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Faculty Senate

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EIU Faculty Senate Session Minutes
31 October 2017 ▪ 2:00-3:50 p.m.
Witters Conference Room 4440, Booth Library

The 2017-2018 Faculty Senate agendas, minutes, and other information are available at <http://castle.eiu.edu/facsen/>.
Note: These minutes are not a complete verbatim transcript of the Senate meeting.

Senators present: T. Abebe, S. Brantley, T. Bruns, E. Corrigan, S. Eckert, N. Hugo, K. Hung, J. Oliver, J. Robertson, G. Sterling, J. Stowell, C. Wharram, B. Young, R. Cash

Senators absent: S. Gosse, J. Williams

Guests in attendance: Jay Gatrell (Provost), Jonathan Blitz (UPI), Brooke Schwartz (DEN), Tom Michael (Athletic Director)

Session called to order by Chair J. Robertson at 2:01 p.m.

Approval of Minutes from October 17, 2017

Motion to approve by Stowell, seconded by Eckert

Discussion: none

Vote: 11 in favor, none opposed, 1 abstention (Bruns) – motion carried

Executive Committee

ROBERTSON: recap of this morning's Council of Illinois University Senates meeting via Google Hangout: Summarizing everyone's budgetary standing, our story is not unusual; stabilized for this year, but some universities did not take measures as proactive as we did in 2016; I indicated how we spent reserves in 2015/16, lowest decline in enrollment this past fiscal year, positive indicators moving forward, but we still need a budget for the coming year – Issues of concern: in 2014 there was a movement to revamp civil service system, transition A&P into civil service positions; some discussion that the movement might be resurfacing; if this were to come to fruition, A&P positions below VP level would be converted to civil service (streamline university employment tracks to faculty, civil service, administrative at vice-presidential and presidential level) – *[gives examples of problems associated with bumping, moving within hierarchy to position unrelated to previous job duties/skills]* – will forward SUCSS resolution written in 2014 to you; if this proceeds, a new resolution would be drafted; Sue Kalter (Chair of the Senate from ISU) will keep us updated – The other main topic of concern was HB4103 & SB2234: our colleagues in CIUS agreed that statewide ranking system would be problematic for many campuses; one blanket application would cause redundancy in admissions procedures, IBHE would need to be re-funded to carry out that function; bills are also threatening to the movement toward crossdepartmental/crossdisciplinary collaboration in Illinois and across higher education

Provost's Report

GATRELL: searches have been launched, Inside Higher Ed ad will be going out today – WG8&9 review committee is underway; I'd like to thank Sen. Hung [committee chair] for his leadership – student success initiative: ad hoc workgroup focusing on student experience; membership includes 2 distance students, graduate student (formerly a Gateway student), Luke Young from student government, 2 advisors from CASA and Gateway, 5 faculty members, chairperson, 4 student affairs professionals, Karla Sanders; looking at everything from university college to learning communities to redefining how we think about full-time and registration processes; reports on pilot project at University of Hawaii a few years ago, including one published by the Education Advisory Board, note that just one course has a significant impact on retention and success; financial literacy pieces within this initiative, because graduating on time is a critical message for various reasons (increased earnings, additional time in workforce, reduced debt, etc.); look at a number of initiatives (practice-based, infrastructure, etc.) and find 2 or 3 we can implement in the next 1.5 to 2 years, focused on making sure students persist to graduate and have a great experience

HUNG: Would that be in the same stream of reorganizing Gateway? Is that on hold?

GATRELL: That has been delayed; consulted with UPI and both [advising] units; relocation followed by some reorganization at a later date; ensure that professional development is in place to make the transition successful

OLIVER: About the advertising of position openings, is there a difference in cost and exposure among Inside Higher Ed, Higher Ed Jobs, the Chronicle?

