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Faculty Senate

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Minutes of Faculty Senate Meeting on August 21, 2018

Attendance: Abebe, Brantley, Bruns, Corrigan, Eckert, Gosse, Hugo, Hung, Oliver, Stowell, Wharram
Student Senate Representative: Gordon
Guest: Provost Gatrell

Stowell called meeting to order at 2 pm.

Attendees introduced themselves.

Passing of sympathy card for Dr. Williams for signing.

Motion to approve minutes made by Brantley, seconded by Wharram. Oliver, Hugo, Bruns abstained. All in favor. Minutes approved.

Comment and report from Provost: Welcome back. Appreciation of work done over summer. Updates in emails from July to all faculty. CLAS Interim Dean will be Dr. Shelton. Interim Dean Lord for HHS. Lumpkin college dean search beginning in Fall. Additional new faces Mutombo Internationals Office. Mark Kattenbraker to fill in interim VPAA, compliance role in IBHE and working with UPI. On realignment, Sanders and Davenport become leadership team. Sanders will focus on student success. Davenport focuses on expanding access high impact services for first generation students. Renaming of Office of Minority Affairs to Office of Inclusion and Academic Engagement. Inventory of high impact activities in learning completed in July. Enrolment - we are over performing on projections. Thanks faculty for contribution in bringing the increase. Highlights of programs: English majors showed exceptional increase in undergrad and graduate level. Biology as well, first time full time. Music recruitment performed the best since 2014. Across the board seeing gains in student enrolment. Nearly all graduate programs. Biology held serious of outreach activities. Music launched hybrid programs for music teachers. These are examples of EIU faculty being the driving force for the increase. Transfer student numbers are up to stable, some increase, but not sure how much. Evaluations of senior personnel in admin in Academic Affairs. Two reviews to be done this year in spring. One more next year. Search for new general counsel concluded. Ms. Laura McLaughlin started end of July. Thank the search committee for the time and effort in the search. McLaughlin will bring new energy, background, new perspective, to EIU. Student success and retention with increased priority. Multiple programs now housed in same location. Curriculum revision to take place. Asked Deans to prioritize to minimize the number of new programs, perhaps a pause, to address realignment issues. Bylaws, governing structures, all need to be done this year, rapidly and efficiently.

Brantley – possible to tease out impact of the dual credit program on increase in enrolment?
Gatrell – if we pull that out our numbers are still up, and over performing.

Oliver – first time full time are up?

Gatrell – the numbers are strong but we cannot say for sure until 10-day census.

Gosse – students still need support in areas, such as textbook support, key access.

Gatrell – future of textbook access will be a wider dialogue in the future. Students with difficulties in textbook access should reach out to Student Affairs. Facilities team.

Gosse – Facilities said they don't have the resources to do things like moving objects.

Gatrell – please follow up this with me via email.

Gosse – also have network issues, for access issues, for nursing program.

Gatrell – please follow up this with me via email.

Wharram – due to recent events the facilities staff are working overtime so may not have been able to attend to some issues.

Stowell – Redden grants loaded?

Gatrell – these are being actively loaded, 20 to 30 a day at a time. Total about 120 this year.

Brantley – each Redden fund is an individual fund?

Gatrell – yes right now. Looking for streamline. Look for transparent process to make managing easier. We could possibly do it as a block grant? To each college? Over the past 3 years, the Redden Grants seemed to be roughly evenly split between disciplines and size of college.

Hung – since application are in specific projects, block grants may be a good idea but may not be possible. Will need collaboration with the group working on approving the Redden Grants to make changes.

Gatrell – VPAA office grants the requests and foundation releases the fund. The original gift letter specified that funds are to be spent on practices that impact student learning, so there's room to collaborate and find a new model.

Bruns – As new programs are approved, resources will be needed at the Library to support them. Doing block grant in this model may be a good way to meet these needs.

Gatrell – 10 day target for budget. Some refinement required but need 10 day number first.

Hung – did budget clawback occur?

Gatrell – no clawback.

Gatrell – thank you all and apologize for having to leave.

Discussion on Fac Sen Chair since Dr. Sterling is no longer able to serve.

Bruns volunteered to be Senate President for Fall semester.

Abebe – I support the Bruns. But instead of speaking of it as Fall or Spring, let's just consider it as a full year, and deal with Spring when it comes.

Bruns – should I leave the room for the vote?

