

9-23-2014

September 23, 2014

Faculty Senate

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Recommended Citation

Faculty Senate, "September 23, 2014" (2014). *Minutes*. 1033.
https://thekeep.eiu.edu/facsen_mins/1033

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FACULTY SENATE MINUTES

23 SEPTEMBER 2014 meeting

(The 2014-2015 Faculty Senate agendas, minutes, and other information are available on the Web at: <http://castle.eiu.edu/facsen/>)

* Note: These minutes are not a complete verbatim transcript of the Senate meeting. (J. Oliver-Recorder)

I. Call to Order by Chair Sterling Sterling at 2:00pm (Booth Library, Room 4440)

Present: J. Ashley, J. Conwell, M. Dao, C. Duncan-Lane, S. Eckert, J. Ludlow, M. Mulvaney, J. Ochwa-Echel, J. Oliver, A. Rosenstein, J. Robertson, S. Scher, G. Sterling, D. Viertel, S. Ahmad (Student VP).

Guests: Blair Lord (AA-Provost), Jim Novak (COS Assoc. Dean), Leah Reynolds (Civil Rights – Staff Senate), D. Hernandez (DEN)

II. Approval of Minutes of 09 September 2014

- Adjustments – Scher - bottom of page 2 – remove statement
- Minutes from 09 September 2014 Senate meeting were approved with modifications. Motion made by Senator Conwell and seconded by Senator Eckert. Senators Ashley & Rosenstein abstained.

III. Communications

- 9/11/14 CAA Minutes – no comments
- CIUS – coalition of faculty senates across Illinois - statement of concern from this group –

“The Council of Illinois University Senates (CIUS) is gravely concerned about the actions of the Executive Director and staff of the State University Civil Service System (SUCSS) toward reclassifying administrative professional/academic professional positions within universities without adequate and widespread consultation, including with the Presidents and Human Resource Directors of the respective campuses, as well as about their adversarial audit activities and the threat thereof. These actions strike us as both arbitrary and capricious, and lacking in the transparency we expect from our public bodies.”

Conwell - SUCSS evaluates civil service staff on campuses. They conduct audits every few years. During last few years the committee is trying to centralize duties, taking duties away from individual campuses. Audits are being performed– extreme audits. Previously fail rate were limited. Last audit revealed a 90% fail rate. Group basically advised HR staff on campuses to do following steps that we want to see you do, you will pass audit. SUCSS actions seem to bypass legislation and/or legislative efforts.

Viertel – have this affected our campus at all?

Ashley – is this an effort to move towards more centralization or less centralization?

Conwell – not sure exactly

Ashley – audits start internally, but if there are denials or failures, it moves on to the state system.

Conwell- state system wants more control – socialize/centralize the process

Ludlow – sounds like state system wants to bypass campus authority, reclassify campus positions

Conwell – correct, this organization wants to override what happens on campus

Ludlow – correct, reclassifying positions and bypassing the entire campus

Ludlow - did they talk about this example - reclassification of professional professionals? (staff)

Conwell – yes, specifically ‘academic advisors’ for incoming freshmen – to non-academic

Ludlow – would that change the pay from salary to hourly?

Conwell – not sure exactly if salary status would be changed

B. Lord – typically - states try to keep most positions within civil service status (addition background information provided to broaden perspective on this issue and process)

Ludlow – would this change the union the staff member is a member?

B. Lord – yes, it could happen.

Conwell – how often does the audit occur?

B. Lord – SUCSS reps come to EIU every year or every other year

Scher – when you talk about being classified out of the bargaining unit, how many unions do we have on campus? and Aren’t employees represented by them?

Lord – 7 to 9 and yes

Scher- people under this civil service system, are they all under existing contracts?

Lord – most are, but some are non-negotiated

Scher – what is SUCS reasoning for these extreme audits?

Lord – you need to ask them

Ashley – uniformity. We have different universities using different classifications. People doing the same job on different campuses should be classified consistently. People being treated similarly.