GATRELL: Depends on your goals; if your goals are to enhance diversity, spotlight ad in Inside Higher Ed is more prominent than the Chronicle (spotlight ad for the institution links to the other pieces) – also advertising on diversity-related listservs in Illinois, Indiana, Missouri, using informal networks critical for recruitment

ROBERTSON: *[announces Dr. Gatrell's appearance this evening in the annual OcTUBAfest at 8:00 p.m. in Doudna Recital Hall]*

GATRELL: *[thanks Music Department for allowing him to sit in; comments on exciting student ensemble]*

Elections Committee

STOWELL: I sent email regarding volunteer for 1-semester position on CAA

Motion by Stowell to appoint Claudia Janssen Danyi, seconded by Hugo

Discussion: none

Vote: 13 in favor, none opposed, no abstentions – motion carried unanimously

Nominations Committee

OLIVER: no report

Faculty-Student Relations Committee

BRUNS: I'd like to ask Rebecca to give us a summary of Student Senate issues

CASH: Exec VP Derek Pierce is getting student action team together, interviews next week – senator elections during week before Thanksgiving – VP for Student Affairs is working on getting the RSO handbook all online – Thursday we'll be conducting a safety walk at night with Lynette (route: main campus, Lantz, Greek Court, University Apartments)

Faculty-Staff Relations Committee

HUNG: I was unable to attend the last Staff Senate meeting

BRUNS: I attended and gave them an update on what we've been talking about – they talked about various issues such as A&P conversion to civil service, review committee for WG8&9 (they feel that a civil service representative should be on the committee; we asked Jody Stone to serve as an ad hoc member)

HUNG: Jody is unavailable during our meeting time but Peggy Brown will be the Staff Senate rep

Awards Committee

HUGO: We have a recipient for the Mendez award, thanks to the Awards Committee – several strong candidates, but we decided on Heidi Larson from Counseling and Student Development; letters noted her service with the Mattoon high school mentoring program "Believe It Or Not I Care" (BIONIC), also received praise for her work with students to become not only better counselors but better leaders in their communities

Motion by Bruns to approve Larson as award recipient, seconded by Brantley

Discussion: none

Vote: 13 in favor, none opposed, no abstentions – motion carried unanimously

Faculty Forum Committee

ABEBE: We met last week and decided to have a forum on Feb. 6 at 3:00 p.m. on the topic of threats to the university and what must be done; the hook is SB2234/HB4103, which may be law by then but nonetheless it requires some discussion – our idea is to invite 4 commentators including the Provost and to hear from the attendees – I can't schedule the Charleston-Mattoon Room until Nov. 13

[date conflict with Senate meeting scheduled for Feb. 6 is noted]

ABEBE: Our second idea for Fall 2018 is a forum on the classical liberal perspective, under attack or underrepresented – we wish to talk to student government about co-sponsoring – the decision to schedule for next fall is because we found it awkward to schedule a forum at this point, having started late in the year; so the outgoing Senate could schedule a forum for the coming Fall, and the incoming Senate could plan for Spring semester

GATRELL: Has Academic Affairs ever supported that initiative (financial support in terms of bringing in an outside speaker)?

ABEBE: We will be approaching somebody to help us do that

GATRELL: I would fully support that

HUNG: For the first forum, do we have ideas for someone [to speak in support of the bill's proposed measures], someone from IBHE?

ABEBE: The feeling of the committee is that we have good people on campus to talk to us, namely Billy Hung, Jay Gatrell, Bailey Young, Jeannie Ludlow

HUNG: I'm thinking in terms of having a voice from the other side, someone to speak on the potential merits of the proposal, because none of those named will support the [bill's] initiative

ABEBE: We will consider that

ECKERT: *[questions why meetings are scheduled for the third and fifth Tuesdays in January]*

ROBERTSON: We've found it better to meet during the second week of the semester, so that's why January is set up that way, then the February and March dates allow us to have another 3 meetings prior to Spring Break; we could shift the dates

ECKERT: We could do the Faculty Forum on Feb. 13

ABEBE: So Feb. 13 is what we're looking at [for the forum]

ECKERT: Do we want to have back to back meetings on Jan. 30 and Feb. 6?

STERLING: When do classes start?