Hung – no need, just do hands up eyes down vote.

Unanimously passed.

Stowell – should I still stay as VP?

Group – yes.

Subcommittee reports

Fac Forum committee/Abebe – Sep 6 scheduled forum. Gatrell, Provost Murphy Illinois State University, Dr. Aylesworth (retiree from Philosophy department), Dr. Delman from Mathematics. I urge each Senator to tell and bring 10 people to the forum. Needs to evaluate the format to increase attendance. The forum is meant for faculty and students. College needs faculty to stay engaged and participate. It's more than teaching and going home. The forum is part of that college life. So after Sep 6, we need to take a look at whether this forum is making sense in its role and function, and what we can do to make it better.

Oliver Nominations – 2 committees with new college realignment may want to restructure representation. CLAS has 200+ faculty, and other colleges are about 60. Faculty Development and Library Advisory. These are 2 committees have specific seats tied to colleges. The respective chairs are advised. I want to bring the issue to the Senate for discussion.

Eckert – Oliver informed me that there are too many members on these committees after the realignment to make new CLAS. But I want to bring up the issue of equal representation. Since CLAS is 4 times bigger, so we are not asking for 4 times more members for CLAS, but perhaps representation needs to be proportionate.

Wharram – in the new system maybe not use the default of 1 from sciences and 1 from humanities. This has implications over many committees on campus.

Eckert – CFR also by college it is important to have that representation because different disciplines have different research models and methodologies.

Stowell – The default may be by ratio of number of faculty. So perhaps ask should each committee decide how to adjust representation strategically, or should we have a default model for multiple committees.

Brantley – likes the ratio idea. Council of Teach Ed exception may need higher % from CEPS.

Stowell – the issue is increasing number of slots = increase in faculty participation.

Eckert – Don't we already have problems getting people to fill the spots?

Wharram – historically small departments have been burdened in representation models where each department needs a member at a particular committee. Maybe we don't need to do "we need 1 from each college/department" model all the time. Opportunity to rethink.

Bruns – referencing the reporting lines in committees from last institutional report. Maybe not leave to each committee. Senate needs to have a voice and oversight. But imposing from above may not be good either. Maybe work with each committee.

Eckert – maybe see where the new colleges work out.

Bruns – Is there parity between liberal arts and sciences? Maybe have that split?

Stowell – there's almost exact parity between liberal arts and sciences.

Bruns – perhaps the most straight forward way is to have 1 representation from each subset.

Hung – Wharram's comment about not defaulting to "one science and one humanities" mentality is worth keeping in mind. It'd be nice to have a new way of representation. Something more in keeping the spirit of the vitalization outcomes.

Bruns – that will take time, maybe need to do that later but do the usual split now. By-laws?

Stowell – each committee can redo their own bylaws.

Eckert – yeah maybe that will work.

Abebe – concern isn't about Lumpkin or CEPS. Major issue is on CLAS. So perhaps a model where we have a seat per 30 or 40 faculty members.

Hung – Not entirely true. There are some changes, like FCS split from Lumpkin

Hugo – Family services, dietetics, and merchandizing & textiles are no longer in Lumpkin. ROTC is no longer on our curriculum committee. So there are changes needed on some committees. But that's relatively minor compared to whole colleges merging.

Abebe – So I suppose if they feel they have lost representation they will be upset.

Hung – So why should we change now, only to change again maybe in a year? Why change and then change again. Some committees may just be superficially non representative for a year.

Bruns – these changes are easy.

Eckert – so the ideal is to keep equal representation. Then we deal with the new as the old.

Bruns – there's value to that. Faculty will be concerned that a giant college will overwhelm everything else. And some faculty will worry about losing their voice. The placeholder may give people time to figure out a way forward.

Stowell – I support the model of representation for science, and then one for humanities. As best we can, minimize the number of people needed to fill the realigned committees to the best of our ability. Should we allow these committees to continue to serve with flawed representation or should we rush to election to fill the slots?

Hugo – lots of new changes right now. Maybe be good to give time to let things take place first, and then look at representation.

Wharram – yes transition year, lots of changes. But maybe put the ideas in motion so people start to discuss.

Stowell – within a college there can be variation in representation. Going outside the college, maybe not full complete representation at every level is okay.

Wharram – depends on that the task of the committee will be.

Abebe – the transition team at CLAS is tasked to outline the bylaws. We don't have that info yet. Might be useful to invite the interim dean to talk about new mission.

