

9-6-2016

September 6, 2016

Faculty Senate

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### Recommended Citation

Faculty Senate, "September 6, 2016" (2016). *Minutes*. 1069.  
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EIU Faculty Senate Minutes  
September 6th, 2016, 2:00 – 3:20 PM  
Booth Library Conference Room

- I. Attendance and Welcome 2:00 PM
- Welcome – J Robertson (Chair)
  - Attending Senators – T. Abebe, T. Bruns, S. Eckert, S. Gosse, N. Hugo, J. Oliver, J. Robertson, A. Rosenstein, G. Sterling, J. Stowell, C. Wharram, B. Young
  - Guests – B. Berglund (Student Senate), J Cruikshank, B. Lord (AA), S. Musbaum (DEN), A. Shelton (CAH), L. Young (Student.VPAA)
- II. Approval of Minutes from May 9<sup>th</sup>, 2016 2:00-2:05 PM
- Edits? – Robertson – changed date
  - Motion to Accept? – J. Stowell
  - Seconded – C. Wharram
  - Comments – none
  - Voting Results – unanimous support (no abstentions, no ‘nays’)
- III. Committee Reports
1. Executive Committee 2:05-2:25 PM
- a. Update on September 2<sup>nd</sup> meeting with President Glassman
- Robertson – welcome our new student government representatives – Luke Young and Brandon Berglund – brief introductions in their behalf.
  - Robertson – we (myself + J. Oliver) met with President Glassman last Friday – September 2nd. We encouraged greater transparency in the profit/loss documents and their potential use. He shared his thoughts and seemed to understand our concerns, especially regarding departments that are ‘core’ to the university but may show an operating ‘loss’. He plans to institute working groups to ‘revitalize’ the university. Faculty Senate will play a role in populating these working groups to help the university deal with the lack of funding and lowering enrollment. President Glassman reassured us that he has does plan to be transparent with the docs – and make them accessible via an EIU log-in process to EIU employees. The President will address the entire university tomorrow in the Doudna Fine Arts Center Concert hall.
  - Robertson - I also asked the President about the EIU athletics budget for the 2015-2016 fiscal year. He projects the department to be on budget or very close to it. A few bills still coming in from the last fiscal year. However, he does have concerns about a balanced budget in the future because of the impact of declining enrollment, and thus diminishing student fees, on EIU Athletics revenue.
  - Oliver – President Glassman mentioned that the data would be accessible via a EIU log-in. We also discussed faculty concerns over diminishing resources for research and conference presentations while DAC expectations remain stable. The DAC process is controlled at the department level, and that is where any revisions to DACs should be initiated.
  - Robertson – a related concern discussed is as a portfolio moves up the ‘chain’, from department to dean to UPC, will the assessing body take into account diminished resources – the president is aware of this faculty concern.
  - Young – I have served on the UPC for the last two years. The UPC is sensitive to the issue of diminishing resources but consistent expectations. I reassure the Faculty Senate that the UPC is aware of this developing issue and the committee will keep the best interest of the faculty member and university in mind. The committee is not likely to judge more harshly than the deans or the department chairs.
  - Abebe – we don’t have any idea of what is to come down the pike from the President, and he really hasn’t gone into detail of what is likely to come, but these types of reviews or ‘revitalizations’ come with claims. Once we accept those claims, we become hostages of those claims. Faculty members serving on various committees (CUPB, Senate, etc) ought to withhold comment until we understand what the content of claims really are. It is important for us to consider this in the environment we are in today.