Scher – through watching FDR documentary - FDR promoted civil service employees – to have procedures free of bias and/or favoritism

Ashley – promoting uniformity within the system. Hired on what you know, not who you know. Follow same rules. Like state DMVs.

Ludlow – my understanding is that hiring practices are different if a position is civil service vs not. Not just a matter of taking a test. Pools of specific candidates can only apply.

Ashley – meritorious consideration is in play.

Conwell – one problem is that there have been no rationale provided by SUCSS to campus HR directors for their failure

Ludlow – so this is more about the practice of civil service vs the theory?

Conwell – true – CIUS is asking us if we are having problems with SUCSS.

Rosenstein – how many civil service staff are on our campus?

Ashley – higher # than of faculty?

Conwell – about 600 faculty, slightly less than 2000 total employees.

Lord – around 1800 total employees.

Conwell – so around 1500 total non-faculty positions on this campus. Not sure about # of civil service

Sterling – somewhere in the area of 500.

Conwell – this is not just a civil service issue because of the reclassification element of jobs

Rosenstein – so are we being asked to make a statement of support for CIUS?

Conwell –yes, and to bring it up to our own admin. Because a member of our (EIU) board is a member of the SUCSS board.

Rosenstein - is there a precedence to invite Board members to speak to Fac Sen on this issue?

Conwell – I don’t care if there is a precedence.

Ashley – we have had board members speak to FAC SEN. Also are we being asked to support more or less civil service authority on this campus?

Conwell – whether more or less, but SUCSS executive director is not giving reasons for failing audits to individual campuses. We need to communicate with the HR manager on this campus.

Viertel – as well as the staff senate on this campus? We need more info before we move.

Lord – check with Paul McCann of his previous involvement as we gather info

Sterling – let's put this to the side and let's see if we can get someone here to speak on this

Conwell – has SUCSS audit occurred this year?

B. Lord – yes, about 6 months ago – not sure if they are annual

Conwell – maybe we could also bring in Bill Weber based on his past experience with this issue

Leah Reynolds – I am here representing staff senate, work in office of Civil Rights and I can help find information that may help answer questions on this issue.

Rosenstein – maybe we should develop list of questions about this issue

Sterling – send me questions you have and names of people to invite

Conwell – also, ISU Fac Sen chair may have heard from other Fac Sen on this issue

c. e-mail from David Smith, Re: UPCE-mail from Chicago State, Re: De-recognition of Faculty Senate

Sterling – CSU Fac Sen not being recognized on campus as a university organization. Not receiving materials or notifications from administration. Do you wish to do anything with this?

Rosenstein – appropriate to write a letter of support for CSU Fac Sen and open/transparent governance at CSU. I am astounded – CSU academic leader not being deemed credible by CSU admin? They will have no meaningful progress at their campus under these conditions.

Conwell – this is also because of possible plagiarism by new provost.

Rosenstein - As well as president on provost's dissertation committee.

Conwell – I see no reason why we should not bypass the board and present proposal to dissolve the board at CSU and re-constitute the CSU board. In conjunction with other Illinois Fac Sens

Scher – there have been previous controversies on this campus. Numerous allegations about CSU president. Rumors and issues with hiring practices on CSU campus.

Conwell – the two colleagues at CSU appreciated our past support. They have already passed votes of 'no-confidence' on that campus. They need the entire faculty to support that. Problem is the board won't fire administrators, so now it's time to fire the board.

Rosenstein – the hiring practices at CSU are problematic. Quick promotion of new provost following obtaining her Ph.D. As VP of AA, she would need additional training and experience, correct? It all seems unusual and questionable. Too many interims slide into significant positions. Very least – raise concerns about these issues on that campus – transparency needed.

Conwell – I make a motion to write letter in form of resolution to Gov Quinn to take action against the board of CSU. Dissolve the board.

Ludlow - this is an on-going violation of shared governance on CSU. Keep this as focus.

Ashley - I second it

Scher - did reps from CSU bring this motion up to you? – or did you bring this up to them?

