online Learning Materials
- h. Memo of 28 November from Les Hyder re: Activities of the Office of the Executive Inspector General

**V. Old Business**

**A. Committee Reports**

1. Executive Committee: Chair Methven stated that the report of the Shared Governance committee and a proposed Task Force on Learning Materials were discussed at the most recent meeting. The shared governance report will be an agenda item for the spring.

2. Nominations Committee: no report

3. Elections Committee: no report

4. Faculty – Student Relations Committee: no report

5. Faculty – Staff Relations Committee: Vice-Chair Mulvaney stated the next meeting of Staff Senate is Dec. 14, 1pm, the Martinsville room of the Union.

6. Awards Committee: no report

7. Faculty Forum Committee: no report

8. Other Reports

a. Provost's Report:

Lord stated that over Thanksgiving break an act of serious vandalism occurred in the Chemistry department, that faculty in the department they are pretty shell-shocked, and urged all faculty to give our colleagues support.

b. Budget Transparency Committee: no report

c. Other

**B. Other Old Business**

**VI. New Business**

- A. Les Hyder, IBHE Faculty Advisory Council

Hyder stated that at its last two meetings, the council discussed problems faculty have experienced getting requisitions and request for quotations through the purchasing process on campus. The council decided, based on the number of reports we are getting, maybe this is an issue we need to explore. The feedback I'm getting is that the Office of the Executive Inspector General is creating some problems that are disruptive of purchasing procedures and may be intrusive for governance bodies and administrators. Our understanding of their charge is that they would have staff to monitor our procedures. One university has only one "monitor" and that person has been very helpful, provided guidance, is going to bat for them if questions have been raised by the state's office, but this is not the sense I get from officials here. Senator Sterling stated he has heard several complaints. Hyder stated he has not been affected, but apparently those above me have been running a lot of interference. Sterling stated the College of Arts and Humanities Dean's office has had difficulties. Hyder some of the campuses have told us that the procedures just don't take into account, that if you want to invite a certain speaker or a band, it's not possible to ask for open bids for comparable service. For research universities some of the equipment and tools are single-source, but they must still get bids, and this creates delays. The implication is that some faculty have grants that are in danger of being lost or may have been lost. Not all institutions of higher education are dealing with the constraints that we are, specifically the privates, and this golden opportunity for them to raid the best and brightest from the public institutions, bringing with them grants and expertise. The legislature passed a bill in the fall veto session that was supposed to address the worst of these problems, so far the Governor has not yet signed it.

Recorder Coit asked if the legislature had ever had evidence that University procurement was inefficient before they passed these regulation, if the bill dealt with a nonexistent problem. Hyder stated that he believed the bill was passed because it looked good to the public, and legislators could hardly vote down something that had ethics in the title. The law should be directed at the Legislature and Governor's office. It has always been my sense that EIU has been most ethical in terms of compliance with guidelines, I have not been aware that we have been in violation of procedures, and don't know why they found it necessary to add this new layer of bureaucracy. The reason the FAC is looking at this is we might be able to create some awareness among legislators about problems the way that other legislators or officials can't, out of concern that if their lobbying was not successful it could backfire on them and OEIG would become more difficult for them to work with.

Rosenstein stated that we know there are universities that have not always acted ethically, but having this global legislation taints the honest ones, and leads people to conclude everyone is corrupt. Hyder noted that the poor judgment there came to light without the OEIG. Rosenstein stated the legislation will not cure people's perception of wrongdoing, especially when the people called out are minimally demoted and still paid exorbitant amounts. Hyder stated that the U of I did address its issue in a really tough way. If this procurement is something that is a concern, the council will do something about it. We have legislators come to our meetings. Rosenstein stated that when it comes to bidding and procurement is it's another measure of control, the law assumes we don't know what's best for us and how to distinguish the best products and services. There is a lack of very clear information about how the law impacts our decisions. Do we have a space on a website that gives us all the rules and regulations that affect purchasing, which describes the things that I as a faculty member need to know, without having to burden our department chairs and Deans. Hyder stated that I have a sense that the IGP and purchasing procedures address many of these issues. As an individual faculty member it's not incumbent upon you to understand the nuances, make the best case to your department chair. The problem that could arise is, even if the President's office approves, the OEIG might ask if other products might meet your needs, or if research is worth the money that will be spent. The position that we would take is that that is not an appropriate question for the OEIG. What have sprung up are middlemen that can gain procurement approval, they have a small paid staff, and provide quotations to Universities that are higher than the cost they would pay from the manufacturer or provider, and then these businesses buy the product from the manufacturer and resell it to the University with a significant markup.