ROBERTSON: Classes start on Jan. 8

Motion by Eckert to change January meeting dates to second and fourth Tuesdays (Jan. 9 and 23), seconded by Oliver

Discussion: none

Vote: 11 in favor, none opposed, 2 abstentions (Bruns, Young) – motion carried

Budget Transparency Committee

STERLING: no report

Ad hoc Committee on Extracurricular Athletics

ECKERT: We met and discussed questions [for the second half of today's session]

ROBERTSON: Other business?

STOWELL: [*speaking as the Accreditation Liaison Officer*] As part of the university's accreditation cycle, we have a 4-year interim report called the "assurance review," a comprehensive report limited to half the length [of the 2014 report], showing evidence of meeting the 5 criteria; our committee is working on the report, due June 2019 – what did the site visit team suggest that we needed to do after our last accreditation; one of those suggestions relates to the committees that Faculty Senate oversees; the team suggested that the major committees on campus act independently of each other, that Senate could provide more oversight or facilitate more interaction (CAA, COTE, CGS; the elected committees) – we don't get minutes other than CAA, so that's a place to start – I want to raise awareness that a comment was made and that we at least need to respond

ECKERT: So, we do oversee?

STOWELL: It's not clear in the bylaws

HUNG: We're responsible for electing members but it's not clear beyond that

STERLING: It's specified in the Senate Constitution that we can in effect overrule elected committees, veto their recommendations

BRUNS: Didn't that come up a few years ago with CAA?

STERLING: Senate's relationship with nominated committees is not at all clear beyond populating them

HUNG: Some of those committees were created by VPs and Senate is asked to help staff them, we provide candidates but have no control over the committees; for example, the Faculty Development Advisory Committee

GATRELL: I would like to see stronger shared governance among these committees; the HLC recommendation is that the linkage be stronger and more explicit; particularly when proposing new academic programs

HUNG: That dovetails with our last meeting's discussion about faculty representation from EIU to IBHE Faculty Advisory Committee, we've been electing people but we're not getting reports from them – something to put into our agenda, identify key committees we want reports from and schedule them once a semester...

BRUNS: Start with getting their minutes every month...

WHARRAM: I'd prefer to get bullet-pointed reports when something new is under consideration; sometimes it's hard to parse minutes, figure out what's significant

ECKERT: What is our responsibility?

STERLING: Our Constitution says they're subject to us

GATRELL: CAA functions in a curricular role from process and policy perspective but this body [i.e., Senate] could enhance the conversation – it's important to have a sense of what's going on; come up with a protocol for signposting new program development – this is the important piece that's going to be part of a broader discussion of resources; it's easy to look at the minutiae of curriculum as a process but it's really the overarching program array that defines our mission, who we are and who we want to be – Vitalization Process shows that we have to be active participants in the community effort to define that arc – I'd like to see some sort of process that demonstrates a commitment to shared governance; it's a risk for administration to expand the scope but HLC is looking for that

ECKERT: Would it be appropriate to invite CAA for a conversation about how we can strengthen our relationship?

STOWELL: There are 3 or 4 other committees that are similar; begin the discussion by recommending that I bring forward the HLC response, collate ideas, put it on agenda as an item

ECKERT: I was the Senate representative on ATAC for a while, I asked whether Senate expected me to do anything in the sense of giving a report; we do send people as our representatives, do we need to hear back from them

HUNG: I think so – I don't recall the elected position descriptions including any mention of reporting back to Senate on a schedule or as requested; reporting should be a requirement/responsibility of the position

GATRELL: Those bodies also have a duty to report to the community what their annual activities are; I don't know if that has been practice either

BRUNS: It's more a question of the bodies having a duty to report; I hesitate to place the responsibility on the individual because it's hard enough already to get people to run for these positions

ABEBE: *[humorously]* I'd like the record to reflect that reading minutes is boring except for Faculty Senate

ROBERTSON: Larry White from the IBHE Faculty Advisory Committee is confirmed to speak with us on Dec. 5; we have time reserved on Nov. 14 for a follow-up conversation with President Glassman, if we as a body would like to extend that invitation, or is there a specific person or body you would like to hear from on the 14th?