Conwell – no, they did not know that they had been dissolved. They received a response/letter that they do not exist.

Scher – another issue is that the Fac Sen president has taken actions to weaken position of the president, but the president delayed and deflected these actions. We should contact Fac Sen at CSU and ask what actions would best support them. There is still a website for the CSU Fac Sen.

Conwell – history - they have a blog that CSU admins don't want to be on. They tried to stop its use based on improper use of a trademark. That was found to be untrue. There is a long history of CSU admin. trying to shut the CSU Fac Sen down.

Scher – I would like to propose we contact CSU Fac Sen president and find out how we can support their efforts to maintain shared governance at CSU.

Sterling - they (CSU) just found out about this last week.

Sterling – we have a motion and a 2nd to write a letter to Gov. Quinn. Should we vote on the motion of writing the letter? At next meeting should we talk about sending the letter?

Conwell – can we also contact other Fac Sens to see if they are also writing a letter?

Mulvaney – similar to Steve, I am hesitant to jump into the fray without more information. We only have 1 side of the story so far. Like 2 children fighting and we only have talked to 1 kid. We need more information.

Ashley – but what if we have the same children fighting? Year in and Year out.

Mulvaney – but is it our place? What about last time – did other Fac Sens write letters?

Conwell – I don't want our board to do that to us?

Mulvaney – I feel that we have a responsibility to gather as much info before we take a position as Fac Sen. I personally would like more info before action.

Sterling – should we postpone our action on the motion to our next meeting and we can bring forward additional info at that time. We have a motion and a 2nd.

Scher – in response to Mike, I am hesitant but in the end it does not matter what the Fac Sen did, an administration does not dissolve the Fac Sen. That action alone requires a response.

Rosenstein - and what about their constitution and bylaws?

Ashley - does CSU administration have the authority to do this? Right now Fac Sen constitution and bylaws do not exist.

Mulvaney - I am in support, but I want a little more time to collect info.

Viertel – if we are following up and contacting their Fac Sen, we should reaffirm our commitment to shared governance and concerned hearing that this has happened to them. This is disturbing to us.

Conwell - perhaps we should phrase a 2nd resolution beforehand? A resolve to investigate this issue.

Ashley - let's collect info and see what we have – this will dictate our future actions

Sterling - how does Fac Sen feel about waiting as we gather info. I will even ask the

CSU board – I suspect that they won't reply. Does this meet with the senate's approval?

Other senators are welcome to find out any info that you can.

IV. Presentation to the Senate: None. However, the Chair will present questions about Faculty Senate responses to the budget cutting process in CUPB and from the President.

Sterling – I received email from a faculty member expressing concerns about program analysis process and final CUPB recommendations for budget cuts. This person thought that the process was deeply flawed. Additional concern is that if no campus body expressed concern, that faculty approved what CUPB had done. This faculty member encouraged me to have Fac Sen provide response to the campus. After receiving this letter, Pres. Perry's letter was sent out – various cuts announced – originating from CUPB.

Sterling - Question to the senate – should the senate examine program analysis and CUPB recommendations and how Pres. Perry has chosen from among the recommendations. Approve? Disapprove? Comments?

Sterling - If you want this evaluated, the Budget Transparency committee can evaluate it. What are your thoughts? But BTC probably needs to know this before proceeding.

Scher – did Pres. Perry make specific indications of what is being cut?

Rosenstein – I want to know specifics and have transparency. How do these cuts correspond with our ability to maintain rigor and quality, and our programs moving forward? We get trickle down info from administrators, 1 level at a time. Provost, Dean, Chair, etc. Our department is cautious with what we spend, but have limited funding.

Ashley – what about Adidas sponsorship with EIU? Why is it costing EIU more to be an Adidas university?

Lord – it's a goods and services contract through Athletics. Other EIU depts. joined in on the contract.

Ashley – there is a significant # of people not knowing what is going on with that contract.