White asked if we going to be seeing more and more of this kind of legislation. Hyder stated he didn't think higher education is being singled out, but higher education does seem to be one of the first places that the Governor and legislators look when they need to find money. I don't expect life is going to get any easier for us.

Hyder moved on to discuss proposals for "Performance-Based" funding. Hyder stated that both that initiative and the Illinois Public Agenda are going to be used by policymakers to force us to do things differently.

Knight-Davis asked about procurement, I know when the legislation first was passed, there was concern about libraries because a lot of our electronic resources are single source, and regulations already existed governing licensing. She stated she would report back to Hyder any concerns from library faculty and staff. Under the previous regulations the EIU library had difficulty with licensing because we just couldn't get terms that the state wanted and the companies would offer. Hyder stated companies that do business in Illinois have to abide by laws of Illinois.

Rosenstein asked if we were not going to be able to bring in the right resources and equipment, how are we going to be able to show that we are creating more higher education output. Has anyone considered the conditions this might cause? Hyder stated if they have the legislation don't indicate that made much of a difference.

Methven stated that faculty talk to your colleagues, if your colleagues are having issues report to Hyder, and suggested he is meeting with the Council of Chairs and Deans.

Senator Leonce stated that with respect to study abroad, she believed the certification procedures were initially difficult, but I think since then efforts have been made to reduce the load or requirements.

Senator Adom asked when drafting these laws, do legislators take into account influence from practitioners? Hyder stated that many members of the legislature have no clue about what goes on in an institution of higher education, really do not see a difference between a university and a meatpacking plant and widget-making factory. Students have to be given the opportunity to make mistakes. That doesn't mean it's a failure, it means that is part of what education is all about. Many legislators think we spend too much time not in the classroom engaged in research that is frivolous or not of value, and the service we do doesn't make the world any better. Those perceptions are our fault. We're not doing a good enough job of making known to the public, the legislature and others what we are doing and why there is value, why Nobel prizes are awarded for research done 50 years ago. Research always has value, but it may not be obvious immediately. In addition to publishing research in academic journals, we should take it out to the community, to civic and business groups, send press releases to public, make campus facilities more open to outside groups, create speakers bureaus, and identify faculty who have expertise that would make them attractive as consultants and do that as more of an outreach. America didn't get what we are because we had an inferior higher education. We're not the only game in town globally. Other countries are making major investments in higher education. Our immigration laws that make it harder for students to come here are making it harder for our higher education institution. Graduates are going back and creating world-class universities in their home countries.

Coit suggested the council should compare non-profit public education with the growing for-profit education sector, in which students don't progress to degrees and where profits come from federal student funding. Hyder stated that when the board meets December 6 will consider new proposals for degree granting authority, and I do not recall that there are proposals for new programs from any public university. I believe they are considering 17 programs and they are all coming from for-profit institutions. Some are specialized, but some are intruding into our areas. The conclusion I draw is for-profit institutions have the resources and the will to be offering new programs and expanding areas in which they are offering. Public universities are hamstrung because of the budget. The Board of Higher Education will approve these proposals, they don't have discretion if the proposals have check marks in all the right boxes. Whether the program is a quality program is difficult to measure, but the legislature doesn't give the board staff leeway to address these issues.

Gonzalez asked how these issues how this will affect students in the long run. Hyder stated that many of the programs that students will get degrees in may serve immediate needs of certain businesses, but not the long term interests of students. The business climate is changing so fast, a significant percentage of jobs that exist today did not exist 5-10 years ago. There's a need to provide certification and training for welders and plumbers and things like that but those fields are going to continue to change, and the kinds of foundational knowledge that will serve you well are critical thinking, how to find information, how to analyze it. I don't think students will be better served. To the extent that students are using limited federal financial aid money for those degrees it hurts us. ISAC expects to run out of money early, this has been the same as the last two or three years. Illinois a couple of years ago created a K-20 council. The Council was charged with aligning the curricula throughout K-20 so students would be preparing themselves for success at each level. That council has not been very active.

Padmaraju stated that lots of states have adopted that type of standard. Rosenstein stated that the P-12 standards haven't yet entered in our domain. Padmaraju more and more schools in our area have adopted Illinois' new standards.

