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Faculty Senate

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FACULTY SENATE MINUTES

24 February 2015 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)

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

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

Guests: S. Bennett (Staff Senate), M. Davenport (Minority Affairs), G. Hild (CAH), B. Lord (AA), S. Markham (DEN)

II. Approval of Minutes of 10 February 2015

- Minutes from 10 February 2015 Senate meeting were approved.

Motion made by Senator Viertel, and seconded by Senator Conwell. All in favor? - Unanimous

- Abstentions = Senator Rosenstein

III. Communications

a. CAA Minutes from 2/05/15 and 2/12/15

b. E-mail from UPC Chair David Smith, Re: Role of UPC

- Sterling – review the letter D. Smith will answer questions/comments about letter if desired.

- Ashley – a bit torn. UPC is a contractual issue. Maybe broader than Fac. Senate. Any comments from B. Lord about Dean that you have to defend on a routine basis?

- Lord – comments probably best shared in private

- Ashley – seems like a transparency issue. Faculty is kept ‘in the dark’. Info about cuts, budget, etc is silo’d. Dean is not sharing information with us. Problem is similar to concern with Dr. Nadler’s presentation last week – faculty are ‘left in the dark’.

- Lord – I have discussions with Deans in private that I would rather not share in public. I can assure you that I hear what is being said by you.

IV. Presentations to the Senate: Minority Recruitment and Enrollment

- Senator Ochwa-Echel: Low enrollment at EIU is a current problem. This is a chance to look at all potential student populations as a way to increase enrollment. Referring to handout provided, - 25% of all EIU students are minority students. There is a chance to enhance minority student enrollment at EIU with Indy, STL, and Chicago. Challenge – the campus climate at EIU has not been very welcoming to minority students. Specialists have been brought in to speak as well as listen to students and discuss campus and community climate. Although university groups have attempted to address this issue, efforts have focused on the issue mostly on an ‘outside of the classroom’ basis. There is a problem ‘inside the classroom’ as well. How do we sensitize faculty to this issue, and help avoid discrimination of students in and out of the classroom?

- Ochwa-Echel - To Sterling – I did read the email you sent at the 11th hour (right before today’s meeting). I have numerous questions about the letter. Are enrollment standards being lowered for minority students? And, when EIU discusses increasing student enrollment, is it solely focused on white students?

- Stowell – to get more information about this issue - What types of things are happening in the classroom that resemble racism?

- O-E: many students I have talked with report a racial basis in the classroom – like insults. I coordinate the Africa Studies program as well as ICPD. Students come to my frequently. The specialists were brought in to listen to students about racism problems on campus, then compiled a report on results of these discussions. This is a difficult topic, but we need to discuss this topic now on campus.