Rosenstein- it would be nice to see actual numbers behind the announced cuts. More info will decrease confusion. We have TRM \$ that does not actually make it to our department. What about the Unit A faculty reduction? Almost 100 less from last year? Where is the money from the salary savings. Where is the data? Where are the spreadsheets?

Ashley- one of things we did with budget transparency in the past is having the info online.

Sterling – in response to Steve, the President's letter specifies actions consistent to CUPB recs, as well as non-CUPB related cuts

Rosenstein – an across-the-board budget cut does not seem right to me? A 20% decrease.

Ashley – some of the cuts relates to college autonomy – varies college to college – like travel money management

Conwell- the biggest cost on this campus is personnel – I don't know how each department gets a Unit A, Unit B or no new faculty?

Rosenstein – our dept & college has been lucky in terms of tenure line, but it ties to accreditation. But the base budget reduction is a significant hit.

Conwell – has budget transparency received data requests in the past?

Sterling – yes, we have received it

Conwell – and in the past, have you asked for specific data sets?

Sterling – yes, we focus on specific data each year

Conwell – what about focusing on Unit A/Unit B hiring data?

Sterling – yes, we can. But we don't have time to investigate everything.

Scher – what is the individual who wrote the email wanting from an investigation? The process? The data? The results? The recommendation?

Sterling – the faculty member concerned thought that the CUPB process is deeply flawed. If no one comments, it is in effect saying that 'we agree and accept' the recommendations. He wants faculty senate to say something about it.

Ashley – we knew going in that cuts were needed. Are we just punting it down the road?

Rosenstein – at recent faculty forum there were no significant agreements with the process but not many that greatly agreed with the process? Can we use the experience to learn what to do in the future?

Scher – were there any program cuts? There did not seem to be.

Ashley – not many, if at all.

Scher – mostly a hiring freeze. Salaries is where you save money. Departments are shrinking. People are retiring and/or leaving. What else could have been done? Other than dropping a program?

Ashley – this may come back to the fact that CUPB did not provide many significant cuts, so president had less to work with.

Scher – this might also relate to Pres Perry's last year – the next president may have to come up with a diff system of info gathering. Pres Perry has to do his job but is this a holding pattern to allow next president to put their stamp on the issue?

Ludlow – might be problematic to think of it as a holding pattern. Folks are losing jobs on this campus. Ex – no mail delivery on campus. Direct services to our students have been hurt by staff reductions. For Unit A faculty this may feel like a holding pattern.

Scher – I mostly meant it from Pres Perry's perspective. Maybe leaving some of this to the next president

Dao – we may be talking about two different things here. One is the budget cuts. Maybe this needs to be addressed by Faculty Senate. But Budget transparency is more about how the budget is being managed – our funds being mishandled? If this is the case, this is what the Budg Transp Comm should focus on. If everything is transparent, then maybe there is not a need. How the cuts might affect faculty – this is what the Fac Sen needs to be addressed.

Ludlow – so in the sense of the letter, what was the author’s concern?

Sterling – that FAC Sen not be silent unless we endorse what CUPB and the President have proposed

Conwell – to a certain extent, we are making an assumption that things are transparent. There are significant decisions made that we don’t have the data for. In order to have shared governance you need to have data.

Dao – I agree, even with no budget cuts, we still need access to data.

Conwell – the other part is reallocation of resources with retirements. What is done with open positions? This is where we really are lacking in data.

Dao – so the Budget transparency committee should address this question or issue.

Conwell – 80% of expenses is personnel.

Dao – so if no budget cuts or expansion of budget – do we still need to worry about budget allocation?

Conwell – yes, whenever funds are being allocated and/or distributed

V. Old Business

A. Committee Reports:

1. Executive = no report. We meet tomorrow with president and provost. I agreed to get involved with CAA and learning goals. They are moving to the next phase—integrating Learning Goals into General Education courses.

2. Nominations = Robertson - Can chairs be considered for the Mendez Service Award? I have not seen specific language on that in the award description or in the bylaws.