Hyder stated that charge to the Performance-Based Funding steering committee is to submit a report to the legislature this December with suggested metrics to measure how effective universities are to meeting goals. These new metrics will be used to evaluate institutions beginning in 2013. The next Budget is going to be predicated on these metrics being in place. The expectation is the total amount appropriated is not going to increase, we'll be lucky if we get the same amount we've got this year. Under the Performance-Based system, a certain percentage of the appropriation will be held back until the end of the year, and then the board will determine if you've met the metrics, and then will determine if you get all or some portion or none of the withheld funds. Unspent withheld funds could go into the general budget or could be reallocated to those institutions that did the best job meeting the metrics. The 2 faculty representatives from the council have done a very effective job given the situation and circumstances creating awareness of issues about quality. In the first steering committee draft, there was one instance where the word quality was used. The council members are continuing to try to stress that quality has to be the bottom line, everything else has to be predicated on the presumption of the quest for quality. The Higher Education Finance Study Commission report stated that the state has to invest more in higher education, and a system of performance based funding which awarded additional funds could help advance higher education. We are taking the position that this is wise advice, that the standards and metrics should promote that premise. If funds are not available immediately, the state should provide additional funds, if not for 2013, then establish a goal for 2014, 2015, or 2016. They should take into account that universities now are operating at funding levels of the mid-1990s, we have been doing more with less for a number of years, and there is a point at which you can't do more. They are also stressing that these metrics can't be a one-size-fits all metric. For publics, each of us has a different mission, and serves a different type of student with different economic circumstances. The metrics have to measure what we are achieving in a context of what we are trying to do. EIU can't be measured by same metrics of U of I. The concern our representatives have is that they are not sure that members of the steering committee are willing to invest the time to take into account for all these differences, and may just come up with something that applies to everybody. If funds are going to be withheld, will be a very small percentage. It is not going to have a disproportionate or widespread effect. Maybe 1/2 or 1% of the budget. As the universities have adapted to changing fiscal realities, we have done so and maintained a high level of quality. We can't continue to make significant advancements if the funding is not there. Academic quality has to be the underpinning of what we do, and we are concerned, if retention is one of the metrics, institutions might just reduce the standards of what we expect.

Coit noted that the state has had difficulty funding their appropriations to universities for at least two fiscal years already, and the plan appears to be merely an attempt to cut funding. Hyder stated that he is not sure the intent is to cut, but to address a widespread perception that higher education is not doing a good job, and is not efficient or effective. If that perception continues they will cut funding. We can't continue to let the legislature or the Chicago Civic Federation define who we are based on false information. We've got to take more aggressive steps to make our story known.

Rosenstein stated that the more the legislature makes our standards more stringent, the more the legislature is willing to undermine standards by offering alternative programs, that in the end are a disservice to students. In Special Education you can get an alternative certification, get a degree online, never meet professor, never see a classroom. We want assurances of quality degrees but then the field gets flooded with people that get certified in these other programs. We can sell ourselves, but the legislature sells us with high standards, then they allow these back door entry methods. You've got this double standard they are making us trying to adhere to. Then they want to cut our budgets, and when 1 person teaches 15 online courses, graduates of these programs don't stay in the field, don't pass certification, and it makes us look bad. Hyder stated I'm probably naïve about this, but we should make our case to the Lions Clubs and other groups, about why our students should need to study of all things Philosophy, why math is so important why the general education curriculum is so important. Business people, some are wise enough to realize why geography, philosophy, and the arts make a better employee who can stand the test of time, but most are pretty short-sighted, more interested in having people who can make widgets today, even if 5 years from now there's no demand for that. We do students a big disservice if that's what we do. We need to take that message out.

Padmaraju stated that the students that who have passed out of the publics would be the best advocates, and asked if there are connections with alumni association for speakers on behalf of the publics? Hyder agreed that EIU should take students out and have them tell their stories. Eastern hosts the Illinois High School Association boys and girls track championships, this great recruiting for us. Last four years the

IHSA has been having their regional and state journalism conference here, and the more we can bring people from off campus like that, this will introduce bright and promising students to our university. Those are ways we can help tell our story in meaningful ways. A lot of these things, if they are going to happen, we as faculty members have got to engage. We can't expect administrators to do all this.

Hyder stated that the IBHE's new Executive Director told us in September that IBHE is implementing SB 1883, which requires institutions to report enrollment in new programs or in programs that are being eliminated, and we should expect low enrollment programs will have to provide a justification for continuing. Lord stated that we've had to do that for some time, I think the legislation updated the reporting requirements, there may have been a tweak to it.