STOWELL: Textbook Rental Advisory Committee

GATRELL: We're still trying to staff that committee; I've asked VPSA Drake to reinstitute it because we can't have lack of communication as occurred this summer

BRUNS: WG8&9 review committee progress report

BRANTLEY: *[asks for clarification on committee acronyms]*

WHARRAM: Major restructuring going on in technology?

HUNG: It was recommended in the Vitalization report but I don't know how much will be implemented

ABEBE: When the Honors College was established, the rationale was that it would help to increase student enrollment – I don't know if there's a comprehensive report: Has it achieved this goal? What is it doing at this point to help recruit additional students? It would be good to spotlight that as well

HUNG: Contact Dean England and invite him to speak

ROBERTSON: It's vital that we begin receiving more regular updates from these bodies; a factor in this falling by the wayside is the reactive role we've been placed in the last couple of years dealing with the budget

[session break: 5-minute recess]

Discussion with Tom Michael, EIU Athletic Director

ROBERTSON: To start on a lighter note, I was interested to hear about the Garoppolo trade to San Francisco, I'm wondering if you have any comment

MICHAEL: In the media I've seen, they do reference EIU so that continues to be positive – SF brought him in to be the starter, he'll have 7 games to audition – the Patriots weren't going to be able to afford to keep him, he wanted to be a starter – Jimmy is in a great position, if he does well he'll get a long-term contract – SF head coach is Kyle Shanahan (son of Mike), ties to EIU – the concern I have is SF is not very good

ROBERTSON: Any items you want to start with?

MICHAEL: I appreciate the invitation – we're all in same position in what we want for EIU, to make it better, more attractive, get more students, trying to figure out how we can work collaboratively in that venture

ABEBE: I run into quite a few athletes in my classes; I teach a course in Sports Economics; I am very supportive of the athletic endeavor here and what it provides to our students – at the same time, I have reviewed the budgets of the last few years, and I find no discernable wisdom, no correlation of one to the other – this has led to problems: first, overestimating the ability of the Athletics department to improve revenue streams; perhaps our budgeting does not take into account the institutional environment – you're relatively new, some of us here have been here longer; this theater continues to go on – we're very supportive of what athletics provides to the educational experience of students but we'd like to see budgets that reflect a certain sense of reality – can you tell this group that's what you've started to do and that's what will be done in the future, as accurate as budgets can be

MICHAEL: I hope we've demonstrated in the 3 years I've been here that being fiscally responsible is important for us as an athletic department – I don't have a business manager any longer (lost position), the university business office is now overseeing that aspect for us – I don't disagree – on my third day I received an email that Athletics was \$986,000 over budget the year before – Dr. Glassman came in and said this is what we're going to do immediately – I hope we've demonstrated we're working hard to manage the budget and to be fiscally responsible to the institution and to our donors; if we're not good stewards, it's difficult to get anything done – the difficult part is that Athletics relies on student fee revenue for a substantial part of our operations, and as enrollment has gone down that's made it extremely difficult trying to make that work – we continue to try to manage as best we can as we try to anticipate where the enrollment might be

HUNG: I understand some of the challenges in budgeting for academic departments but I'm much less familiar with the challenges that you face with athletics expenditures and budgeting; what are the trouble areas that you need to work hard at balancing?

MICHAEL: We have a ton of travel, so travel expenses are difficult to anticipate at times; that's probably the biggest piece – our coaches and staff have worked hard to live within means and stay within budget – scholarship number is

difficult to manage because how far out [in advance] we're offering scholarships; we're making offers to sophomores and juniors, so it can be a 6-year process planning out scholarship dollars; by the time enrollment numbers come in, we've already allocated scholarships – our salaries stay the same

HUGO: In the questionnaire students fill out, one of the big issues was facilities; what are your thoughts on facilities, planning for using money for that?