- Ludlow – I can also give you a few examples from students I mentor. Students expressing concern about calling out students to represent their entire ethnic group and comment on an issue. Another concern was an overtly racist comment about a student serving in the community by a resident. When the student brought this concern to the faculty member, the faculty member said ‘just ignore it’. That may be a comfortable answer for the faculty, but not for the student, who could learn how to manage that type of situation in the future. An additional concern is the belief of some faculty that the minority student cannot produce high quality work. The faculty member is making the minority student feel this way. This is a negative perception that does exist among some of us.
- Stowell – so these are examples that relate both to recruitment and support/mentoring of minority students. Are we doing better with one while pushing the other to the side?
- Ludlow – to Stowell - not necessarily.
- Ashley – to Stowell – maybe. Previous admissions director strategies suggest they worked harder at one area at the expense of others. More troubling is what you are saying about what is happening in the classroom once students are here on campus.
- Ludlow – to clarify, I don’t believe these events are happening maliciously by our faculty colleagues, but they are happening, and it’s troubling.
- Ashley – and we can’t control the community. Community members might be more malicious. But if we take students out into the community, we need to better support them and advocate for them.
- Ludlow – or at least better prepare them for how to work their way through these uncomfortable situations.
- Rosenstein – in terms of recruitment. I took from Grant’s letter that everyone should be the target of recruitment, not just 1 group. I see multiple steps – recruitment, enrollment, retention. If students are happy here, the word will spread from them. We need more data about this group (admission, attendance, attrition, etc). EIU also needs to recruit all different groups of students. EIU needs to apply consistent academic standards. Apply individual care to help retain. This is a problem that extends to gender, 1st generation students, etc. I think we need to start with the recruitment step first, then focus on how to keep students here.
- Ludlow – but we need to have the related conversations about what’s happening here now
- Scher – I created a graph with the data that Senator Ochwa-Echel has provided.
- Rosenstein – is there more admissions data that we can analyze to learn more about this issue?
- Sterling – all of the data/info that you discussed relates to the ‘enrollment funnel’ that apparently we (faculty) are not allowed to see.
- Ludlow – we aren’t allowed to see it?
- Sterling – only chairs can see it
- Ludlow – are chairs sworn not to show the data to anyone?
- Lord - no
- Davenport – I would like to add to this discussion. We are trying to make our student population to look like the population of the state of Illinois. I believe we need to make students comfortable on campus first, and then in the community. Faculty, staff, administrators play a role in this. Alumni are our biggest cheerleaders. Not all minority alumni think the EIU climate is bad. They can speak for their positive experiences while at EIU and at alumni events. If students feel comfortable here, they will spread the word to their neighbors and family members. I don’t think we have watered down enrollment to make this happen.
- Rosenstein – but we are still disproportionate in terms of representation.
- Davenport – but we are very similar in proportions to the state of Illinois
- Ashley – we look like the state of Illinois but we have lost a significant # of students in one category. How can we satisfy both objectives?
- Davenport – I think everybody needs to do their part. We will probably always be a predominantly white institution. We offer diversity conferences and keynote speakers on a regular basis, but we need to see more of us attend those events. More interaction outside of the classroom and at the diversity training.
- Rosenstein – are we really ‘2 to 1’ female to males?
- Lord – yes, this has become typical in higher education.
- Ashley – can we effectively market this?
- Scher – presents tabled data that Senator Ochwa-Echel provided via charts/graphs.