- Rosenstein – a few years ago a previous president asked the CUPB to initiate program review. A great number of colleagues invested a great deal of time in the process. It was intense and maybe ‘heartbreaking’ for some. But in the end the information was not used to make any significant changes, and caused some to think of it as a waste of time and resources (time). We need to build trust between us and the President. Everyone is overloaded and we don’t want this to be a waste of time again. We need to establish trust early and hopefully it results in clear communication between us and the university, and a process that results in outcomes. And if we engage in this process, we need to take it seriously.
- b. Change of title discussion concerning Interim Associate Vice President of Student Affairs
- Robertson – discusses the title change that occurred with Lynnette Drake. Dan Nadler retained title after his ‘leave’ period last year. Rather than ‘interim associate VP’, the Presidential proposal is to strike the ‘associate’ and change it to ‘interim VP of student affairs’.
  - B. Young – I think it is a good idea. Do we need to approve it formally?
  - Robertson – I don’t think we need to. We can pass along either our supportive or unsupportive comments.
  - Abebe – I am a little puzzled by this. The president can do what he wants to do – he has the authority. This is really only for ‘information’ purposes. Offers comments on VP title, pay, leave, etc. So I don’t understand the claim that she was appointed the ‘Interim Associate’. If she would not have been paid but was doing the work of a VP than she should have had the title initially. I raise this point because she earned the pay through her work that was done. I support this action but I am just raising equity questions here.
  - Robertson – no formal vote needed. We will carry back these thoughts to the President’s office. The president does want to retain the title of ‘interim’. The President also provided a timeline for future searches for the four vice presidential positions.
- c. Finalize Faculty Senate committee staffing for 2016-2017
- Robertson – thank you for your email requests and suggestions. I have reorganized committees in an attempt to ‘share’ the workload, limiting membership to two committees each. We have a new student staff member to fill in on one of these committees as well.
  - Oliver – previous year’s populated committees still posted on the Faculty Senate website.
  - Robertson – presented proposal of population of each committee. Limited comments/concerns of senators.
  - Hugo – I can serve as chair of Faculty-Staff Relations Committee if needed
  - Robertson – can we add our new Staff Senate rep (B. Berglund) to the Faculty-Student Relations Committee?
  - Student – yes, I am willing to serve on the F-S Relations committee
  - Robertson – Luke Young – are you willing to serve on the Awards committee?
  - Young – yes, I am willing. For clarification – I am the Student VP of Academic Affairs
  - Robertson – motion to approve committees?
  - Abebe – motion to approve
  - B. Young – seconded the motion
  - Voting – unanimous support (no abstentions, no ‘nays’)
- d. Provost’s Address: Provost Blair Lord 2:25-2:30 PM
- P. Lord – update on Associate VP for Enrollment Management – 8 candidates participated in phone interviews. Interviews and reference checks are pairing the list. Campus visit recommendations coming soon. Optimism is high. They are strong candidates.
  - P. Lord – inquired about the Provost search with the President. He will be checking with the BOT in the near future. More comments on the concerns regarding absence of resources for faculty scholarship. It’s my understanding that access to the profit/loss documents-EIU domain name will be required to access the information – which should make it available to everyone with a ‘eiu.edu’ domain name. 10<sup>th</sup> day enrollment data will be released on Thursday. President Glassman’s address to the university will be the primary news feed to the media on Wed. The numbers won’t be as dire as previously speculated but they will be down.
  - Bruns – you mention that President Glassman is well aware about limited resources to support faculty scholarship. Is there a plan to restore some of those resources that have been lost?
  - Lord – right now the focus is to take care of budgetary commitments first. Pending more clarity on the revenue side from finalized enrollment data, I can’t share much just yet. We know we need a plan but we don’t have one yet.

- Oliver – you scared me when you compared the Assoc VP for Enrollment Management with football coaches, specifically in terms of salary. What is the market bearing for salaries of VPs of Enrollment Management right now?
  - Lord – it’s pretty wide – based on how desperately you need them. Not sure exactly. 4 years ago we ran an Associate VP of University Advancement at approximately \$100,000
  - Sterling – will the Associate VP for Enrollment Management report to the Provost?
  - Lord – yes, as of right now the Associate VP for Enrollment Management will report to the Provost. In the future, with some reorganization, the position may stand alone as a 5<sup>th</sup> VP
- e. Short breakout sessions for Committee discussions:

- Robertson – an unusual format for the next 15 minutes. Committee mini-sessions:

2. Nominations Committee Booth 4440 2:30-2:45 PM  
 Report – Rosenstein – I handed out a nominated committee ‘vacancies’ handout at the start of the meeting. We did conduct a call for ‘open positions’ on appointed (nominated) university boards and councils. We received numerous self-nominations. We conducted a random number process to select candidates to fill positions on each committee (\*Rosenstein discusses results listed on the summary handout). We need a motion to approve these candidates.  
 Motion – Abebe  
 Seconded – Eckert  
 Unanimously supported (no abstentions, no ‘nays’)
  
3. Elections Committee Booth 4432 2:45-3:00 PM  
 Report – received 0 volunteers for CAA and CGS open positions from a ‘call for faculty’ volunteers. If this continues to be a pattern with reduced faculty members and the same # of committees, this will become difficult to fill these positions. How will elected committees be able to operate with unfilled positions? Should committee membership provisions be implemented so committees can still operate? Requesting comments and input on how to handle true vacancies either temporarily and/or multiple years.  
 Rosenstein – in Special Ed we took the call seriously but all of us are serving on various committees  
 Stowell – in the short-term, we will probably contact Graduate School dean and CAA chair to request that they make personal contacts to yield possible candidates to fill these two one-semester positions. Personal contacts may help us find a few candidates.  
 Robertson – probably wise to conduct a ‘brain-storming’ session in how we move forward to solve this issue  
 Rosenstein – CFR not granting research \$ this year = no review of applications – currently CFR members cannot serve on other committees, but with no \$ being granted, maybe CFR members could fill positions this academic year?  
 Robertson – interesting thought that should be pursued
  
4. Faculty-Student Relations Committee  
 No report
  
5. Faculty-Staff Relations Committee  
 No report
  
6. Awards Committee Booth 4432 2:30-2:45 PM  
 Hugo – will send out call for nominations for Mendez Service award this semester. Due date will be October 14<sup>th</sup>.  
 Oliver – comment on DFA award – as recently as Young in 2012  
 Robertson – can Awards Committee explore what happened to the DFA Award Funding?  
 B. Young – yes, we can investigate to find out more
  
7. Faculty Forum Committee Booth 4440 2:45-3:00 PM  
 Bruns – Ironic in a way, I sat in here by myself for 15 minutes (typical for the Faculty Forum event!). This committee has significant potential. Please forward topics and concerns for a future forum  
 Young – background on faculty forum from last year?  
 Bruns – comments on last year’s forum – ‘Shared Governance’ last year – provides comments – decent attendance.  
 Abebe – I believe there will be more interest this year with what is happening on campus – ‘revitalization’?

B. Young – maybe a forum should be hosted about the ‘mission’ of EIU? Perhaps useful to invite students to attend as ‘absorbers’ – probably not done before

L. Young – if you do decide to host a forum, I will let student senators know and spread the word to generate interest.

8. Budget Transparency Committee Booth 4434 2:45-3:00 PM

Sterling – we agreed that under the circumstances, this committee will focus its attention on the upcoming ‘revitalization’ process forthcoming. We should have a lot to work with within the next few days following President Glassman’s address on Wednesday.

9. Ad hoc Committee on Extracurricular Athletics Booth 4434 2:30-2:45 PM

Wharram – sent the IAB 2016 report to committee members and will review the report to see what questions we might have.

- IV. Full Senate returns to 4440 3:00 PM-

1. Report and discuss other business as necessary, adjournment no later than 3:50 PM (\*see reports above)

- V. Communications

1. Faculty Senate Minutes from August 23<sup>rd</sup>, 2016

2. CAA Minutes from August 25<sup>th</sup>, 2016

3. Invitation to attend Sept 9<sup>th</sup> (2 pm) CUPB By-Laws Meeting & Proposed New CUPB By-Laws Language (1895 Room)

4. Summer communications from President Glassman concerning VP title and upcoming searches

- VII. Future Dates:

Upcoming Dates for Faculty Senate Sessions:

Fall 2016: Sep. 20<sup>th</sup>, Oct. 4<sup>th</sup> & 18<sup>th</sup>, Nov. 1<sup>st</sup> & 15<sup>th</sup>, Dec. 6<sup>th</sup>