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February 2, 2016

Faculty Senate

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Faculty Senate Session Agenda  
February 2nd, 2016, 2:00 – 3:50 PM  
Booth Library Conference Room

I. Attendance and Welcome

2:00 PM

- In Attendance = Senators T. Abebe, D. Brandt, N. Hugo, B. Lawrence, J. Oliver, J. Robertson, A. Rosenstein, S. Scher, G. Sterling, J. Stowell, J. Waller, C. Wharram, J. Smith (Stud. Rep.), S. Simpson (Student Gov.)
- Welcome from Chair J. Robertson
- Guests: G. Aylesworth (Phil), J. Bliss (UPI), L. Burnham (Journ), K. Doolen (Theatre), President D. Glassman, A. Haynes (DEN), G. Hild (CAH), J. Jarmon (JG-TC), B. Lord (AA), J. Mace (Psy), N. Shaw (Theatre), A. Shelton (HST)

II. Approval of Minutes from January 19, 2015

- Motion to approve? – Sterling, Brandt (2<sup>nd</sup>)
- Lawrence – I agreed to serve on both the Awards Committee and the Faculty Forum committee
- Oliver – edit noted
- Robertson – any other comments?
- All in favor of approving Minutes from Jan 19th? = \*unanimous\*

III. Committee Reports

1. Executive Committee

- Met with President Glassman last week. He is here to provide details of that conversation.
  - Budget Report and Update: President Glassman and Provost Lord
- Pres. Glassman – here to update you on current issues of interest. The budget issue is first. What’s happening in Springfield and on our campus. This is an unprecedented and unfortunate situation impacting all universities. We are in a critical time period because it is affecting our abilities and operations. From May 2015 to Jan 2016 there has not been much discussion in Springfield regarding higher education funding bills. Recently in the last month there have been some bills filed by democrats and republicans dealing with issue of funding higher ed. If there is a positive, the topic has come to the forefront. They finally understand the urgency. It’s immediate. Presidents of Illinois universities have communicated with the legislature. Dem bill provided MAP funding at 100% level as well as community college funding, but left out university funding - Passed house and senate. Governor has indicated that it will be vetoed. It is being held right now. Rep bill was filed including 100% MAP funding, 90% community college appropriation, and 80% university funding – based on fiscal year 2015 appropriation levels. For EIU, if a 20% reduction is enacted – it represents an \$8.6 million decrease from what we have already cut from our budget (6.5% reduction) to balance our budget this year. That is substantial but we are dealing with situation as it is. This bill was attached to another bill presented to the Governor, allowing for flexibility and privileges for Rauner. The bill did not seem likely to go very far in the house or senate. So a new bill has been proposed by Senators Righter and Rose (both EIU alums). It’s similar to first Republican bill, but it’s a stand-alone bill for higher education, and attached is a procurement reform bill to modify purchasing protocol that would save significant money for universities. Not sure if that bill has been filed yet or even voted on. There are five session days in February. We are hopeful that a resolution will be reached during these days. However, we cannot sit and wait to see what takes place.
- Pres. Glassman – When we laid-off employees in the Fall 2015, it was to balance budget presuming a 6.5% reduction in appropriations during this fiscal year. I indicated at that time that if funding was less, more adjustments would be necessary. I had no idea in the Fall 2015 that we still would not have an appropriation in February 2016. We have been watching our budget and spending carefully, trying to save money. There were rumors that we will not be open in the future. We will be open and operating if we take certain steps now to preserve our cash flow.
- Pres. Glassman – the way we can get through this tough situation and limit impact on students if we reduce costs (travel, capital budget, non-instructional supplies, etc.). We still need additional funds to survive not having any state appropriations – through layoffs and furloughs. When I wrote my letter to campus, I indicated 100s of layoffs would be necessary. As of today, we have about 200 layoff notices prepared to send out. We are also needing all A & Ps furloughing additional days, as well as all A & Ps this time, even those under \$50,000 salaried staff. We still need additional funds to make it. We are evaluating our options. For example, I do have the ability to furlough non-negotiated civil service employees (non-unionized) – those individuals not being laid off. We are

