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Faculty Senate

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Eastern Illinois University

FACULTY SENATE

Minutes of October 12, 1982

Faculty Senate
 Eastern Illinois University
 Charleston, Illinois

PRESENT: Goodrick, Lynch, Gabbard, Jacobs, Stoner, S. Smith, Stoughton, Rooke, Heumann, Searle, LeDuc, Sutton, Floyd

ABSENT: Nordin, Reed

VISITORS: Cary Knoop and Dan Hockman of the Council of Faculties, Keith Clark (Eastern News)

CORRECTION TO THE MINUTES OF OCTOBER 5:

William B. Browder is on the Board of Higher Education not the Board of Governors.

Nancy Taitt and David Bartz are acting as alternates only on the Faculty Research Committee--they can't vote.

REPORT:

Cary Knoop and Dan Hockman presented the following report:

"The Council of Faculties of the Board of Governors met at Eastern Illinois University, Monday, September 20, 1982. The agenda was disposed of with the following decisions.

- I. Four meetings were scheduled for next year. There is always the provision for more meetings to be called if needed.
- II. Committee reports were disposed of by revising them according to suggestions received from various members of the constituency. The necessary revisions were:
 - completed on the "General Education and Basic Curricula." This report will be published and circulated soon.
 - not completed on the "Continuing Education." Further work will continue and a decision will be made at the December meeting.
 - not completed on the "Faculty Research" report. Further work will continue and decisions will be made at the December meeting.
- III. The revised COF constitution was finally approved and will be duplicated and circulated in the near future.
- IV. The action on the Distinguished Service Professorship resulted in the unanimous request that the COF Chair convey to the Board our strong disapproval of the total concept! It is recommended to the Senate that:
 - a report be written in positive language.
 - the title be changed to read "The BOG Distinguished Service Professor."
 - clarification of funding source should result in funds from a level above any on campus. Most certainly they should come from a level higher than the department.
 - assignment of duties that are administrative in nature should come from the central office of the BOG. Other duties should originate in the department.
- V. The council agenda is being researched and will be finalized by the December meeting."

Respectfully submitted,

Lewis Coon, Cary Knoop, Dan Hockman

COMMUNICATIONS:

1. From Council on Faculty Research - minutes of September 28.
2. From Student Senate - minutes of September 29.
3. From President Leslie F. Malpass, WIU - announcement and schedule of BOG meeting at WIU on October 28.
4. From President Marvin -

I have discussed with Ken Hesler the Faculty Senate Executive Committee's proposal to provide departmental recognition for retired faculty members. We are both agreed that the idea is a good one and one that would be logical for funding through the Foundation and the EIU Alumni Association. In order that we can get a better estimate of costs and work out a plan for initiating the program, I would appreciate it if you would establish a small ad hoc committee to recommend criteria for listing faculty names on departmental plaques. Once the criteria are established, we could then ask each department for a listing of those faculty who should be included on a plaque.

In general, I am supportive but recognize there may be some problems which need to be addressed in order that the program have significance and be consistently applied. I would appreciate your favorable response. I would be pleased to discuss the matter further if you wish.

Daniel E. Marvin, Jr.
President

The Senate appointed Fred Preston, Alice Stoughton and Sue Stoner to the ad hoc committee.

5. From Larry Williams -

I am replying in response to a question raised at the last meeting of the Search Committee of the Dean of the School of Education.

In as much as the Faculty Newsletter is one of the principal means of communication with EIU faculty and staff, and since the vacancy notice specified that candidates for the position must be employees of Eastern Illinois University at the time of the search, it is my opinion that advertising in the Newsletter constituted sufficient notice of this vacancy. While there is some concern that faculty members who are not employed during the summer term are less likely to be aware of vacancies advertised in this way, it is their responsibility to arrange for receipt of summer mail through the appropriate academic department.

The Committee may wish to make a recommendation to the new Affirmative Action Director that the issue of advertising positions be examined carefully especially in light of the fact that many vacancies do occur during the summer months when there is a limited number of staff on campus.

OLD BUSINESS:

1. Amendment to Board Governing Policies - Distinguished Service Professors - First Reading:

Section 10.

- A. In establishing a policy on Distinguished Service Professors, it is the intention of the Board of Governors to allow the System to continue to benefit from the abilities and experience of a President or Executive Director. In appointing a President or Executive Director to this position, the Board is recognizing an individual who, in the view of the Board, is capable of making additional contributions to the System. The purpose of the Distinguished Service Professor policy is to retain talented people within the System in the interest of quality education.
- B. Appointments of the Board of Governors Distinguished Service Professors shall be made at the discretion of the Board following receipt of notice of resignation of a President or Executive Director who has at least five years of continuous service to the Board. The terms of the appointment shall be determined by the Board in consultation with the appointee and shall include teaching and/or research responsibilities within a single institution or on a system-wide basis. The appointment may be for a fixed term, renewable at the discretion of the Board, or may be a continuous appointment terminable under the conditions applicable to tenured faculty. Appointments that include assignment to a particular academic department shall be discussed with appropriate institutional and departmental representatives. The appointment of a Distinguished Service Professor may also include, at the discretion of the Board, a period of sabbatical leave provided the program of study or research to be undertaken by the appointee on such leave is first reviewed by the Board and judged to be in the interest of the Board of Governors System. The appointment of a Distinguished Service Professor shall be made by the Board on the basis of qualifications and experience. Salaries shall be comparable to the salary of senior faculty in the System. Funding will be derived from the university budget and will be coordinated by and through the System Office.
- C. The Board may wish to assign other duties to a resigning President or Executive Director without appointing them as a Distinguished Service Professor. Such other duties may include, responsibility for conducting studies, reviews, workshops, or administrative functions as the Board, in its discretion, deems appropriate. The terms, conditions, duration of, and salary for such assignments shall be determined by the Board in consultation with the President or Executive Director.