- Sterling – it is worth noting that while the Asian population in Illinois is increasing, our current representation of Asians is decreasing
- Lord – as well as Hispanic representation – well below the Illinois population base
- Rosenstein – so what are our recruitment efforts in these areas?
- Ludlow – good question - I have been in 3 meetings with Chris Dearth in the past few months – he is committed to visit regional high schools to generate additional attention for EIU – Central Illinois Schools – and encouraging faculty to do the same.
- Ashley – to Rosenstein - but maybe not as specifically as what you are talking about
- Stowell – EIU has also hired Hispanic admissions staff – as well as printing publications in spanish
- Ochwa-Echel – but I think we are contradicting our admission messages. Staff are trying to recruit minority students, but some faculty think EIU has enough minority students.
- Ashley – I have not heard this - I hear that EIU just wants more students
- Ochwa-Echel – you may not attend meetings that I attend – example - during NCA meetings – faculty were asked a question – ‘if tomorrow we had more minority students, would you be prepared’? The impression is given is that we only want more white students.
- Rosenstein – I can only speak for my department – we want minority students because we are putting teachers in the classroom
- Ludlow – this situation can also make it more difficult for the white students to accept other students. Students hopefully haven’t heard a faculty say ‘we don’t want more minority students’. We exist to serve the state. Students notice when a group is not welcomed on campus. It’s not good for all of us.
- Ochwa-Echel – also programs like TRIO or GATEWAY. These are remedial programs. These students may not be ready for college. These are national programs – grant funded. Not just minority students. Low socio-eco students as well. These programs are established to help students that would otherwise be left behind. They should also have a chance at higher education.
- Dao – in order to have an accurate assessment of the situation, multiple approaches need to be utilized. Case studies + data analysis. Anecdotal evidence as well. But it’s important to distinguish between the two. It’s good to see the larger picture with this issue to find commonalities and to establish recommendations. Might be difficult for this body to handle this issue. I had a similar experience to some of our minority students because I was a former minority student. I faced bias as a student. Misconceptions. Uncomfortable feelings. Culture shock. – shares more insights from his own experience as a minority college student
- Ludlow – I appreciate your comments. There are several groups on this campus conducting research on this issue right now. Different student groups do not feel welcome on this campus. Data is being gathered. Obstacles identified as well as solutions to the obstacles. I don’t see Faculty Senate as being asked to take responsibility for a problem that exists on campus.
- Ludlow – I also see anecdotal evidence as valuable in trying to solve this issue. I don’t think we should disregard this type of information. Because these are not isolated instances.
- Dao – it’s good to hear that some groups are trying to solve this issue. In the classroom I feel more compassion towards minority students. They may have more obstacles to overcome to reach success than other groups. I was once in their shoes. Bottom line – once students are here at EIU, it’s my responsibility to help them succeed, even if I have to work a bit harder to help them reach that goal.
- Rosenstein – some minority students would not want ‘special treatment’ that you have described. Most want to do it (succeed) on their own through their own merits. If students want to come to EIU and they are qualified, let them come. Also, some TRIO students turn out to be stronger than the average student. Should we invite recruitment staff to present on their efforts?
- Lord – the EIU BOT has asked C. Dearth and Mary Herrington Perry to present on recruitment efforts/results at each meeting
- Bruns – I sat in on a webinar earlier today on undergraduate research. A variety of campuses shared examples of digitizing student research. As a campus, we really have not scraped the surface of this opportunity.
- Stowell – one observation is that whenever we talk about under prepared students, it’s confounded by a number of factors (ethnicity, socio-economic, etc). It’s complex. Possible solutions – utilize students with unique experiences as a ‘resource’. Shares an experience from his class. Also, what if we have ‘diversity’

training? (like ethics, IRB testing protocol, etc). Faculty could benefit from this training. Beyond campus events that we host but that few actually attend. Faculty can learn 'how to do this right'.

- Ludlow – some of this does happen in Faculty Development
- Davenport – additional education on 'differences' could be helpful for all faculty and staff
- Ludlow – to Stowell – I would ask the student in private before the class if they would like to contribute – but avoid putting the student on the spot.
- Stowell – maybe creating some online tutorials involving unique scenarios to learn from
- Dao – I feel joyful when I eat at campus dining centers and see tables filled with diverse students (not segregated tables). I want to see diversity in action, not just on paper. I don't want to see segregation.
- Rosenstein – one comment about the table – referring to recent Illinois census – comparing EIU student data to IL census data – EIU falls short with some population comparisons.

V. Old Business

A. Committee Reports:

1. Executive = Sterling – we met with President and Provost. We talked about presidential transition. BOT meeting on March 2nd might be where new president of EIU is announced. Oliver – updated hyperlinked list of past DFA recipients on Faculty Senate website with the help of Todd Bruns – used digitized press releases. Dao – how do we recognize DFA recipients? Lord – commencement.
- Sterling – small challenge with DFA process – sometimes DFA awarded to retiring faculty (or close to retirement). And then committee consists of at least 1 former recipient. Problem – we only have two prior winners on campus, which will impact DFA committee into the future. Dao - can prior winner serve on committee more than once? Sterling – yes.
2. Nominations = Rosenstein – no. We will wait for Spring 2015 Election results to be finalized.
3. Elections = Ludlow – I sent SP 2015 elections docs to all of you - Vacant position list and election timeline. Stowell – one of the committees listed on the doc never meets. Ludlow – yes, and at least 1 person on a committee has left campus. We need to replace that committee as well. I will send out a corrected list. Sterling – and we should update constitution at the same time as the Spring 2015 election as well. Ludlow – Senate bylaws establish timeline for the Spring 2015 elections – that's why we are aiming for March 25th. Rosenstein – isn't that right after Spring Break? Ludlow – yes, a few days after we return from Spring Break. Sterling – let's leave it on that date for now.
4. Faculty-Student relations = no report
5. Faculty-Staff relations = no report
6. Awards = Robertson – DFA apps are due tomorrow. We are finalizing committee alumni position with Steve Rich. Might have a few challenges to finalize committee. Sterling – contact me if you experience problems – I can provide alumni that have served on the DFA committee in the past. Robertson – President Perry nominated Roger Beck.
7. Faculty Forum = Bruns = forum in March – hosted by CAA. Also – should there be a Faculty Forum on the EIU Athletics spending issue? Ashley – yes.
8. Budget transparency = Ashley – we are meeting with Paul McCann to review audit report and budget docs.
9. Constitution and Bylaws Review = Scher – at next Faculty Senate meeting we will discuss proposed revisions on Bylaws and Constitution to get prepared for a future Forum on the issue, and then ultimate vote on the revisions.