also exploring other possibilities with unions, including UPI, other possibilities that would assist getting us through this year. We can get through this together. UPI has asked for information from me to help them understand the situation more clearly. Maybe John and Grant, UPI executive committee members who are present at this meeting, can speak later on a few items that we have discussed. This has been one of the most challenging years in my 36-year career dealing with this current situation. I've never seen anything like this in my entire career. I am open to answering questions. Obviously, there is a lot of nervousness across campus. I have met with the Faculty Senate Exec. board, the CUPB exec. board, the staff senate, the non-contractual staff council, the student senate, the chairs council, the deans council, etc. in order to answer questions and clarify the situation to diffuse rumors, including how furloughs might affect retirement, etc. I am trying to ensure that information is timely, accurate, and transparent in order to manage the situation as effectively as possible.

Waller – can you be as precise as possible with when layoff notices will be distributed?  
Glassman – I have tried to control rumors. They will be circulated once we do our due diligence in the process. Only the individuals receiving a notice will be informed, not the entire campus community or those who potentially might be laid off. If it happens this week, it will be late in the week, but most like it will occur early next week. The policy is 30 days before a layoff 'officially' starts. The sooner the notices go out, the sooner they occur, but we have to follow rules, policies, and procedures as we finalize the process. However, it is possible that after the notices go out, state appropriations are finally received from the State, or other cash accumulations received, which would lead to rescinding the layoffs. But this whole process creates emotional stress for real people. There are also a few other suggestions received from across campus – like rotating layoffs – temporary provisions, as well as all employees take a temporary furlough during Spring Break. We are evaluating the suggestions carefully. Regardless of the tactic(s) we use, we are going to make it to the finish line, and I remain hopeful and optimistic that the appropriation is received before graduation ceremonies in May.

Pres. Glassman – another difficult issue is that hypothetically, if the reduction is 20% and we have to cut an additional 8.6% off of our budget, it is possible that those laid off will be not be recalled.

Roberston – so what we are trying to do is keep the doors open in the absence of state appropriations. How will laying off 200 civil service employees help us? (save us \$?)

Glassman – the estimate is 3 million will be saved during the four months

Roberston – so how do we fill the other deficit? (\$46 million)

Glassman – we have approximately \$27 million in cash flow reserves, and we cut out about \$10 million, 5-6 million will get us to the finish line this year. But we have to replenish the cash flow reserve ASAP. That money keeps us in operation and making payroll. When appropriation dollars are received, we replenish the cash flow. I believe we will make it and we won't be open for just half a semester.

Rosenstein – question related to summer term – given the situation, what about courses and research scheduled for the 2016 summer? Normal operations or adjusted?

Glassman – I met with Paul McCann last night. We just started the discussion about summer term 2016. Summer school usually represents net positive revenue. We need that. But, doing everything we are doing to preserve resources, the worst case scenario would be we still don't have appropriation \$ and we spent our cash flow. I need to know from Paul if we can generate enough tuition dollars from summer term courses if we can cover our employee payroll before we can move forward with summer school. If so, great, business as usual. If not, we will need to look at other alternatives. I am not suggesting that summer school is endangered, but we will need to continue to review the summer school plan. However, I anticipate that we will have summer school as normal.

Wharram – a specific question about furloughs – how might potential furloughs impact employees on the cusp of retirement? Would furlough days count against their SURS retirement calculations? Could they be exempted from furloughs?

Glassman – I can only respond with a generality. A furlough day does impact SURS calculations – your reduced salary negatively impacted by furloughs would be reported to SURS.

Wharram – a potential 'domino' effect might be 'immediate resignations' rather than impacting SURS calculations – it could impact staffing during the second half of the semester.

Glassman – that could be the case, employee(s) could make that decision. If someone has agreed to the retirement 'glide', that employee might be required to complete that obligation to maximize their retirement benefits. SURS evaluates the four highest salaried years of an employee.

Waller – if the stalemate continues, and we have no state appropriation by the start of the Fall 2016 semester, would we be open for Fall Semester?