- D. Persons appointed with the title "Distinguished Service Professor" to undertake teaching and research responsibilities shall be included in the faculty collective bargaining unit. Persons appointed to undertake other assignments without the title of "Distinguished Service Professor" shall not be included in the faculty collective bargaining unit.

Jacobs, Smith and Lynch submitted the following proposal to the above Amendment. Sutton moved, seconded by Heumann, that the proposal be approved. The motion passed unanimously.

Mr. Donald E. Walters, Executive Director
Board of Governors of State Colleges and Universities

Dear Mr. Walters;

The Faculty Senate of Eastern Illinois University finds the very concept of "The Board of Governors Distinguished Service Professor" inappropriate to the missions and goals of a university. Appointments to universities are not based upon person but upon curricular needs and professional qualifications. We think that the integrity of this process must remain inviolable. Consistent with this position, we have carefully studied the proposed amendment and have addressed its content (see attached revision).

In these austere times, we find it remarkable and appalling that the Board would consider the creation of such a new position, funded from an already overburdened university budget, when the university cannot meet even minimally its present curricular needs.

We thank you for seeking our recommendation on this proposed amendment. We are confident that the Board of Governors will share our disapproval of the proposal.

Yours truly,

Jeffrey P. Lynch
Chairman

The Faculty Senate of Eastern Illinois University recommends the following changes in Section 10. "Board of Governors Distinguished Service Professors." p. 73.

A and B should read as follows:

- A. In establishing a policy on "The Board of Governors Distinguished Service Professors", it is the intention of the Board of Governors to allow the System to continue to benefit from the abilities and experience of a President or Executive Director. In appointing a President or Executive Director to this position, the Board is recognizing an individual who, in the view of the Board and the relevant academic department, is capable of making additional contributions to the System. The purpose of "The Board of Governors Distinguished Service Professor" policy is to retain talented people within the System in the interest of quality education.

B. Eligibility for appointments to "The Board of Governors Distinguished Service Professorships" shall be made at the discretion of the Board following receipt of notice of resignation of a President or Executive Director who has at least ten years of continuous service to the Board. The terms of the appointment shall be determined by the Board in consultation with the appointee and in consultation with the appropriate administrative and faculty representatives of the host institution and shall include teaching and/or research responsibilities within a single institution or on a system-wide basis. The appointment, subject to the recommendation of department faculty, may be for a fixed term or may be a continuous appointment terminable under the conditions applicable to tenured faculty, or may be a continuous appointment on a regular tenure track subject to the same retention criteria required of all employees on probationary contracts. Appointments that include assignment to a particular academic department shall be based on the recommendation of the appropriate departmental, college or school, and university representatives. The appointment of a Distinguished Service Professor may also include, at the discretion of the Board, educational leave in accordance with Board of Governors policy, provided the program of study or research to be undertaken by the appointee on such leave is first reviewed by the Board and judged to be in the interest of the Board of Governors System. The appointment of a Distinguished Service Professor shall be made by the Board on the basis of qualifications and experience and on the basis of the recommendation of the appropriate departmental, college or school, and university representatives. Salaries shall be comparable to the salary of senior faculty in the department or other entity in which the appointment is made. Funding will be derived not from the university budget but from additional funding approved by the Board of Governors. Funding will be coordinated by and through the System Office.

2. Sutton moved, seconded by Stoner, to approve the following correspondence written by Goodrick. The motion passed.

William B. Browder, Chairman
Board of Higher Education

Dear Mr. Browder:

Thank you for the courtesy of replying to our letter of September 10.

The modest enrollment reductions that you cited have helped to ease overcrowded classrooms. Additionally, we appreciate the fact that Eastern Illinois University's "budget has increased by 22.7 percent since fiscal year 1980 as compared to a 19.4 percent increase for public universities as a whole."

However, neither of these remedial actions produced funds to reduce the unfavorable salary disparities between Eastern Illinois University and its sister institutions, both within and outside of the Board of Gov-

ernor's system. This year we, as well as other BOG institutions, will receive less than a 1.5 percent raise because the touted 3 percent salary increase for fiscal '83 is figured on the basis of 90 percent of the faculty salaries and goes into effect midway through the school year. We at Eastern Illinois University still are not paid even an average salary either by State or National standards for University faculty despite the fact that Illinois is ranked as one of the wealthiest states in the union.

Your letter of October 1 reports that "achieving more adequate faculty and staff compensation is among the highest priorities of the Board of Higher Education." We sincerely appreciate your awareness of our inadequate salaries here at Eastern Illinois University. We hope that your reference to the staff analysis of faculty compensation to be presented at the November meeting of the Board means that the Board of Higher Education is preparing to take positive steps to alleviate salary inequities at Eastern Illinois University.

For the Faculty Senate

Richard P. Goodrick
Vice Chairman

NEW BUSINESS:

Stoner moved, seconded by Goodrick, that the CAA take under consideration a recommendation that teaching faculty be included on the Council of Admissions. The motion passed unanimously.

EXECUTIVE SESSION:

Stoner moved, seconded by Floyd, to go into Executive Session. Motion carried. Jacobs moved seconded by Stoner, to come out of Executive Session. Motion carried.

The meeting adjourned at 4:30. The next meeting of the Faculty Senate will be at 3:00 p.m. in the Martinsville Room on October 19.

Secretary,

E.G. Gabbard

EKG/ip