

2-6-2018

February 6, 2018

Faculty Senate

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EIU Faculty Senate Session Minutes  
6 February 2018 ▪ 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, S. Gosse, N. Hugo, J. Oliver, J. Robertson, G. Sterling, J. Stowell, J. Williams, B. Young, R. Cash

Senators absent: K. Hung, C. Wharram

Guests in attendance: Jay Gatrell (Provost), Anita Shelton (Interim CAH Dean), Dan Crews (DFAC Director of Programming and Celebration Coordinator), Dennis Malak (DFAC Chief of Operations), Chris Mitchell (Interim CAH Associate Dean), Brooke Schwartz (DEN)

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

### **Approval of Minutes from January 23, 2018**

*Motion to approve by Abebe, seconded by Oliver*

*Discussion: none*

*Vote: 9 in favor, none opposed, 1 abstention (Brantley) – motion carried*

### **Executive Committee Report**

ROBERTSON: Conversations with our colleagues on the “shared governance committee” are continuing; we have another meeting next Monday to discuss possible paths forward in how we conduct shared governance on campus, perhaps changing the structure for curriculum and assessment – I’m also serving on the University Naming Committee to review our proposal from last fall; we’ve had two meetings, another will take place on February 27; President has tasked committee with several things, only one of which is the proposed renaming; naming recommendation due by March 1; also, in that resolution we requested funding for an annual lecture/event series (on diversity, inclusion, and controversial topics of the day that should be address in higher education), Pres. Glassman has given his preliminary support for that – Faculty Forum to be held one week from today [*attendance encouraged, committee thanked*] – CUPB met on Friday: I will pass budget numbers to Sen. Sterling for the Budget Transparency Committee to look at; I asked Paul McCann to explain again the two pay periods in January; decades ago there was a decision at the governor’s level to postpone a payment into the next calendar year on the theory of budgetary savings; moving it back to December would mean 13 pay periods within one calendar year, after which it would even out again after, but there would be a tax consequence for that year

GATRELL: tax consequence most severe on employees with wages less than \$50,000

### **Conversation with CAH Dean and Doudna Staff**

SHELTON: Celebration is being revived this year; although the arts festival usually breaks even, it was cut in 2016 due to staffing cuts as a result of the budget crisis (also the lack of celebratory mood around campus); [*introduces Crews and Malak as organizers*] – 10th performance season of the Doudna: had discussed a yearlong celebration but no extra funds for that, so moments along the way instead – bringing Celebration back is consistent with marketing campaign, i.e., on the upswing, etc.

CREWS: I’m going to present a snapshot of the festival; [handout] is where we’re at right now; [event to be held April 20-22] – it’s an end-of-year festivity but also an opportunity to celebrate EIU; Celebration started in 1977 at fairgrounds as an attempt at a Chautauqua-type event; it was brought to campus next year under Dean Vaughn Jaenike; I’ve been head of Celebration [since then], but I have a lot of help – handout includes ideas; great to hear excitement since festival’s return was announced last year; we’re looking to get everybody involved, not only the College of Arts and Humanities – it’s an opportunity for EIU to showcase its students and programs; we still get the “wow” reaction to the Doudna building: last week a pianist visiting from New York called the DFAC a “world-class facility”; it’s an opportunity to share resources with the community – [*mentions already-planned highlights of the festival*] – this semester I’m teaching CMN 3950, the event planning class; lab experience for 21 students, actively involved in planning and working at festival – possible pet-themed event as a way to connect with people; we encourage participation from campus departments; unveiling the street from 9th into Doudna as “Doudna Circle”;

invite area high schools to perform [music]; might have a dedication ceremony for new Tarble addition – I have provided a tentative budget [in handout], projected expenses are running high; if we were \$1500-2000 short, it would be unfortunate not to have the festival and pass on an opportunity to showcase campus – since festival began in 1977 we have hosted more than a quarter million people to campus, mostly from “backyard” region of surrounding counties

ABEBE: I’m surprised that Coles Together doesn’t sponsor or assist you in some way; you’re showing off the county; you should make up the shortage in the budget by approaching them