Glassman – I can't answer that yet. We receive tuition \$ in the fall as well as federal \$. If you are asking if we would be open without any of this typical financial support – no. We expect these funding resources to be received. But this current funding situation is critical and immediate.

Rosenstein – what are we doing to generate more revenue?

Glassman – we have robust summer camps that come to campus– approximately 3,000 visitors. Our international student enrollment is at a record high – School of Technology has led a successful initiative with this. As far as intellectual property goes, we don't have much, but historically we don't have much tech transfer and IP as part of our portfolio that generates significant additional revenue because our mission is focused on education. CUPB has also explored answers to your question. For example – the credit card transaction fee initiative, which has helped generate additional revenue. I am open to other suggestions to money-making entrepreneurial initiatives. However, our core mission is education. We are in a social contract with the State of Illinois. We will keep our tuition down if they continue to support our mission and operating costs.

Robertson – are you in active conversations with UPI about potential furloughs?

Pres. Glassman – refers to John Blitz, UPI representative in attendance

Blitz – we are waiting for information from the EIU administration regarding the budget crisis

Robertson – (to Blitz) there is a general UPI membership meeting on Wed, correct?

Blitz – yes, additional information regarding this crisis will be shared at the meeting

Scher – referring to upcoming layoffs – 200 staff is a large # - how many civil service will remain and how are the cuts being distributed across campus?

Glassman – we have 600-700 civil service employees on campus. Cuts represent less than 1/3 of the staff. We worked with VPs on identify jobs we can cut and still function. We also looked at the areas represented by civil service employees – if activities have ceased or been reduced in a particular area, one would expect that this would be an area for reductions. We are looking at how many but also what activities each civil service employee is involved in. This crisis has slowed down lots of our specific operations. There will be additional inconveniences with these layoffs. So will 200 cuts have an impact on the operation of the university? Yes. But, hopefully these cuts are short-lived, but this cannot be guaranteed.

Abebe – you laid out a hint of what EIU will look like in your Fall 2015 speech with the previous cuts, what will we look like after we win this 'battle' following these new cuts?

Glassman – we will look good. I was at two Chicagoland recruiting events recently, and we are effectively marketing EIU to the people of Illinois. High school seniors are excited to come to EIU. I am confident we will still provide a great EIU experience to future students. We will 'win' (this financial crisis). However, the challenge faced this year will not be forgotten. We can show that this university is stronger than the impasse in Springfield.

Scher – what can we do to help legislators in Springfield to better understand the seriousness of our situation?

How do we get the parents and students involved in communicating the seriousness with legislators?

Glassman – that has to be organic and 'grassroots', and it could be very, very important. However, in my position I can't coordinate such events.

Scher – until the situation directly impacts students, some may not know of the seriousness of the situation

Glassman – noise can be made, but I can't make the noise. The 'squeaky wheel' gets attention.

Rosenstein – discusses teachers and contracts. There will be long-term consequences if the situation is not solved. Hopefully we (EIU) can avoid a horrific wake-up call of no classes and no students. Has the university talked with the local communities/business owners about what a 200-person layoff will do to them economically? It's not just EIU that will suffer. What are we doing to combine our efforts with our local community?

Roberston – there is a "Fund EIU" rally on Friday at 4 pm

Glassman – one of the issues you mentioned is students and their reaction to this crisis. All of us are doing everything we can to minimize the impact on students on campus. I feel like we have done a good job providing the EIU experience even in the presence of this crisis. Also, we have talked about this situation with our community leaders and there is a state-wide coalition that has been going to Springfield to advocate for higher education funding. There is no multi-county coalition now, but there could possibly be one formed.

Stowell – thank you for your comments and information provided. What would you suggest to faculty, one or two things, that would help you in this crisis?

Glassman – positive attitude and full attention to your classes. Do all that you can to help maximize student learning and student satisfaction. A few people have reported that a small number of faculty are making derogatory comments in their classes about the future of EIU. Look at this as a university-wide challenge. All members of the EIU community need to work together to solve this issue.