Hung – since we are in a transition year, we may not need everything to be codified. We can be more flexible to let things settle. Then take a review to see what works and what doesn't work, then decide what needs to be codified or changed.

Bruns – maybe adhoc committee to consider representation. See this as a year-long process to address representation? Meanwhile, any committee that needs urgent care?

Stowell – CGS does need some slots filled to meet quorum. 3 vacancies. One from CoS, one used to be from Lumpkin, and one CEPS.

Hung – perhaps we make sure CGS can function this year, then we let things evolve this year and take care of emergencies, then leave things for now. If we write done things now, it doesn't feel it will be adequate once the things that need to change actually do change.

Bruns – adhoc committee?

Stowell – we do need a committee to approach the chairs of these committees and communicate with them the need and comments about representation over this year. Ask for 3 volunteers of the reorganization – Brantley, Eckert, Wharram.

Stowell – let's now try to populate our subcommittees as best we can. Election – Stowell and Eckert. Nominations – Oliver, Chahyadi. Student Faculty – Student Senate every Wed 7pm. Combined committee for Student and Staff Relations – Hung, Wharram, Corrigan. Awards – Eckert, Brantley, Gosse. Forum – Abebe. Budget Transparency – Hung.

Hugo – Both Wharram and I are here as interim. I haven't really put my name forward for committees because I am here as an interim position so I don't know if I will be here full time and I don't want to take on a responsibility which I then have to hand off to others. Senator Bailey had to resign due to class conflict.

Wharram – are there other vacancies?

Hung – yes, the positions previously held by Sterling and by Williams. Are there expiration dates on the interim senators? How should we go about re-populating these positions?

Hugo – yes I was wondering if we should hold elections for these seats?

Stowell – there are other vacancies on other committees will need filling in addition to the missing senators. Need 1 at large member for CAA. There's a set of vacancies for CGS. Soonest for election, at least 2 weeks.

Wharram – would it be wise to recruit before we call an election.

Bruns – will be talking to departments to get participation. So maybe plan for 3 weeks?

Stowell – we can set up the election relatively quickly but we do need time to prepare.

Hung – the call for volunteers to run for positions is usually open for a week or two, so that can overlap with the time you take to talk to the whole campus. Since we are already short staffed, so maybe holding election till third week of Sep it won't be the end of the world and we can limp along the best we can till then.

Bruns – by then people will be more settled in so maybe more attention to this matter.

Stowell – instead of electing by college, simply elect at large 1 year position, for CGS.

Hung – seems fine

Bruns – yes

Wharram – Thoughts on opening up Senate to ACF. Are Unit B faculty eligible?

Stowell – already part of Senate. They are by definition faculty.

Wharram – is that something we should focus on to get Unit B on Fac Senate. As far as I can remember we haven't had Unit B on Senate.

Hung – since Unit B members are not required to do service. We need to be mindful on the pressure on ACF to participate since they are on annual contracts, the pressure to say “no” can be very different for Unit B than it is for Unit A faculty.

Brantley – and by the same token any Unit B member who participates in service activities are not getting any of the benefits that Unit A members are in terms of evaluation.

Oliver – and that’s sort of the heart of the challenge the last few years. Faculty data in our own department (KSS) from IBHE report. 2011 Jan 20, KSS has 17 Unit A, 14 ACF. As of today, we have 7 Unit A, the same 14 Unit B, and 6 adjuncts. We should consider these shifts in figuring out proportionate representation in various campus committees.

Eckert – we have some similar issues at Music. Over half of our faculty are now Unit B. We have discussed it over and over and we decided not to ask Unit B members to serve because they really get no benefits from it and it is additional pressure on them. We give them a voice in votes on curriculum matters but we don’t ask them to serve on committees.

Hung – we have similar practice. We don’t ask them to serve on committees but they have ways to participate in the department issues. I am not opposed to the idea of reaching out to the ACF population on campus but we want to craft our language clearly and precisely, so that if there are people, and I think there are, who would like to have a voice in governance.

Wharram – that’s really what I was thinking. This is an opportunity for representation. They may think that they are not wanted here or they are not permitted to be here. I don’t know what the regulations are.

Stowell – in the call for elections, we specify that it’s both unit A and unit B faculty. Even chairs.

Eckert – chairs?