CREWS: If you have any ideas, call or email me, I’d love to hear; we appreciate any assistance or ideas

YOUNG: April 21 is Earth Day, so some kind of earth thing like planting a tree or a gardening show

BRANTLEY: RSO might have some ideas

CREWS: Some years ago we tried to work in to the festival how to be more green, recycling

HUGO: School of Technology has a sustainable energy program: a grad student is working on a composting project, taking food waste on campus and turning it into soil to grow things – Are other student organizations helping out? There are a ton of students interested in hands-on

BRUNS: I’m interested in working with you to document Celebration; The Keep has an events template we can use to document examples of community connection and integrative learning, search engine optimized

ROBERTSON: Will vendors be on Doudna Circle again?

CREWS: Yes, but with a small change: in the past I haven’t liked stock trailers viewable from 9th St.; we’ve discussed using Buzzard parking area for those trailers, so when you come down 9th you can see something exciting, not the back end of trailers – we would like to use that area as a launching space to attract attention – vendors on that street because closest access to power

OLIVER: Some would suggest more significant exposure in library quad because there’s more traffic on 4th, it’s closer to students across the street in the athletics complex

CREWS: When Celebration started, most food vendors were student groups; because of health code regulations we had to make the transition to pro vendors; we love the library quad but it’s difficult for drainage

MALAK: Also with the new bollards put in place around the library quad, you can’t get some trailers in

CREWS: Over 40 years we’ve had it in the North Quad, we’ve had it in the fall (killed us); April is beginning of festival season ...

BRANTLEY: You mentioned regional high school music ensembles, what about independent talent?

CREWS: We have several venues, indoors as well as outdoor stage; eclectic in terms of genre; up for anything

ROBERTSON: Is there a date scheduled for a rollout of acts for the 10th anniversary Doudna season (2018-19)?

CREWS: Working on that right now

## **Committee Reports**

### *Elections Committee*

STOWELL: Call went out end of last week for 29 open positions on faculty councils; will send out one more reminder before February 26 deadline

BRANTLEY: Last time there was discussion about DACs and the value of university service versus department service; I was wondering if there’s been any attempt to understand the way that university service across the university?

STOWELL: I went through every DAC on the VPAA site – three categories: departmental service valued above college/ university, which were usual equal to one another (7 departments); all levels viewed equally (12 departments); university service valued above departmental – room for discussion about where we as a faculty want that to be, that can help promote participation in university-level service

BRANTLEY: Is service to one’s profession also a consideration?

STOWELL: There’s a lot of variability in how DACs evaluate service

ROBERTSON: We had a brief discussion on that topic yesterday with President Glassman and Provost Gatrell – we spoke about shared governance structures and the ongoing visioning committee discussions; President Glassman voiced support for us rethinking those structures, expressed a couple of areas of caution (e.g., if Faculty Senate were to try to take over CUPB or IAB) but open to restructuring re: shared governance and curriculum committees – we also followed up about the naming committee, timeline, tasks – we reminded the President about our administrative review resolution, which we passed in [November] 2015; he promised to look at it and get back to us

STOWELL: Update from Springfield: there is still continued discussion or support for other funding formulas, based on enrollment or performance

ROBERTSON: President Glassman had heard that there seems to be some support for Rose/Brady, so that's a discussion for us to follow up about next week [at the forum]

### Provost's Report

GATRELL: Student Success Task Force meets for the last time on Friday; I'll share that report – I worked with chairs and deans to draft a document framing how I'm looking at decisions across the divisions; uploaded that to the Vitalization website; no surprises: enrollment and other known priorities; important to frame it from a decision-making perspective to ensure HLC compliance – things dovetailing nicely from the WG8&9 Review report, Student Success, and Vitalization: health and human services, academic technology linked to teaching and learning, one-stop, sharpening the mission of individual academic units, high impact practices in undergraduate research, housing continuing education in an academic unit; I have received a lot of feedback, welcome more – I'd like to go to President's Council and begin to have discussions about what the process might look like, how we move forward

ABEBE: What is the goal at the end, and what is driving this? Is it enrollment, the future state of education, the changing nature of things?