Glassman – one other topic to address is the EIU faculty vote of no confidence regarding Provost Blair Lord last fall. I promised that in due time I would address this issue with the Faculty Senate this year. I have worked closely with Blair Lord since I arrived on campus. He has been an asset. Provost Lord will comment on this situation at this time.

Lord – President Glassman has discussed this issue with me. He has given me a variety of options to choose from for the future. He asked me what my preference would be regarding the future. I told him that I would like to finish this academic year in order to complete a few initiatives. Pres. Glassman considered that request and has made a final decision.

Glassman – B. Lord has submitted a letter of resignation to me, effective at the end of the 2016-2017 academic year. After significant reflection, I have reviewed and agreed to that letter of resignation. Under the current circumstances with multiple interim VPs, and with the current crisis we are dealing with, I have decided to begin a provost search starting in the Fall 2016 semester. The provost position is a complex position, and for me to bring in an interim at the end of this year and train/assist the interim would absorb too much of my time during the current crisis. I need B. Lord's assistance during the next 1.5 years to help with the current situation and the transition to the next provost. We hope for a very successful transition of leadership in the Academic Affairs area at the end of the process.

Robertson – to wrap up Executive Committee thoughts - CUPB exec comm. met with President Glassman last week. An emergency CUPB meeting has been scheduled for Thursday, Feb 4<sup>th</sup> at 5:00 pm.

Robertson – the other issue is the resolution to reconstitute CUPB, which will result in a future meeting with the CUPB exec comm and the Fac Sen exec comm along with Abebe and Sterling to discuss the resolution. I am convinced that CUPB is being proactive in the current situation on campus.

2. Nominations Committee
  - Rosenstein – the committees have now all been populated - resolved
3. Elections Committee
  - Stowell – I am prepared to provide a summary. \* See ‘Committee on Committees’ report below:
4. Faculty-Student Relations Committee
  - Waller – no report
5. Faculty-Staff Relations Committee
  - Waller – sent list of questions from staff senate to ask the president
  - Robertson – continued future dialogue is suggested
6. Awards Committee
  - Hugo – no report, still waiting for information
  - Robertson – you will receive it ASAP!
7. Faculty Forum Committee
  - Bruns – not here – no report
8. Budget Transparency Committee
  - Sterling – no report
9. Constitution and By-Laws Review Committee
  - Scher – met last week with the committee (Grant & Jemie). Will project recommendations to discuss
  - Robertson – we have revision recommendations for this document from our Jan 27<sup>th</sup> committee meeting
  - Sterling – vast majority of changes are clarifying language of bylaws. Changes would not significantly impact what actions the senate already currently does. One exception would relate to filling vacancies. We suggest that we need to better clarify and streamline this process – will soon discuss.
  - Sterling – Executive Committee #1 - Most notable is on how faculty senate fills vacancies on the Faculty Senate. That is the area that our committee suggests somewhat measurable changes. Executive Committee #2 suggests that newly elected senators are eligible to be chosen as a member of the Exec committee.
  - Rosenstein – question - nominations and elections for Fac Sen exec comm occur at last meeting of each Spring semester. Notification of elected senators sometimes does not happen until after that last meeting. New elected senators would need to be informed before the last meeting.
  - Sterling – usually election results are known before the last Fac Sen meeting of the Spring semester. At times, we may not have ratified results, but in most cases the results are known. In any case, future election results will be made known before exec. comm. elections.
  - Rosenstein – maybe we should add to the bylaw that newly elected senators will be notified when the elections will be held?
  - Brandt – does this address senators in their third year of service on the senate?
  - Sterling – no, it does not address that situation
  - Sterling – the other change in #2 is the language changed to last meeting - from ‘April’ to ‘Spring’