Hyder stated that the FAC an advisory body, and I thought we may need to be more transparent in what we do, but our legal counsel was not sure if FAC is subject to open meetings law. The executive committee decided we should operate as if we are subject to Open Meetings Act, and council adopted a bylaws change that we will operate according to OMA. Agendas, position papers, minutes will be posted on our online site, at the IBHE site.

Hyder we have become aware that the College of Du Page and maybe all Chicago Community Colleges have entered into 3+1 agreements with private universities. These agreements use Community College faculty to teach courses offered by private universities for the last year of the degree, for example Franklin College courses are offered at Du Page, this seems to be upping the ante giving the privates expanded opportunities with the community colleges to reach students traditionally would have transferred. A public (Northern) established a 3+1 program with college of Du Page. Du Page faculty will be teaching Northern courses at the College of Du Page. I don't think it's bad for upper division courses to be taught on Community College campuses, but they are not being taught by regular faculty. Adom asked if the degree comes out cheaper for students? Hyder yes, I have also been told a lot of these programs are not very well advertised, the Northern Illinois University representative on the FAC was surprised to find out that Northern has a program from Du Page, and representatives from city colleges unaware that they have these programs. The concern is quality education. In some cases, there are courses that students can take and get dual credit. The pay tuition at Community College and at a BA institution, take one course get credit for both. Coit noted that these agreements allow 4-year institutions to pay less to professors. Hyder stated there are fewer support services for students at the Community College level as well. Rosenstein asked, doesn't that equate to just paying to get a degree, and it is deceptive to employers as well. Adom stated I still can't figure out how you can be given another degree when you take most of your classes at a different institution. Hyder stated the problem is that faculty are not in touch with their colleagues. There are important dynamics in being part of an academic setting. I am not saying it's inherently bad, but we have to be assured if they are doing that the quality of the faculty is there. Community College can't compete when it comes to library facilities.

Hyder stated right now the landscape looks pretty bleak, we can still offer a great education, and we are doing it because we are committed. I asked a legislator, how do you expect us to maintain quality with all these changes. He stated he has an absolute faith that the faculty will not allow quality to diminish, and Hyder stated he thinks that was an insightful observation. Rosenstein stated injustice is a powerful motivator.

#### B. Taskforce on Electronic and Online Learning Materials:

Methven referenced the revised proposal to create a Task Force members. I did meet with VPSA Dan Nadler this morning. I envision the committee being similar with online learning committee, that's how this structure came in to being. CGS has a representative on the Textbook Rental Service Advisory Committee, CAA has two members, and these committees may just elect to nominate those members to this Task Force. Nadler questioned whether we needed someone from the Council of Chairs or a Dean, and suggested more a grassroots bottom up approach. There will be time for input from the chairs or deans. There was also a concern that the committee was getting bigger and bigger, and having no representative from the chairs and deans will reduce committee by two. It is important to have CATS represented, and John Henderson certainly seemed interested in serving. It will be important to have a grad student and undergraduate. There are two students currently on TRS, they may willing to serve on this task force as well. We can ask Deans to appoint the rest of the members or have Senate to appoint, I will leave that up for your consideration. The Task Force should have Nadler, and Carol Miller, since she has the institutional history with TRS that we don't seem to have. Knight-Davis asked how long the task force will be in existence Methven stated it is probably something that's going to continue on next year, we talked

about how it does tie into the strategic planning process, in particular the theme of emerging technologies, so maybe we are ahead of the game. Knight-Davis stated she highly recommends adding someone from the library, and she would serve unless the committee is going to last longer than my term. Methven agreed the committee should have someone from library services. I envision this group doing in spring semester what online committee is doing now, gathering information.

Methven stated that Weber asked me if I ever use my paper phone book. I don't. It has been proposed that the University stop printing so many campus phone directories since so many just get recycled. Knight-Davis stated that handful of copies I get in the library are good for archival purposes. Jackman stated that in her office, the book is used to redirect calls. Rosenstein suggested each department should have one. Methven stated that the plan isn't to eliminate the phonebook, but reduce the number of copies printed.

Sterling stated that the shared governance report needs to be acted upon as soon as possible, since it might impact Faculty Elections. Methven stated it will be discussed at the first meeting in the spring.

C. Future Agenda – December 6, 2011 – VPBA William Weber, Strategic Planning

## **VII. Adjournment at 4:03pm**

### **Future Agenda items:**

Respectfully submitted,

Jonathan Coit  
December 4, 2011