GATRELL: It's about serving our students, having identifiable structures that are familiar and resonate with our current students, prospective students and their parents; it also provides a framework from which faculty colleagues can increase collaboration – enrollment is driving new programs in the health and human services area; we need a structure and leadership that understands the field in order to advance those programs – opportunities for us to meet the needs of the region; increasingly those needs are going to be in health services and social services fields; we need to create new programs that are complementary – the other piece is mission, we need to think about the mission of academic colleges; I use the example 'What is the College of Education and Professional Studies?', it's amorphous nomenclature, so how do we sharpen the mission of those units – another piece is reorganizing to rightsize administration; we have limited resources, I'd rather invest in faculty; we need to be honest about administrative bloat; also budget realities, we haven't had a line item for a Continuing Education dean for several years, so how do we backfill that and make sure that BGS still has a framework where it can thrive and be successful, because that's a critical program, it serves 309 students; maybe we think about Arts & Sciences – from where I sit, everything's on the table, as long as we respond with important themes highlighted in report – I want to be in a position where we can fly once the budget returns

ABEBE: It's clear [to me] what you as the leader would like to do, but I'm not sure it's clear to the rest of the faculty on campus – the studies we do are not investigating what future job occupations are going to be; occupations change but do not disappear – a convincing way might be to help faculty think in terms of what jobs are going to look like, but if we go in that direction, then we would need massive investments instead of cutting university budgets and state budgets

GATRELL: I don't disagree; my hope is that if we can create an organizational environment, promote new program development in areas like health and human services, look at ways that the arts and sciences can engage in integrative learning opportunities that also knit together professional pieces, then we're going to end up with an enrollment increase and more monies to invest – I have no desire to cut, but we have to think strategically about the limited resources we have, so we can have the biggest impact – the program array needs to be refreshed and resemble those of our peers, which have more health and human services-related programs, but we also need to be mindful of the liberal arts and sciences because those are the curricula that feed our professional programs – markets are important but they don't drive mission – it's always going to be tied to the legacy of the arts and sciences; it's not a surprise that our brand is a private institution experience at a public price; those experiences make this place special, and that's what I want to focus on, because that prepares students – if there's going to be change, it has to resonate with our identity and who our students are today; the growth of human services parallels health sciences, that might be generational but there's a real desire to serve – how we get there needs to be meted out – I'm not going to add administrators, I'm going to focus on making sure we have the faculty to deliver the curriculum

GOSSE: When are we going to do something with the information [gathered during the upheaval of the last few years]; is there some kind of a rollout

GATRELL: We're doing some of it; differential tuition structures are emerging in high demand; a lot of the low-hanging fruit pieces done, now it's time to start doing the heavy lifting

GOSSE: Is reorganization back burner right now?

GATRELL: If we're going to do it, it's going to happen in the next 18 months; we're not there yet, there's still a dialogue going on, but we need to make a decision

BRANTLEY: I'm curious about the linkages being proposed between academic technology and teaching and learning

GATRELL: I'd love to see a center for faculty development innovation, an active sandbox in the library; I'd love to see D2L integrated in workshops so they can leverage that technology, take learning system resources to value add to everyday learning – I see integration linked to teaching and learning in Faculty Development; it has to be faculty-led, otherwise it's not academic technology – also a piece about what role technology plays in research – what it will look like is dependent on the broader context

BRUNS: We start out with a general philosophy that technology needs to be tied to teaching and learning, and from there we build the details

GATRELL: Values are clearly stated in the report; values enliven an institution's mission, reliance on structure misses the point

OLIVER: Sarah Bush Lincoln [Health Center] has evolved and diversified in this area in the last five years; I'm on board with expanding in the health and human services – have we had conversations with the leadership there or with Carle about how we can become closer partners, because that's where the investment is

GATRELL: We're going to need to enter a professional training environment; SBLHC, Carle and other regional actors are going to be critical region's needs; President Glassman serves on the SBL board – we would probably occupy the mid-level care providers space, that's actually a space our students want to get into – that's the growth industry in Coles County

ABEBE: As an economist, the overwhelming portion of the economy is services; the more we create technology and the more we change occupations, there's going to be a lot of leisure time and demand for these things is going to increase; on the other side, not all jobs we have today will disappear