MICHAEL: I suspect that updated classrooms and technology are important for you in your departments to be able to recruit and retain students; it's no different in Athletics – we probably have the worst football facility in the OVC; that makes recruiting difficult – when we redo a locker room or a weight room, that's all privately funded by donors – 17-year-olds like "shiny"; a 45-lb plate weighs the same whether it's new or beat up, but a 17-year-old thinks the nice bright shiny one is going to make him bigger, faster, stronger than the one that's been used – we have to find ways to convince those kids that this is the place that's best for them; we have to work to overcome challenges – we have a needs list from a facility improvement standpoint that we're trying to talk to donors about

STOWELL: What would your priorities be?

MICHAEL: It depends on the dollar amount; we can come up with projects – right now we're trying to cultivate a donor to improve weight rooms in O'Brien and Lantz; that will affect all student athletes, used by Kinesiology as well – what will impact recruiting, wins/losses; how can we affect as many as student athletes as possible – we have locker room issues to deal with from functionality, recruiting, Title IX standpoints – some improvements needed at Lantz from a sound system perspective; it would be great to have a video board in there; today's fan has to be engaged, they're not just going to watch, they need to be entertained; it would increase the fan experience, and it would help convocation and other functions held there

OLIVER: Two quick questions: you have a daughter who's an EIU student, how is she enjoying her EIU experience; also there's an event coming up on Friday, how did that come about and what do you hope some outcomes might be?

MICHAEL: My daughter is a freshman; she plays volleyball; she's redshirting this year due to injury – it was a difficult process as she was deciding where to go to school – she absolutely loves it; in half a semester she's come home to Tuscola a couple of times just to get her laundry done, she's not looking to get out of [Charleston]; she loves her classes – I use that in recruiting when I'm talking to parents and prospective student athletes; I wouldn't send my daughter here if I didn't think it was a good place to be –

We received a call last week from the Illinois basketball team asking if we'd be interested in playing in an exhibition game; they wanted to know if we would host – the ticket revenue will go to American Red Cross for hurricane relief – we're getting great buzz around the community, we're getting good media coverage on it, it's going to be a sellout by the end of the day – 450 tickets in lower level student seating reserved for EIU students, have to show EIU ID to get a ticket to be on the floor – we want to give visitors a great experience, represent EIU as well as we can – a lot of media attention, and a great opportunity to raise several thousand dollars for Red Cross

WHARRAM: We realize that with fiscal challenges, you have to reallocate resources and make decisions about which team rosters we can continue to support – we want to make sure you're aware that we support our student athletes, and we want to play a role and have input into the decisions for those reallocations

MICHAEL: Sports sponsorship was brought up when I interviewed; it's been a topic of conversation further back than 2014 – I meet with President Glassman every 2 weeks; sports sponsorship is an agenda item at every meeting – this is as difficult a decision-making process as I've been involved with in 20 years; I can make a case for both sides, for fewer sports and for maintaining the current number – we have to do what's best for EIU – I can argue why 21 sports is too many from an athletic department standpoint, but we have to look at what is in the best interest of EIU in the short term and in the long term: how does this affect enrollment, what impact does eliminating four sports have, especially as the public perception is starting to improve – my concern is if we cut sports, will that have a negative impact on momentum; there's no way to spin it, cut is negative – these student athletes haven't done anything, they're not the reason for cutting, they chose to come to EIU to play their sport but now we're taking that opportunity away – the Vitalization report that came out said we need to reduce the number of sports – if it was easy to do, it would have been done – you think about lost revenue on sports with a limited number of scholarships, what effect does that have on enrollment and who's paying full tuition

WHARRAM: We've all encountered students who come here because of the possibility of playing a sport but then bring so much academic talent and service to the community – increased enrollment would solve a lot of things

MICHAEL: Honestly, that grinds on me; I'm not looking forward to that team meeting if we go down that road, to walk into that locker room and tell those kids that we're no longer going to have that sport

HUNG: I empathize with that difficulty; it's mirrored on the athletic side and the academic side, because we faced program elimination last semester – one of the issues I'm thinking about is the increase in student athletic fees a few years ago; what are your thoughts on reducing or maintaining the fee, or increasing it if enrollment doesn't improve as much as hoped?

