

1984

February 7, 1984

Faculty Senate

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## Eastern Illinois University

## FACULTY SENATE

February 7, 1984

PRESENT: Stevens, Floyd, Gabbard, Goodrick, Reed, Sutton, Searle, Stoughton, Morice, Sullivan, LeDuc, Jacobs, Nordin, Coon

ABSENT: Rooke

VISITORS: Sharon Bartling (FAC), Pat Wright (Library Advisory Board), Vicki Vass (Eastern News), Carol Elder (UPI)

## COMMUNICATIONS:

1. Minutes of the following meetings;
  - Student Publications Board - Dec. 1
  - Student Senate - Jan. 25
  - Council on Faculty Research - Jan. 27
  - Council on Academic Affairs - Feb. 2
2. From the President's Office:
  - A. Form to make reservations for Feb. 22-23 meeting at Chicago State
  - B. Memo from President Rives:

Please consider this a follow-up regarding the leadership performance system put into place last semester whereby faculty members have been provided the opportunity to complete a survey questionnaire regarding leadership performance of chairpersons and deans. This system was developed during the period I served as Vice President for Academic Affairs; although I have followed up the process, let me be clear that the system will be handled by the Office of the Vice President for Academic Affairs, not the Office of the President. The system has been regarded as providing formative rather than summative evaluation. Summative evaluation of administrators is now and will remain an administrative responsibility. Formative evaluation, however, has been received as worthwhile in improvement of leadership performance. As a matter of information:

1. The system was implemented during the Fall semester of the 1983-84 academic year as described in the attachment.
2. Survey results regarding chairpersons have been reviewed with chairpersons by the appropriate school/college dean; results regarding deans have been reviewed with the deans by me. In addition, I asked the deans to complete the instrument regarding my own performance with their responses sent to Dr. Soderberg, who has reviewed the results with me. In all cases, the confidentiality of individual respondents has been protected.

3. The level of faculty participation in this process was generally good. Further--as one would hope would be true--the process revealed a generally quite positive faculty assessment of leadership performance of chairpersons and deans. There were, of course, a few negative assessments coupled with suggestions for improvement, and these have been communicated to the appropriate chairperson/dean.
4. In my discussion with deans of reactions to use of the system, there was general agreement that (a) the system is useful enough to be continued, and (b) the survey instrument should be reviewed and revised as a result of initial experience with its use.

As a result of our experience, I am recommending that the system be continued and refined during the 1984-85 academic year by the Vice President for Academic Affairs. Specific suggestions for improvement of the system should be communicated to the VPAA. My overall evaluation of the system is that it has potential for improving leadership performance if it continues to be used as a formative evaluation process.

#### REPORTS:

1. Sharon Bartling submitted the following report:

The Faculty Advisory Committee to the Illinois Board of Higher Education met February 3 at Malcolm X College, one of Chicago's city colleges. Dr. Paul Lingenfelter, IBHE Deputy Director for Fiscal Affairs, discussed Planning and Budgetary Issues for Illinois Higher Education. This is a report that the BHE staff did in response to House Resolution 162, which asked that the Board of Higher Education study the feasibility of systemwide savings in public higher education and submit the results. The Board was asked to consider "the costs in public institutions, utilization of physical plants, possible consolidation and elimination of degree of professional programs or facilities, the relationship of higher education to the economic needs of the State, education for high technology, and the impact of future enrollments on public universities."

The BHE response to these concerns reaches these conclusions:

1. Changes in the state's economy make higher education more important than ever.
2. The "projected decreases in overall enrollments will either not occur or be smaller than anticipated."
3. Physical plants are adequate.
4. Current state support for higher education is "average or below average on a per capita basis" compared to other states' support. The result is "accumulated deficiencies in a number of areas."
5. Instructional cost analyses and program evaluations will continue to assure effective allocation of resources.

6. "Emphasis for the future must be on improving the quality of educational programs."