GATRELL: If we're going to be higher education, we have to recognize our core values in the general education – community colleges are having discussions about BSNs, what do we bring to the table; we bring critical thinking, an appreciation of diversity, a synoptic worldview of the curriculum

ABEBE: The legislature is pushing in that direction

GATRELL: We have to make the point that mission matters, region matters, and that having a world-class comprehensive education is essential in every region of the state

## **Committee Reports (continued)**

### *Nominations Committee*

OLIVER: Our Bylaws state that in February the Nominations Committee will distribute to a statement of eligibility requirements and a list of vacancy positions to the faculty; would it be best to hold off until early March to avoid elections and nominations at the same time?

STOWELL: We've traditionally done it after elections so we don't water down our pool

STERLING: People want to know whether or not they're getting an elected position before they decide what kind of commitment to make regarding the nominated positions, so it's better that the call doesn't go out until election results have been ratified

OLIVER: So I'd be seeking your approval to hold off until right after Spring Break to have a list of vacancies ready for all of you and then circulate – I'll motion that we do that

ROBERTSON: Second

OLIVER: I received an email from Ellen Coultas, who assists VP Paul McCann, about the master planning committee – is that an ad hoc committee, I couldn't find it anywhere

GATRELL: It's a standing committee, probably through the Board regs

OLIVER: Amy Rosenstein is a faculty representative on EIU's Master Planning Committee; there's an upcoming meeting on Wednesday, February 14 starting at 3:00 p.m. in 2116 Blair Hall; Amy is unable to attend this meeting, would anyone here be willing to represent the faculty?

BRUNS: I'm willing to do that, the only caveat being I'm coming back from a conference on Tuesday evening

OLIVER: Be in touch; I'll send out a last-minute communication to our colleagues in case someone can fill in for the fill-in

OLIVER: Two weeks ago I received an email from Ceci Brinker...

BRUNS: I was at the student senate meeting where this question came up

OLIVER: Student Government is in the process of reviewing all of their faculty appointments, as there seem to be some inconsistencies in their governing policies and bylaws as it relates to the appointment of EIU faculty representatives – I haven't heard back from her

BRUNS: Basically it was a discussion between Ceci and Interim VP for Student Affairs Lynette Drake; there's a committee where an EIU student sits with the City Council (External Relations), and the question of appointing a faculty member to the committee was raised, but according to Student Government there is no faculty appointment, it's just the student representative; that led Ceci to tell Lynette she'd look to see what the rules say and get in touch with both of you

STOWELL: I've seen this happen before, where a student subcommittee approves the proposed fee increases; I don't think anybody from our Faculty Senate was invited to participate; IGP [81]; it's making sure we know what the expectations, there's been some confusion about the process

BRUNS: My understanding is that when the cost of housing and dining goes up, there's an automatically correlated increase in the student fee (GIA)

STERLING: It's a practice that should be discontinued immediately

GATRELL: The GIA funds grants in aid to students

OLIVER: Do we depend on the students and student senate to determine if they want faculty to be involved in shared governance? – at times it falls through the cracks – we had the student fee discussion and at the last minute, the faculty representative who populated that committee had no idea because no one had contacted her – this is an ongoing problem

STERLING: It's somebody's job to call a meeting and contact members of the committee, but those people change from year to year and very often they don't try to find out who all the people are on that committee that they need to contact, they just contact the people they know who are supposed to be a part of it, and then that's the only people who meet – throughout my time here we've had occasions where a committee meets, and the representative appointed to that committee is never told that the committee is meeting, sometimes never knows even until after everything's done

CASH: We have grads (GAs) who oversee us – from what I've heard, they don't work with faculty; typically just the executive board meets with faculty

BRUNS: It sounds like a project for the Faculty-Student Relations Committee, to look at where these inconsistencies are, try to identify them and bring back a report to Faculty Senate

OLIVER: [*cites other examples of faculty members not hearing from committees they volunteered for*] – Where is faculty service needed/not needed?

