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Faculty Senate

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Minutes of Faculty Senate Meeting on Feb 19, 2019
Room 4440, Booth Library

Note: This minutes is a summary of the proceeding, not a verbatim transcript.

Attendance: Abebe, Brantley, Bruns, Chahyadi, Corrigan, Eckert, Holly, Hugo, Hung, Oliver, Stowell, Wharram
Student Senate Representative: Gordon
Guests: Provost Gatrell, Dr. Anita Shelton (CLAS), Dr. Cornebise (CLAS), Dr. Mitchell (CLAS), Dr. Ms. Haynes (DEN)

Bruns called meeting to order at 2:04 pm.

Stowell moved to accept minutes from last meeting. Seconded Holly. Eckert and Brantley and Gosse abstained. All pass.

First Presidential Seminar. Should write than-you to the organizers Elder, Laughlin-Shultz, Glassman. Gordon said the students attended all appreciated. Co-sponsored by Riccio lecture series as well. It was well-attended by faculty, students, and community members.

Elections:

Stowell: Call has been sent out. 25 positions on 9 committees. Initial deadline is Feb 25 at 4 pm. If slate is low, then may extend a week or two. Hope to do election before Spring Break.

Bruns: I have been contacted by ACF members interested in running for the dedicated seat.

Stowell: I sent out a note about the election that it is not possible to let faculty to vote within their college AND by UnitA/UnitB. So I raised 3 options. The most viable ones are to either allow both Unit A and Unit B vote on the ACF specific seat, or to ask Unit A to refrain from voting on the ACF seat.

Hugo: I agree with Holly's comment on the email that it's best option to let everyone vote on the ACF seat.

Oliver: So it's possible in the future to have the additional variable?

Stowell: Due to recent staff changes there's not the resource to do the code change. So it's not sure if that can be changed in the future.

Bruns: So it seems like option 2 is the one we would use.

Oliver: Chahyadi and I will meet after the election to work on appointed and nominated committees. Probably finalizing in April.

Gordon: We are encouraging attendance at the AAHM. The student government is sponsoring Miss Black EIU on Saturday. There's an event to let students voice their opinions on various issues through March and April. Feb 25th election for next academic year.

Eckert: Call for nomination is out. Waiting for applications. If needs be, then we will extend the deadline.

Gatrell: Lumpkin Dean is Cheney. EIU is top 5% of all Masters-granting institutions in producing students who go on to earn PhD degrees in 2017. We are #1 in Illinois for that category. The MOA special CUs are approved and hope to be finalized. Anticipating the results from the library CU assignment to finish up soon. Thank the faculty reps who served on these committees, and those representing the university. The lecture was great, and looking forward to the future ones.

Bruns: Thanks Drs. Shelton, Mitchell, and Cornebise to come to talk to use about the process of combining the two colleges.

Dr. Shelton: Thanks for letting us to come talk to you. It was a great exercise for us to take stock on what we have accomplished so far. I knew Barry Riccio when he was with us and I think this would have been a lecture that he would be very excited about. I am happy to report that CLAS has come together very well. I attribute this to the soundness of the concept and also the goodwill of the hard work of everyone working on this, both in Dean's office and across departments. Since summer, the two Deans offices are now functionally and physically combined. The interim Dean is now me. We have two interim associate Deans, Mitchell and Cornebise. Grant Sterling is administrative fellow for 12 months to assist in transitioning. The Assc. Deans and the admin fellow also teach. One assistant to the Dean (Jennifer Spracklen), one certification officer (Angie Rhoads), and one office manager (Kim Turner). Want to thank all of them for working hard to get everything organized and accomplished. For instance, Rhoads managed 40% of the undergraduate certification across 18 departments. The CLAS administrative council of Deans and chairs is convened and working. The mission and vision statement committee of the college, consisting of 5 people, have drafted a statement that has been reviewed and approved. The curriculum committees met separately during Fall, now have drafted new bylaws, completed and adopted. As of Spring, the two committees are now meeting together. Committees are being reconstituted as needed to represent the combined situation. The School of the Arts is drafting vision statement. Three departments, with one director of 3 year rotating appointment from the 3 chairs, to work collaborative with the other 2 chairs. As well as council of faculty. Gregorich from Music is the first director starting July 1st 2019. Communication and journalism combining is going on. Some faculty from Coleman has moved to Buzzard. Matt Gill from Communication Studies is the interim chair of Communication and Journalism. There's the possibility for national chair search, likely in

2019. Drafting combined DAC, combining committees, drafting visions, etc., with assistance from Sterling. We made effort to respect the separate disciplines and to maintain accreditation needs. Development projects. The priorities: (1) completing remodel gallery 1910, 17k raised by arts and design, in memory of Glenn Hill, who was long-time faculty and chair in Arts. This gives students experience in curating gallery. Almost complete. (2) Construction of the physics tutor room, 120K raised for it. Works should start this summer. (3) Audio recording studio project in Doudna involving plans of physical expansions costing about 0.5 mil, and also creation of new curriculum in recording and music production. Consulting with partners in music production. In vitalization process, the summary is on the vitalization updates. Nearly all our programs are stable or better. We are in good position and looking forward to strategic planning in the future.