Lingenfelter indicated that the big problem is how to "operationalize quality." I'd suggest that eliminating such phrases would be a start. When asked about Governor Thompson's decision not to seek extensions of last year's taxes, Lingenfelter expressed optimism that there will be enough money for higher education and noted that Thompson has been better to higher education than to elementary and secondary education. Lingenfelter did suggest that Thompson "will move slowly" in funding the retirement system at the BHE's recommended level.

2. Pat Wright reported about the organization and the functioning of the Library Advisory Board.
3. Reed presented a list of campus committees and vacancies to be filled in the spring. (See attachments)

DEADLINE FOR NOMINATIONS TO THE VARIOUS COMMITTEES IS FEBRUARY 22.  
ELECTIONS WILL BE HELD ON MARCH 14 AND 15.

#### NEW BUSINESS:

After presenting observations about the BOG Regulations amendments concerning sick leave, and economic interests, Coon moved, seconded by Morice, to endorse them. 11 for, 3 abstentions.

#### EXECUTIVE SESSION:

Reed moved, Sullivan seconded, to go into Executive Session. Motion passed unanimously. Gabbard moved, Sullivan seconded, to come out of Executive Session. Motion passed unanimously.

The meeting adjourned at 4:15. The next meeting of the Faculty Senate will be on February 14 at 2:15 in the Martinsville Room.

Secretary,

E. G. Gabbard

COMMITTEES	EXPIRATION DATE OF 3-YEAR TERMS	TO QUALIFY AS CANDIDATE	VOTER ELIGIBILITY
COUNCIL OF FACULTIES	(one to be elected)	Full-time teaching faculty for two consecutive years	Excluding President, Vice Presidents, Deans, Directors, Associate and Assistant Deans, Registrars, Business Manager, Executive Assistants, Department and Division Chairpersons.
Dan Hockman (85)			
FACULTY SENATE	(five to be elected)	Faculty in fourth semester of full-time employment at E.I.U.	Full-time faculty
Tom Floyd (85) Harold Nordin (85) Martin Reed (85) William Searle (85) Alice Stoughton (85)	Lewis Coon (86) Carol Stevens (86) Gerald Sullivan (86) Herbert Morice (86) Jacque Jacobs (86)		
UNIVERSITY PERSONNEL COMMITTEE	(four to be elected)	One each from:	Full-time faculty by area excluding chairpersons
Gene Strandberg (85) Ronald Gholson (85) John Speer (85) Leonard Storm (85)	Billy Heyduck (86) Karl Grissom (86) Andrea Bonnicksen (86)	1. School of HPER. 2. School of Business. 3. English, Foreign Language, Journalism. 4. Psychology, Speech Communication and Speech Pathology and Audiology	
COUNCIL ON ACADEMIC AFFAIRS	(three to be elected)	In fourth semester of full-time employment at E.I.U.	Full-time faculty, administrative, and professional personnel
James Quivey (85) Ron Wohlstein (85) Patricia McAllister (85)	Robert Barger (86) Alan Aulabough (86) Sue Stoner (86)		

COUNCIL ON GRADUATE STUDIES

(two to be elected)

One full-time member of graduate faculty in College of A & S; one full-time member of graduate faculty in schools other than A & S.

- David Ebdon (85)
- Robert Wiseman (85)

- Frank Hustmyer (86)
- Robert Sonderman (86)

COUNCIL ON TEACHER EDUCATION

(three to be elected)

One each from:  
1. School of Business  
2. School of Home Economics  
3. English, Foreign Language, Journalism, Philosophy, Speech Communication, and Speech Pathology & Audiology

- Raymond Griffin (85)
- Gerald Pierson (85)
- J. W. Sanders (85)

- Robert Weidner (86)
- David Murphy (86)
- Harold Malehorn (86)
- George Batsche (86)

ACADEMIC PROGRAM ELIMINATION REVIEW COMMITTEE

One each from:

Full-time faculty by area excluding chairpersons

- Joyce Crouse
- Jerome Rooke
- Kathy Doyle
- Mary Ann Bialek
- Beverly Miller

- 1. Botany, Chemistry, Geography/Geology, Physics, Zoology
- 2. Economics, English, Foreign Language, History, Journalism, Psychology, Philosophy, Political Science, Speech Communications, and Speech Pathology