BRUNS: What [our subcommittee] comes up with will simply be an accounting of where there might be discrepancies, not necessarily solutions, just to document this and then we can discuss

ROBERTSON: I wonder if we're populating entities that don't exist, or if it gets into a gray area where they're not named down to every committee

BRUNS: When somebody is elected or nominated to a committee, often [people] fall into the habit of thinking 'I go to the meeting, I'm done', so then Faculty Senate never hears back – have the faculty member serving on the committee send an email saying 'we met, here's what happened'; maybe we can start stressing that to people after the elections

OLIVER: We could start in Fall 2018, but a confirmation to the Nominations or Elections Committee Chair, saying 'this committee actually met' – it also relates to DACs; maybe some language should be added about specific evidence that these committees meet

BRUNS: Sens. Eckert and Stowell did excellent work on the Committee on Committees report

ECKERT: We tried it from the top; we could do it again and start from the bottom – we could ask people on committees to submit a report, just a few short questions; we can collect evidence, and if nothing comes back, that committee apparently doesn't meet

STOWELL: The result was that the Elections and Nominations chairs would assume the role of ensuring that committees are meeting

ECKERT: This time we should go to members and ask

GOSSE: If you create a SharePoint... there's the evidence

OLIVER: At the minimum I'd be willing to follow up with a quick email to each of the faculty members serving on these committees; do we have the authority to ensure that they meet?

GATRELL: You can certainly ask a question

STERLING: I looked up the City of Charleston External Relations Committee [*reads from website*]: it includes members of the EIU student senate, administration, and faculty and members of the city council, then lists four members: the mayor, a city council member, another city council member (open seat), and an EIU student government representative (also vacant) – the membership has nothing to do with the description of what the

committee's supposed to be – I should add, all their other committees seem to be populated with names, and this committee is two people and two position descriptions without names

ROBERTSON: We had a motion and a second for deferring our nominations call until March

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

#### ***Faculty-Student Relations Committee***

BRUNS: I attended the [Student Government] meeting last Wednesday – someone from the city of Charleston came to talk about the bike plan draft; they're looking to extend the bike trails pretty extensively, including through campus; they're asking for feedback on the routes; they have a grant to do this, and my understanding from Lynette Drake is that the grant would pay for the extension through campus (not university money) – questions came up about External Relations – student senate also inducted six (?) members

ROBERTSON: At CUPB on Friday, Luke Young (student government president) mentioned taking a tour of campus, looking at the details of the plan and some optional routes; it might be good to coordinate with him

BRUNS: From what I can tell, This is primarily the city government coming and going through Student Affairs

GATRELL: Also with Facilities and UPD

BRUNS: But I don't think they've asked the faculty for feedback

BRANTLEY: *[comments on path]*

ROBERTSON: It will be paved the entire way from here to the train station

ECKERT: They would create a separate bike path?

GATRELL: They've already started a path south of the lake to get to Fox Ridge

***Faculty-Staff Relations Committee:*** No report

#### ***Awards Committee***

HUGO: The Distinguished Faculty Award nominations are due February 23; send out another reminder email about that – most packets come in on the day they're due

#### ***Faculty Forum Committee***

ABEBE: The Provost has been very supportive regarding forums in general, including providing documents; he's also committed to helping us make a good presentation next fall and next week – there will be a forum on February 13 at 3:00 p.m. in the Charleston/Mattoon Room – we are trying to publicize that as much as we can; Brooke is going to write a story very soon – we have sent notices to faculty; more will be coming out on the listserv – the session will be video recorded, which raises the issue of how people outside our institution might use that, but as long as people are aware of the conversation that they wish to have and the limited concern that we ought to have about the sensitivity of others, particularly legislators, is something that each individual needs to weigh; in my own view we need to be careful not to attack legislators, but I think there are issues of concern for us in higher education, and if we talk in general terms, I think that will be just fine – the four presenters include the provost, two of our Senate members, and Dr. Jeannie Ludlow – student government is co-sponsoring, along with the Provost's office

BRUNS: Why is it being recorded?

ABEBE: So that it is available to anyone who might not be able to attend this particular session

ECKERT: But if recording comes with the caveat of carefully watching one's words, wouldn't it better to have an open, uncensored discussion amongst ourselves rather than something that is documented and potentially used then by legislators in Springfield?