- Sterling – under Nominations committee, added a sentence regarding chair selection - trivial
- Sterling – change in #2 – we filled in language to make it clear on who is eligible to be nominated to a faculty committees or board. We propose to change language so that same people who serve on elected committees can serve on nominated committees – including chairs. We also recommend eliminating the list of nominated committees from the bylaws in the case of future minor name changes – to avoid having to change bylaws to change committee names.
- Sterling – changes to #3 – changed language from last meeting in ‘April’ to ‘Spring’
- Sterling – changes to #5 – added a defined position (member) to serve as liaison with committees and boards – someone to ensure that committees and boards are actually meeting
- Stowell – suggestion for #5 – ‘keeping watch and liaisons with the nominating committees’, not the elected committees
- Sterling – yes, we can certainly change the language to make it more explicit
- Rosenstein – supports more explicit language being added to help distinguish the difference between nominated vs elected committees
- Robertson – we may need to approach this in a more formal way with a motion and then comments
- Sterling – I think we can progress as is with presenting, accepting comments, and then finalize before a formal motion and formal amendments
- Sterling - #6 – language added to clarify how to populate vacancies on nominated committees
- Sterling – Elections Committee - #1 – trivial edit – including ‘Vice Chair of the Senate’
- Sterling – under #2 – we added a sentence referring to ‘Fall Elections’ to fill vacancies – now the norm
- Oliver – no longer “special” since we have them every fall?
- Sterling – under #3- clarification – ‘any faculty member is eligible to sign petition’ without restrictions, even if you can’t serve on the committee
- Wharram – suggestion – I’ve never been clear on why we use the process of collecting signatures to be eligible to run for a position? Why not remove that barrier?
- Stowell – I like your point – are 10 signatures/friends necessary to run for a position?
- Sterling- adds historical comments related to the suggestion
- Oliver – would removing the 10 signatures encourage more of our newer colleagues to run?
- Sterling – yes, in some cases it probably would
- Waller – I agree with Wharram’s suggestion – let’s make this process as simple as possible
- Sterling – I will add this suggestion to the revised version
- Robertson – what about nominating others?
- Wharram – it’s possible that could happen
- Sterling – current language suggests self-nomination or nominating others
- Waller – why not require self-nomination?
- Robertson – based on time, let’s finish this discussion at the next session. Also - R. Throneburg contacted me and volunteered to possibly move her visit about CASL data back in our schedule if needed
- Wharram – suggests interim admissions director be invited as soon as possible

#### 10. Ad Hoc Committee on Committees

- Stowell – I have a summary on various committees and their purpose. I am prepared to provide you with our findings.
  - o Environment Health and Safety – there is an IGP, not for committee but for the Environmental Health and Safety part. There has been a committee in the past. The interim chair has been reminded/encouraged to meet this year.
  - o Financial Aid/Grants Committee – IGP #72 – ‘Grant in Aid awards’ – all awards and renewal of awards are approved by OFA. The committee only meets when there is a termination or appeal for a grant-in-aid award. This is an ‘as-needed’ committee. I suggest the IGP be revised to clarify composition and selection of the committee. I also propose a name change – “Grand in Aid Appeals Committee”. Because all this committee does is review ‘appeals’
- Lord – could you send me the information for the adjustment of the IGP – so I can carry it forward to the President
- Robertson – apology to P. Lord – he sent me summary of a few of these items – I neglected to pass it along to Senator Stowell
- Stowell – IRB – in Faculty Senate bylaws – years ago we voted to no longer hold elections for IRB members - recommend deleting the committee from the Senate bylaws
- Wharram – how is it populated?
- Stowell – they do their own call for members of the committee. Specific constraints on committee members

