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Faculty Senate

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The meeting was called to order by Chairperson North at 2:00 p.m. in the Martinsville Room of the Martin Luther King Student Union.

PRESENT: John North, Gary Foster, Michael Loudon, Tony Oseguera, Sharon Bartling, Evelyn Goodrick, Tony Schaeffer, Larry Janes, Ron Sutliff, Kipp Kruse, Robert Wiseman, Nancy McMillan, Bob Barford

ABSENT: Andy McNitt, Bill Heyduck

VISITORS: John Rearden, Psychology; Julie Ehmen, Eastern News; Jeff Smith, Eastern News

- I. Minutes of the December 1 meeting were approved as corrected (IV.H., the topic of "union fair share" will be an agenda item for discussion.
- II. COMMUNICATIONS:
  - A. Received the agenda for the Dec. 3 BOG meeting.
  - B. Received from Oseguera a copy of a letter that he sent to Kindrick inviting him to attend any and all International Concerns Committee meetings and noting that a number of committee members would like to discuss enhancing the internationalization of EIU with him.
  - C. Received from Bob Whittenbarger, EIU's representative to the IBHE Faculty Advisory Committee, a report on the last 2 meetings. At the Nov. 13 meeting, Wagner, Executive Director of the IBHE, addressed the FAC, noting some outcomes of the fall veto session, including a greater understanding on the part of higher and primary/secondary education levels that they have to work together for funding next year. Also realized is that greater grass-roots participation of all members of the education community as well as those from business and labor is essential for success. Wagner noted that higher education ranks 2nd to everything else on the agenda of state legislators and that it is too costly in their view. They are unwilling to raise taxes to pay the bill, realizing that 75% of the funds for higher ed go to salaries, because of the belief that most faculty are underworked and overpaid. Legislators also feel that Illinois should remain a low-tuition state. At the Dec. 4 meeting of the FAC, budget issues continued to dominate discussion.
- III. OLD BUSINESS:
  - A. Janes will be obtaining copies of the Open Meetings Act for the Senate.
  - B. The following minutes are from the executive session of the Faculty Senate meeting of Nov. 10. Visitors present to bring business before the Senate included Robert Kindrick, VPAA; Barbara Richter, Dean of Applied Sciences; Dan Thornburgh, University Relations. Kindrick noted that the renaming of the Applied Sciences Building was being considered, and he explained the BOG policy for the naming of facilities. A committee chaired by the VPAA and composed of the chairs of the Faculty Senate and the CAA first determined that it was appropriate to rename the facility. Next, a 7 person committee chaired by Dean Barbara Richter determined that it would be appropriate to rename the the building Klehm Hall, in honor of Dr. Walter A. Klehm, former Dean of Industrial Arts and Technology, and Professor Emeritus of EIU. Upon acceptance of the recommendation by President Rives, it was reviewed by the President's Council and will be presented to the BOG for approval Dec. 4. When asked what bearing the recently announced Klehm Trust had on the decision, all 3 visitors stated that the change was appropriate, with or without the trust.
  - C. North read for Senate approval a draft of a letter to be sent to Kindrick, urging that travel funds for professional conference participation and research support be provided, starting next semester.
- IV. NEW BUSINESS:
  - A. Several senators noted that EIU is at least giving the appearance of having the wrong priorities in this austere year. Without speaking against safety, it was

noted that smoke alarms are being installed in Old Main and the Science Bldg. but student help money and library and travel funds have been constricted, there have been no raises and departments are understaffed. It was also noted that increased parking fees were used to buy bushes to go around the library. It was noted that some of these expenditures were perhaps from capital, lifesaving types of accounts over which EIU would have no control, and some noted that the origins of some monies dictate, by law, the areas of expenditure.

- B. Discussion of affirmative action issues continued, focusing on the implicit exclusion of minority males in the administration's command to a particular department that 3 of the final 6 candidates for a vacancy must be female, and also focusing on the notion that such a "quota system" may result in recruiting candidates not "best" qualified. Discussion was lengthy, and some felt it more acceptable to specify that, for example, 3 of 6 candidates be minority (including women), while others noted that the administration's request did not exclude minority males since they could be included in the other 3 of the 6. The issue of recruiting the best qualified candidate vs. embracing affirmative action seemed to be more problematic. Concern was also expressed about the affirmative action plan establishing projected profiles on all those graduating with a particular degree rather than on those seeking employment in a particular field. Loudon moved (Schaeffer, second) to table the subject until specific proposals are brought forth; passed 12 to 1.
- C. The issue of the union's "fair share" was discussed. Conceptually, for those choosing not to join the union, fair share is a mechanism by which they pay their share of the collective bargaining cost. Fair share can be as high as 80%-90% of union dues. Individuals have the right to claim a religious preference not to give the money to the union but to, in effect, deduct that amount for a religious/charitable group. Declining to pay fair share, if established, could result in loss of employment. Fair share constitutes a significant bargaining item in negotiations. Before it could be established, it would have to be agreed to at the bargaining table and, within the context of the bargaining package, it would be voted on by union members only (it can be grandfathered in). Nonunion members can express their concerns to specific BOG officers if fair share becomes a bargaining issue.
- D. Bartling reported on the Council of Faculties meeting of Dec. 6-7. Roslyn Morgan, Acting Director of the Counseling Center at Chicago State, gave a report on majors, careers and data bases on graduates' employment (previously presented to the BOG). At each BOG meeting, a BOG faculty panel develops a topic in higher education. The January topic will be faculty demographics and John North will be EIU's panel member. Concerning the State Retirement System, in 2027, more money is scheduled to be paid out than will come in. Faculty Senates are urged to ask for full funding for the Retirement System. Pringle reported budget recommendations that the IBHE will vote on in January. They will not be implemented without a tax increase. The IBHE recommended few new programs but recommended money for existing programs. Pringle noted that Jim Finlay at WIU has done a marketing study, to be expanded, on attitudes of students, faculty and administrators toward teaching and programs in the BOG schools. COF discussed the direction of its General Education study and opposed Pringle's directive to draw up courses to incorporate objectives that the COF agreed on in Nov. Members did not feel that all BOG schools should have the same Gen. Ed. courses, that the COF should not try to duplicate the work Undergraduate Study Committees are now engaged in on each BOG campus, and that COF members do not have the time needed to work together on such a study.

The meeting was adjourned at 3:30 pm. The next meeting will be at 2:00 pm on Jan. 19.

Respectfully Submitted,  
Gary S. Foster