ABEBE: We're not suggesting that they will; it'll be in the newspaper even if they don't record – I remind you that you're also on the committee that organized this

GATRELL: The reality is [we can't control that]; because of smartphones you can record anything, technology has advanced so much – the more I reflect on it: transparency

GOSSE: The format will be presentations, then open discussion?

ABEBE: About seven minutes for each [presenter], then open it up for questions and discussion – incidentally, this is the first time that assembled faculty will hear our Provost; this institution does not have the tradition of an incoming provost addressing the faculty; he may have addressed individual departments and colleges, but he has not addressed a forum such as this one

OLIVER: Newton Key, our Director of Faculty Development, sent out an email yesterday about an event at the same time; we made him aware of that – it's not directly head to head, a little bit staggered (it's at 3:30), but it sounded like he might encourage the presenters in that workshop to consider a different time

BRUNS: What workshop?

ABEBE: It's on disabilities – we scheduled this first, so he should have been the one to approach us, and I have not reached out to him; please ask him to change the time if you can

GATRELL: The university calendar function is incomplete; we have inquired with Web Services to determine who owns the various pieces in that process

ROBERTSON: My experience is unless you directly fill out their web form requesting that something be placed on the calendar, it doesn't just automatically appear

GATRELL: There's a lot of steps; this is a fairly common problem at universities, ours just appears to be a bit acute

BRUNS: Trying to find an event on our website, you can't find it anywhere – the new Panther Life app is great because I can actually find things

#### *Budget Transparency Committee*

STERLING: I anticipate having some information before our next meeting

#### *Ad hoc Committee on Extracurricular Athletics: No report*

#### **Other Items**

ROBERTSON: Our main outstanding item that we should speak about briefly is how as a Senate we would like to formulate an official response or acknowledgment of the work and recommendations of the Vitalization Workgroups 8 and 9 Review Committee—a cohesive, thought-out response would be helpful, rather than a series of random comments interjected at Senate

BRUNS: When is that response needed?

ROBERTSON: The President asked yesterday if we were planning on offering thoughts; there's no timeline given, but I think sooner rather than later – if we could take a little time to review this extensive report, it would be nice to get a document drafted in the next session or two

BRUNS: It's one thing to read the report, but it's another to understand the thinking and discussions behind it – I wondered if it might be useful for Billy and I (and others from the review committee) to be here to answer your questions; that could inform what the response is

STERLING: I like the idea of explicit time set aside to discuss what might be an important document for the future of the university

BRUNS: About the process, we were charged with pulling together what Workgroups 8 and 9 did, so we looked at the two reports and melded them into a dialogue – what do you think will work, what timeline are we looking at, what do you think will not work

OLIVER: Looking at the appendices and thinking about the faculty forum, variables we can control versus variables we can not control when it comes to the future of EIU – I didn't realize that Fall enrollment has decreased for 12 straight years – looking at the second graph, the number of Illinois 18-year-olds in a given year, the prospective number ... threats to higher ed, part of it is 'have more kids'

BRUNS: This was part of the impetus for raising the issue of an ongoing strategic committee, tasked with keeping EIU a viable institution into the 22nd century, looking at these trends like demographics – we are all overstretched, we are all so wrapped up in doing the day-to-day because we have to do so much more, that no one is looking at the big picture at the exact time when we really need to

OLIVER: I'm going to be interested in what you find out about this master planning committee (what is it)

STOWELL: That's typically what I've heard, in the context of the master plan, is facilities

ABEBE: You can always find a connection between data and events – 12 years ago we hired a new provost, then we reorganized Admissions and put it in Academic Affairs

ROBERTSON: I recall, said provost mentioned at one point he wasn't aware that Admissions needed a budget – Looking ahead to our session on February 20, I will allocate specific time to talk about this report, to talk about the idea of a strategy committee...

BRUNS: Those are separate items; I recommend the strategy discussion not be next time – the experience with the review committee did lead to the idea, but the review committee is what are we doing right now, immediately, and in the next three to five years; the strategy committee is looking at the future

Session adjourned at 3:52 p.m.