10. Committee on Committees = Stowell – we are collecting info on existing committees

11. Other Reports:

- a. Provost's Report – Presidential search process announcement next Monday at BOT meeting. Admission statistics are available. C. Dearth is willing to report back to Senate this semester on Admissions. Springfield situation – not much being revealed right now. Ashley – is EIU preparing for a significant budget cut? Lord-we were asked to prepare for a 20% cut – a tabletop exercise. Ashley - 20% cut is probably likely, 31% (Rauner's proposal) is worst case scenario. Lord – it's a process of volleying back and forth budget proposals – reaching an agreement. Ashley – Higher Education will likely be a target.
- b. Ludlow – following up regarding the emeritus ID request. Lord – I followed up with P. McCann about it and he did not see any problem with it. I will follow up with him.
- c. Bruns – thanks to those who filled out digital needs survey – it closes midnight Saturday.
- d. Ahmad – organizing a student lobby day for Springfield on April 15th. I am organizing the event. We should have vans reserved to provide transport. Students are split up by district to visit their congressman. Conwell – a parent letter writing campaign would be influential. Mulvaney – maybe the use of a list-serve would be helpful. Ludlow – using a template letter would be helpful for parents.

b. Other – Scher – Enrollment Management Advisory Committee met last Thursday – most categories of students are up in terms of applications compared to last year. Largest concern: there are 3300+ incomplete applications. Scher reviews data presented at the recent EMAC meeting. Ashley-so are we admitting students, but they aren't committing? Scher – yes. But some are waiting on admission decisions at other campuses, like U of I. Some in admissions suggest that U or I is not a major competitor, such as Illinois State. Mulvaney – related comment - the recent open house was held during poor weather on Monday, Feb 16, but attendance numbers were still strong. I had positive conversations with parents/students at that event. Scher- Admissions staff were also pleased with attendance at the event.

Ashley – do we know how many students attending EIU receive faculty 50% tuition waiver? Jake Franks in the Illinois Legislature is proposing to cut the benefit – in committee right now - House Bill 403.

Rosenstein – admissions is a multi-faceted issue. Comments on teacher education requirements and enrollments. Minimum ACT scores are required of our students. Students are probably 'shopping around' right now before committing to EIU. Even with EIU scholarship incentives (i.e. - "Panther Promise"), we are probably losing students to other campuses based on a mixture of factors such as cost, amenities, scholarships available, etc.

Sterling – Senator Stowell will speak about EIU affordability at the next Senate meeting (10 Mar 2015), and how affordability affects enrollment, as well as constitutional revisions.

B. Other Old Business:

VI. New Business

A. Future Agenda: Spring 2015 Meeting Dates:

March 10 (EIU Affordability, Review Senate Constitution and Bylaws)

March 24 (?)

April 7 (Faculty Development?)

April 21 (Election of Officers)

B. Other New Business – none

VII. Adjournment – Meeting adjourned at 3:32 pm.