MICHAEL: This is a sensitive topic – I don't know how we would make it if the fee decreased; with the decline in enrollment, our revenues are less than when the fee was put into place – a fee increase would certainly help, but I'm

not proposing that – it would be extremely difficult if the fee were decreased but I’m also cognizant of the temperature on campus that it won’t increase

ECKERT: Since we’re all concerned about our students’ well-being, I found it surprising that there’s a small group of students that get an exit interview and they’re asked a question about evaluating coaches; they agree that’s important, but then a majority says they have not had the chance to do so – are annual coach evaluations part of the NCAA requirement?

MICHAEL: It is not an NCA rule that they have an opportunity to evaluate their coaches – sometimes I think that our exit interview survey perpetuates negativity by asking questions leading them to tell us all the bad things – it’s good to hear what’s not good, but if we’re only asking those things, then that tool doesn’t elicit positive feedback – we do exit interviews for all seniors – there’s a little bit of concern from the student athlete’s perspective about how much feedback they give while they still have eligibility, will there be repercussions if it gets back to the coach, even though it’s anonymous – we’ve talked in IAB meetings about doing another survey, maybe just those 3 questions after sophomore year – for the question “if you had a chance to choose EIU again, would you,” any number that says “no” is too high, but it’s alarmingly high in some cases – if somebody asked me about my own experience as a student athlete playing basketball at University of Illinois, I hope you’d hear enthusiasm and passion about that experience for those five years; that’s why I chose to stay in athletics, because of that experience – I believe that student athletes are our best recruiters; if they didn’t have a good experience athletically, they’re not going to speak well of EIU academically either; that concerns me greatly – our decision-making in athletics is based on how do we improve the student athlete experience as a whole

ECKERT: How do you figure out what their experience is? – we all get evaluated by our students; we know that evaluations show perception, not fact; we use it as a way to think about our courses – what tools do you use?

MICHAEL: A lot of folks (coach, trainer, counselor, etc.) have an opportunity to interact and be part of the students’ lives, so when I do my yearly evaluation with our head coaches, I get that feedback from them – I encourage all of our student athletes to meet with me and tell me their concerns; less so now but early on, there were concerns that there would be repercussions if they talked to administration; that’s not how we operate – they get very close with the athletic trainers, who have an enormous opportunity to hear what’s going on in student athletes’ lives; we get a lot of feedback from the trainers and the academic counselors they meet with on a weekly basis

ECKERT: Do you get together regularly and talk about trends?

MICHAEL: Yes, I want to know what kind of issues and concerns are coming up, and I would rather not wait until an evaluation at the end of the year; if we’ve got something going on, let’s address it now

GATRELL: It’s important to recognize that the environment of athletics differs from academics insofar as the culture of compliance that’s “baked in;” the relationship between a coach and a student is inherently different from that of a faculty member and a student; there are built-in structural mechanisms that would raise a flag in areas of potential concern, but the intensity of relationships makes that environment incredibly supportive

ABEBE: A few years ago we had an athletic director who had a master plan...

MICHAEL: “Blueprint for Success”

ABEBE: ...that would put [athletic facilities?] in the green space that we have; I’m not sure where that plan is, but are we going to see it ever again? I don’t want to see it; the choice of space didn’t make sense

MICHAEL: We just had a conversation in my office 3 hours ago about the “Blueprint for Success” – it’s an unbelievable project on paper, what was proposed to change the athletic part of campus – when I got here, nothing had been done on the entire project – no, we’re not going to see it – it would cost \$150-170 million to do all of it; it’s difficult to raise half a million to do weight rooms – we’ve concentrated on the kind of projects we can get done; chip away at smaller things to keep improving and show we’re trying – I have no interest in resurrecting the “Blueprint”

ROBERTSON: Thank you for speaking with us today, but we should wrap things up

MICHAEL: If any of you have questions or want to talk further, I’m happy to meet with you individually

ROBERTSON: We do have a couple of lingering questions, so maybe we could have a sidebar afterwards

Motion to adjourn by Sterling, seconded by Abebe

Session adjourned at 3:52 p.m.