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FACULTY SENATE
Minutes of October 25, 1988

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The meeting was called to order by Chairperson Foster at 2:05 p.m. in the Martinsville Room of the Martin Luther King Student Union.

Present: Luis Clay Mendez, Gary Foster, Michael Loudon, John North, Robert Barford, Anthony Schaeffer, David Carpenter, Pat Fewell, Ed Marlow, Nancy McMillan, Glenn Hild, Laurent Gosselin, Linda Leal, Ron Sutliff, Michael Leiteritz

Absent: Evelyn Goodrick

Visitors: Lori Tharp, Sociology Intern; Mike Harris, Eastern News; Jayne Ozier, Home Economics; Don Dolton, English

- I. Minutes of the October 18th meeting were approved unanimously with the following corrections: IV. New Business Recommendations to consider Oct. 25 Faculty Compensation #2. compression rather than compensation; #11. increasingly rather than ingreasing; under Faculty Workload #8 sections rather than selections. (Schaeffer/Sutliff)

II. Communications

- A. Received COTE minutes of October 11 meeting.
- B. Received CAA minutes of October 13 meeting.
- C. Received from CGS minutes of October 18 meeting.
- D. Received from Michael Riordan, Student Body President, a memo informing the Faculty Senate that Mike Leiteritz has been appointed as the Student Government liaison to the Faculty Senate and, with permission, will attend Senate meetings.

III. Old Business

- A. No committee reports.

IV. New Business

- A. Consideration of "Faculty Priorities, Classroom Creativity and Learning Resources" from the Study of Undergraduate Education Motion was made and unanimously carried to adapt the following voting procedure that each Faculty Senate member would vote once on each of the recommendations in one of the following categories with the points in parenthesis attached to the votes. The average would then be calculated to arrive at the support shown for each recommendation. (4) Strongly support: very important, top priority; (3) Support: Important but not top priority; (2) Reject: do not implement this recommendation; (1) Strongly reject: recommendation would have a negative effect on the University (McMillan/Schaeffer).

The President will receive a more detailed report of the recommendations including exact numbers representing the priority order and support or lack of support level.

The following recommendations were addressed:

Faculty Compensation (recommendations on p.41)

- 1. Seek appropriate money for campus-wide catch-up pay, was unanimously Strongly Supported.
- 2. Give catch-up pay to senior faculty to eliminate salary compression and inversion, was unanimously Strongly Supported.
- 3. Increase EIU tuition to provide an increase in faculty salaries, had a tendency to be Rejected/Strongly Rejected.
- 4. Re-budget, shifting a portion of the administrative personal services budget to teaching faculty. A motion was made and carried to revise this recommendation to read: Re-budget, shifting a portion of the administrators salary budget to the teaching faculty. The revised motion had a tendency to be Supported/Strongly Supported.
- 5. Reduce the number of temporary faculty and redistribute their salary to the rest of the faculty, had a tendency to be Rejected/Strongly Rejected.
- 6. Lobby for increased financial support for EIU was unanimously

Strongly Supported.

7. Seek Foundation support for endowed positions, had a tendency to be Supported.
8. Rotate faculty and departmental administrative positions on a three year basis was split on reaction with an average toward Reject.
9. Seek FISPSE grants to fund new faculty positions, was Supported.
10. Increase non-monetary compensation, such as office space, reassigned time for research, and reserved parking, was generally Strongly Supported.
11. As the last resort of an increasing frustrated faculty, strike of increased state funding for education was split with the overall average suggesting Support.
A motion to list a twelfth recommendation was made and unanimously carried (Loudon/Carpenter)
12. Provide tuition wavers for Faculty member dependents, was unanimously Strongly Supported.

Faculty Workload (recommendations on p.42)

1. Hire more civil service workers to handle nonacademic work currently done by faculty, such as secretarial, equipment maintenance, etc., was generally Supported.
2. Limit the number of CUs that can be assigned in any one term, was generally Strongly Supported.
3. Limit the number of course preparations that faculty members have in any one term, was generally Rejected.
4. Increase the number of graduate assistants to assist faculty, had a tendency to be Strongly Supported.
5. Recruit more faculty, was Strongly Supported.
6. Establish long-term goals of reducing faculty's current teaching loads, was Strongly Supported.
7. Reduce class size, was generally Strongly Supported.
8. Reduce the number of sections of a course, was generally Rejected.

Recommendations to be discussed at the November 1st meeting include:

Rewards and Recognition(p43-44), Control of Academic Procedures by Faculty(p.45-46), and Classroom Creativity(p.46).

The meeting was adjourned at 3:35 p.m. Next meeting, 2:00p.m., November 1st in the Martinsville Room.

Respectfully Submitted,
Patricia J. Fewell