- Wharram – no objection to your recommendation
- Stowell – there is a Parking Advisory Committee – a bit unclear on their status - no longer exists – tasks have been taken on by CUPB, based on previous email between Rosenstein and former EIU Chief Officer (?)
- Sterling – during my two years on CUPB we never discussed any parking issues on this campus
- Roberston – suggestion is to speak with new interim police chief about this committee
- Stowell – there is a Parking Appeals Committee – ad-hoc – only activated when parking appeal exists – no change recommended – continue to meet as needed
- Stowell – Proposal Initiative Fund Council – just spelling correction needed (‘Council’ not ‘Counsel’)– no other change recommended
- Wharram – what does it do?
- Stowell – review/award presidential research money from external grants
- Stowell – Records and Registration Advisory Committee – Amy Lynch suggests name change to ‘Office of the Registrar Advisory Committee’
- Stowell – Research and Creativity Advisory Board – not active for several years - goals of committee have been reached – more publicity for research across campus - more of a task force – recommend terminating
- Stowell – Sports & Recreation Board-has not met in at least a decade – falls under interim VP of student affairs – recommendation is to encourage the interim VP to assemble the committee
- Scher – what is the difference between Sports & Recreation Board and Jim Davis’s committee?
- Stowell – IAB is Intercollegiate Athletics Board, this committee relates more to intramurals/campus recreation
- Oliver – confirms Stowell’s clarification on difference between IAB and Sports & Recreation Board
- Abebe – please review name of records committee again please
- Stowell - ‘Office of Registrar Advisory Board’
- Abebe – so it does not advise a ‘person’
- Stowell – Publications Board is in our bylaws – it should be ‘Student Publications Board’
- Stowell – Student Success Center Advisory Committee – disbanded in 2012 - no longer funded – recommend termination
- Scher – the student success center still exists, correct?
- Stowell – yes, but grant expired, committee no longer funded or needed – maybe an advisory to restructure ‘student success’ – Jeff Cross may have been leading the effort – any comments Blair?
- Lord – the committee came together to help create the grant request – then advised how to use the funds
- Stowell – so we would either have to repurpose or disband the committee
- Robertson – we can revisit these again when we discuss the bylaws and add official motions
- Brandt – the Parking Advisory Committee, according to IGP 159, suggests that it should exist
- Stowell – we will follow up with CUPB and suggest that this committee does exist
- Rosenstein – could you send the entire list with your recommendations to all of us?
- Stowell – student committee in which faculty serve – Tuition and Fees Review Committee – two related committees – Apportions Board – has an IGP – oversees funds generated from student activity fees and all receipts from activities - chaired by student body financial VP. Student student has changed this position’s title – now ‘student senate vice president for student affairs’ – we need to update IGP to reflect the new position – there does not seem to be a tuition and fees review committee – any proposed fee increase goes directly before the whole student senate – no subcommittee in which faculty serve on
- Sterling – there really needs to a tuition and fee review committee, based on last year’s athletics fees situation – reminds us of the details of last year’s situation – the administration made proposals and decision on student fee increases without discussion without input/involvement with student senate and faculty senate. No discussion about tuition increase at all! There needs to be a committee where faculty can voice their concerns over proposed fee and tuition increases. We might be ignored but we need to be able to give our input.
- Stowell – I will share that with the Staff Senate.
- Robertson – reminds Oliver of previous conversation regarding lack of transparency of student fees on EIU website
- Oliver – I sent out a more transparent summary of student fees that was acquired by Jeff Ashley and Grant Sterling last year from VP Paul McCann
- Roberston – and we set a goal last year to get that published on the EIU website, correct?
- Oliver – yes, that was the goal – no movement on that yet
- Stowell – who should we follow up with on that?
- Robertson – probably the new VP of Student Affairs
- Robertson – who should initiate that dialogue?

- Oliver – recommends the chair of the budget transparency committee
- Sterling – I agree to do that

11. Ad hoc Committee on Extracurricular Athletics

- Rosenstein/Wharram – no report

IV. Communications

1. Faculty Senate Minutes from Jan. 19<sup>th</sup>, 2016
2. Proposed Faculty Senate Bylaws Revisions
3. CAA Minutes, Jan. 21<sup>st</sup>, 2016

V. Provost's Report: Blair Lord

- no report

VI. New Business - ?

- none

VII. Possible Continued Debate Concerning CUPB (TBA) and/or By-Laws Revisions (TBA)

- see comments above committee reports

VIII. Adjournment - 3:45 PM

IX. Future Dates and Guests:

Spring 2016 Faculty Senate Sessions: February 16<sup>th</sup>, March 1<sup>st</sup> & 29<sup>th</sup>, April 5<sup>th</sup> & 19<sup>th</sup>

Guests TBA, February 16<sup>th</sup>: Pending Developments In On-going Budget Crises):  
Rebecca Throneburg, Discussion of CASL Assessment Data  
Mary Anne Hanner and John Best, EIU Annuitant Association