Stowell – yes we have had chairs serve here before

Brantley – while we may wish to represent all faculty, but if there’s a large percent of faculty who are not required to do service, then we cannot populate what we do by including those numbers. We have to re-think what our representation numbers are. So that we don’t have the 200+ members in CLAS, but maybe we have a lower number than that.

Wharram – so that number includes both units A and B? Oh I see. Yes that changes things quite a bit. Thank you, Steve.

Bruns – I will add that it is not in our interest to make it easier to compensate for the loss of Unit A positions. So if we have troubles with shared governance because we have lost so many Unit A positions, I am not interested in making it easier to get around that. I am interested in making this a point to the administration that we need to rebuild Unit A positions.

Brantley – one way to help reinforce that is to give Unit B voice in this. We just have to be very clear and do it without putting pressure on people that while you are desired here there's no obligation and no benefits.

Abebe – I think we are over estimating the need of our faculty for representation. I say that very seriously because there are faculty who would not wish to serve on any committees. Some departments hire faculty who commute from out of state, so expectations cannot be same for these colleagues as for faculty who reside here. If people had wanted voice, they would have run for positions. But they haven't. So maybe we need to put this in perspective and we don't need extra steps to include UB before we exhaust other possibilities in involving Unit A faculty in our work.

Stowell – when the call goes out, then I will just make clear that UB may apply.

Oliver – was Senator Williams elected for 3 years? This is the first of his 3 year term?

Hung – last year was the first year

Oliver – no he was filling in last year. Are there other candidates in the election who might be eligible to step up?

Abebe – no there weren't any.

Oliver – so we will have to start up from scratch.

Stowell – on the resolution of service value on DAC, the resolution has been approved Spring 2018.

Abebe – I think there's one change that needs to be made. We need to add a comma to the last sentence there. And to strike out the first "university."

Wharram – ah so no comma, just strike out that word.

Stowell - Need to talk to the 7 departments where this may apply. I will talk to my own department. So maybe Todd and I will just work on that. The departments are Foreign language, history, philosophy, educational leadership, elementary and middle education, and special education.

Stowell – lecture series coinciding with the 160th anniversary of the Lincoln-Douglas debate in Charleston. What is our action moving forward?

Bruns – I thought that was coming from the President's Office.

Abebe – the idea was proposed by Bailey but then there wasn't follow up. So maybe ask Bailey to continue to take the lead.

Wharam – this does seem like a History department thing so maybe they will be happy to help organize it.

Stowell – agenda for this year

- Abebe: inviting new interim Deans to talk to the Senate
- Hung: Sick leave bank policy in IGP
- Stowell: Norman comprehensive and strategic enrolment plan
- Gosse: Oct 15 new model for RN/BS program on use of faculty may need a look because it relies on collaboration with Academic Partnership that is for-profit in nature
- Hung: reorganization of colleges, representation model, from last year the CAA, CGS, etc. combination
- Abebe: Talk to Glassman on budget devolution. Last years the money control is mainly in the President's hands
- Bruns: Refilling UA positions
- Bruns: talk to new Dean of Libraries
- Wharram: restructuring outcomes from VPAA office with Drs. Sanders and Davenport
- Hung: Invite Mutombo for International Studies
- Oliver: We might want to invite HHS dean as well maybe later in the semester so they have time to work out their mission statement

Stowell – we have a forward-looking agenda. Ms Gordon are there any issues from the Student Senate side that we need to look at?

Gordon – not much from Student Senate for now since we are looking to recruit Student Senators.

Wharram – would it be useful if we talk to our students?

Gordon – yes that will be very helpful. We will be at Pantherpalooza and they can get application forms from Office of Student Activities. We want to recruit strong students to be active and engaged.

Hugo – Is there something you can send us electronically that we can put up on our D2L?

Gordon – yes we can do that.

Hung – and I can send that out with the minutes since it goes to the whole faculty.

Abebe – can you please send out announcement for Faculty Forum?

Hung – do you have something electronic or a poster already made?

Abebe – yes I will have it to you soon.

Hung – do you want it sent out with the minutes or separately?

Abebe – it'll be better to be separate.

Stowell – I want to thank all of you at the table. As we move forward, there're lots of things in transition and lots of work to be done. I am grateful to having you at the table in the process. Thanks to Todd too for stepping up to be the President.

Motion to adjourn – Hung, second Wharram. Passed.

Minutes prepared by Hung, Aug 29, 2018.