Ashley - chairs can serve on senate, they are viewed as faculty.

Scher – as person who proposed this award, chairs are eligible for the award. I would think ‘the Distinguished Faculty Award’ as well? Is that true?

Sterling – not sure

Scher - I am checking right now in older faculty senate minutes. I served with Luiz.

Ludlow – looking at our website - yes, Distinguished Faculty award does include chairs.

Scher – Luis was intimately involved in service. We could go back to Fac Sen minutes from 2002 to determine eligibility of chairs for Mendez award.

Conwell – what about classification of department chairs?

Sterling – it’s Fac Senate’s award. We (this body) can determine who is eligible.

Ashley – moving forward, we probably want to be specific with the language-description.

Robertson – as of right now, it is not clear on the nomination. Chairs can nominate, but not clear if chairs could be nominate

Rosenstein - motion to include chairs?

Ludlow – I will second it.

Dao – is there a precedence with this?

Sterling – I don't remember chairs being nominated for awards when I served on the committee

Scher – minutes from Jan 27 2004 – nominations committee made the motion for Mendez award that chairs are eligible and Motion 2nd and passed unanimously.

Rosenstein – motion to add chair language to award for next cycle? Conwell 2nds.

Sterling – discussion? all in favor to add chair language?– it appears to be unanimous.

Sterling – any other committees have a report?

Scher – reminder for chair for a more formal discussion on amendments to Fac Sen constitution. Waiting for Grant's review of the Fac Sen constitution. We are waiting for CFR – our constitution has limited connection to what CFR actually does. CFR discussed wording in the Fac Sen constitution recently. Waiting for their response. Received email from Bob Chestnut. I think some content should be authored by CFR, some not. Probably develop finalized language together with CFR. Might be lengthy. Discussion should begin soon.

Sterling – yes, maybe on Oct 14th.

Sterling – any other committee reports? All committees have chairs and members except Comm on Committees. Need more members for Comm on Comm – please email me.

3. Elections = no report

4. Faculty-Student relations = Conwell-could members of Faculty-Student relations committee meet to identify chair? Let's meet afterwards.

5. Faculty-Staff relations = no report

6. Awards = no report

7. Faculty Forum = no report

8. Budget transparency = no report

9. Constitution/Bylaws = no report

10. Committee on Committees = Sterling – we need more members for this committee

11. Other Reports:

A. Provost's Report – board meeting last Friday – new MS of health promotion and leadership. Approved. Exec planning meeting in the morning. Very interested in talking with Chris Dearth – new admissions director. Followed by Mary Herrington Perry report on 'root-cause' analysis of enrollment decline. I will circulate that to Fac Sen before our visit to discuss this at next meeting. Board is very interested in this topic. Mention of NCA visit is Oct 20-22. Schedule is still being developed. A variety of open sessions and sessions with various groups will be held. Hopefully finalized soon. Impromptu changes are expected during their visit.

B. Sterling – Oct 21st is a normally scheduled Fac Sen meeting. They are welcome to meet with some members of the Fac Senate on that day.

C. Ashley-with the Redden Grants, does the final list of approved grants defer to Dean recommendations? Lord – at times. Ashley-Some are wondering why BIO received so many? Lord- - BIO had significant # of applications. Ashley – BIO has 40+ applications? Lord – yes. What about difference in funded proposals between colleges? Ashley - Can applicants receive more than 1 award? Lord-No specific restrictions on # that can be applied for (ie - more than 1). We try to spread out the awards but cautious in the final decisions. Driven year-to-year by # of applications. Lord-Redden applications were funded around 50-60% this year – still a viable option to access support funding.

b. Other – discussion Budget cutting and Program analysis.

B. Other Old Business:

VI. New Business

A. Future Agenda: Fall meeting dates: October 7; October 14 (adjusted due to NCA visit); November 4; November 18; December 2.

B. Other New Business –

VII. Adjournment – Meeting adjourned at 3:35 pm.

Submitted by Jon A Oliver