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Faculty Senate

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

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

Absent: Evelyn Goodrick, Nancy McMillan, Robert Barford, Mike Leiteritz

Visitors: Lori Tharp, Sociology Intern; Mike Harris, Eastern News

I. Minutes of the October 18th meeting were approved unanimously. (North/Clay)

Motion was made that the voting for each recommendation from the study of undergraduate education be noted after the recommendations in parenthesis in the following order: Strongly Support, Support, Reject, Strongly Reject, and Abstain to be shown within the next minutes. (Loudon/Clay)

II. Communications

A. Received BOG Action Summary of the October 20th meeting.

B. Received BOG memorandum containing information relating to the Review of the Undergraduate Education in the BOG. BOG staff overview of the University review of undergraduate education at BOG universities, including BHE's minimum requirements.

III. Old Business

A. Committee reports: Clay-Mendez requested direction from the Faculty Senate in regard to the upcoming Council of Faculty meeting. After discussion, it was suggested that concern should be related to the Council of Faculties regarding generation of learning outcomes and how these outcomes are to be written as well as who will do the writing.

B. Additions to/revisions of recommendation #10 of "Faculty Compensation." Increase non-monetary compensation, such as office space, reassigned time for research, and reserve parking. Motion was made that "faculty passes to all campus events and facilities" is to be added to the sentence after "reserve parking" (North/Loudon). Motion was carried.

C. Additional recommendations for "Faculty Compensation" and "Faculty Workload".

1. Recommendation #12. Provide tuition waivers for faculty members dependents. Clarification was expressed that faculty dependents include spouses as well as dependents.

2. Under Faculty workload motion was made to add recommendation #9 (Loudon/Clay) and unanimously carried, to read: Schedule classes in consultation with faculty to achieve blocks of time for research. (Strongly Support 9, Support 2, Reject 0, Strongly Reject 0, Abstain 0)

After further discussion, suggestion was made that a Faculty Research category be developed with recommendations. Gosselin will work on this section and report back to Faculty Senate.

IV. New Business

A. Consideration of "Faculty Priorities, Classroom Creativity and Learning Resources" - Rewards and Recognition, Control of Academic Procedures by Faculty and Classroom Creativity.

The following recommendations were considered. By prior motions made, the considerations were voted on by the number of faculty senators present which did not have to constitute a quorum. The voting is reported in the following order behind each of the recommendations: Strongly Support, Support, Reject, Strongly Reject, and Abstain.

REWARDS AND RECOGNITION (Recommendations on p. 43-44)

1. Add merit awards to the base salary and increase salaries in general. (10,0,0,0,1)
2. Create special parking privileges to recognize special instructors. (0,1,6,4,0)
3. Develop a university publication, with pictures, to describe and identify good teachers. (0,0,4,6,1)
4. Encourage faculty to recognize good work of their own colleagues in departments and colleges. (1,9,0,0,1)
5. Publish meet-the-faculty profiles, not selected on the basis of merit but chosen at random or by some other non-judgmental method, in Alumni News, college newsletters, local

- papers, and the campus newspaper. (3,5,2,1,0)
6. Seek specific feedback from departmental personnel committees and chairs of faculty evaluations beyond the contract language. A motion was made and carried to revise this recommendation to read: Provide the individual faculty member specific feedback from departmental personnel committees and chairs of faculty evaluation beyond the contract language. (10,1,0,0,0)
 7. Encourage faculty to recognize good administrative actions. (0,10,0,1,0)
 8. Appoint a representative in each department to send information on recent faculty publications and presentations to campus newsletter rather than each person reporting his/her own accomplishments. (2,8,0,0,1)
 9. Recognize retiring faculty in departments and colleges more than the current large group reception. (1,10,0,0,0)
 10. Devote a newsletter just to faculty. (0,0,4,0,4)
 11. Assign office space on the basis of faculty performance rather than on seniority. (0,0,6,2,0)
 12. Designate a faculty member "teacher of the month." (0,5,3,0,0)
 13. Develop a faculty lecture series, similar to that of the American Association of University Professors but better attended, given by the most distinguished faculty member at EIU each year. (0,8,0,0,0)
 14. Offer sensitivity training for middle-level administrators in Student Affairs and Academic Affairs areas who often deal with students and faculty. A motion was made and carried to revise this recommendation to read: Encourage courtesy for middle-level administrators in Student Affairs and Academic Affairs areas who often deal with students and faculty (Loudon/North). (8,0,0,0,0)

CONTROL OF ACADEMIC PROCEDURES BY FACULTY (recommendations on p. 45-46)

1. Change operating procedures for summer school to include written guidelines for course approval and faculty oversight for all courses. (0,8,0,0,0)
2. Require all EIU courses, including special workshops and off-campus courses, to go through some faculty approval committee. (0,5,2,0,0)
3. Guarantee that the department or unit in which a NEPR is based will get to use the money in the year the NEPR is funded. (7,0,0,0,0)
4. Do not waive General Education requirements or modify them except under very rare and unusual circumstances; reduce the number of waivers for General Education and other graduation requirements. (6,1,0,0,0)
5. Generate the academic calendar in the VPAA's office with more faculty input through the Council of Academic Affairs and Faculty Senate. (7,0,0,0,0)
6. Send copies of the University NEPR package to all units submitting NEPR ideas. (7,0,0,0,0)
7. Report routinely on the status of NEPRs (7,0,0,0,0)
8. Develop a two-track sabbatical system with one type based on length of service and a second based competitively on the merit of the proposed activity. (6,1,0,0,0)
9. Develop more specific guidelines for what are appropriate sabbatical activities. (0,6,1,0,0)
10. Implement a finals study week between the end of classes and the beginning of exams, cutting the number of weeks in a semester only if necessary. (0,1,4,1,1)
11. Extend the due date for final grades several days after the end of examination period. (6,1,0,0,0)

CLASSROOM CREATIVITY

1. Set up a formal exchange of teaching methods and techniques for EIU faculty. (6,0,0,0,0)
2. Provide reassigned time for faculty to take classes outside their disciplines. (5,1,0,0,0)

Recommendations to be discussed at the November 8th meeting include: Faculty Development and Academic Climate. Faculty members are welcome to attend or to share their concerns with their Faculty Senate representatives.

The meeting was adjourned at 3:40 p.m. Next meeting, 2:00 p.m., November 8th in the Martinsville Room.

Respectfully Submitted,
Patricia J. Fewell