Some examples of success in new programs and initiatives. In School of Arts, Music and Theater finally developing Musical Theater tract. Approved a position for it. Art Dept. became Art + Design, this signifies expansion of concept of itself, e.g. Graphic Design collaborating. Fashion and Merchandizing addition. We sent a student to NY Fashion Week. Organizing Fashion camp this summer, one for high school and one for 4th-8th graders. Along with alumni and current students, they are attending and presenting at a conference in April to reach high school students who are interested in design as a major. Plans for interdisciplinary on arts administration, involving Doudna, Tarble, and the student gallery 1910. During holidays, music and arts planned our annual arts sales, opened to community artists and artisans. Raised the profile. Proceeds went to support student scholarships. Comm Study and Journalism working hard to combine. The new major in TV Production is online. Journalism and Poli Sci developing a new BA with focus on reporting of public affairs. Electrical Engineering is new interdisciplinary program, collaborating with Physics, Math, and Technology, waiting for approval from HLC. Math and Computer Sciences are working together to develop new programs. GIS center is expanding and developing new applications. Faculty across sciences and with Booth, revived previous initiatives, WiSM and M3S, joined into new group as iSTEM. Humanity Center moved from Doudna to Booth, working closely with Faculty and Student Development. Many depts are providing dual credit in both upstate and downstate models. Other depts have launched accelerated graduate program.

I want to read a letter from Melinda Mueller, chair of Political Science: Political Sci is finding it easier to collaborate, since the combination.

Abebe: A number of good things are happening, to your credit and your team. I wish to bring up the issue of program classification, which the revitalization process raised. We are concerned in my department that having given a response twice, that nobody seems to be listening to us: the classification for Economics at the Bacchalaureate level has not been changed. Economics is a discovery major. Students don't usually come to college aiming to be an Econ major, they come and then discover Econ then become major. The problem is that the start was made with faulty assumptions and faulty data. My worry is that when you are gone, and new administrators come in, they may point to this file and said that we

should have been changing. The information is out there and the damage is still being done. What do we need to do to get this changed? I don't know what more we need to do to get that changed.

Shelton: I think a lot of us have been frustrated by the process in many ways. The process is difficult for some majors to fit in. Especially when there are IBHE standards on number of majors that make things more complicated to navigate. But that's the reality that we have to operate in. When vitalization began, we were in a difficult position. It was an imperfect process. At this point, we want to finish the process and close that tome. I think the vitalization was understandably and appropriately a crisis management measure, and less a strategy planning at that moment. I am looking forward to strategic planning on what we are and who we want to be. As far as presenting to the outside world. I think the language is carefully worded to not call out a particular department. So far, I have not seen deleterious effects on departments that have been categorized one way or another. All of us are working together to try to move forward. I am not dismissing your concerns, which I think are valid, but I am saying that we are trying to move forward from that point. For instance, Philosophy department is now on much sounder footing after a lot of hard work. I feel astonished by how much they did, to revitalize curriculum and reconceive it, at the same time with some faculty retiring. They are not at the IBHE minimum yet. But I really congratulate them for making these remarkable improvements. Same with Foreign Languages. I also thank Grant for his work on these. There were 6 departments that opened up DACs and Grant helped with reviewing and commenting. One of the things I learned from Dena Johnson before me is that whenever a new directive comes down from administration that makes us moan and groan and complain, he'd ask us to find ways to make it work for us, to make it useful and valuable to us. That's an attitude I try to carry forward.

Gatrell: We have discussed before and I don't disagree with your sentiment. I am pleased that we have moved 70% of those programs to stable and better. From my perspective, I focus on whether a hire request is going to give us deliverable content in a curriculum and positively impact student learning. The category or labels are useful, but secondary. Like in Physics and Math, even if their label is requiring observation, we invested new resources into them. My intention is to get us back to standard operating conditions. I expect that based on the trajectory of enrollment, that we will see improvement in Econ major as EIU enrollment goes up. I fundamentally have no concerns over the undergraduate Econ program. I think your undergraduate research showcase is very much a model for other Econ departments. I try to take a wholistic approach and not just focusing on one narrow metric.

Bruns: Through the vitalization process and moving forward is doing due diligence in shared governance and communication. I don't mean to malign our colleagues, everyone was under stress. The comments from 7 were not unanimous. Also, many depts felt that their responses to the workgroup 7 were not taken into consideration because there's no acknowledgement. This worry is being carried forward as vitalization moves forward. I'd like

us to focus more on shared governance and communication to smooth the transition process.

Gatrell: I do think I've made significant steps to ensure communications. There were one on one and also group discussions on many of the recent changes. I think CLAS is an example of what can become when people of good will take initiative to make things better.

Eckert: So are we moving beyond vitalization? The metric is no longer a concern?

Gatrell: We are moving to strategic vision to codify these parameters. While enrolment is still top priority, we need to have discussions on strategic planning moving forward. The revitalization process was a reaction to some very difficult situations, but reactionary isn't very strategic. That's where my focus is right now, to be more mindful in where we are going and we are getting there.

Gosse: Is there plan to do a survey on employee and staff survey?

Gatrell: Not aware of what the prior practice is at EIU. There are channels of feedback like meeting with UPI and FacSen, etc.

Bruns: Due credits to the Provost and President for being responsive to concerns raised.

Gatrell: I don't disagree with your assessment. But since we are on a campus with negotiated contract, the specific form of feedback may look different than a standard climate survey.

Wharram: Your thoughts on college representation on campus committees. In some cases it seems disproportionate to have only 2 representatives from CLAS even though we are much larger in number of faculty. Are there ways that faculty can assist in navigating this process?

Cornebise: It has been a discussion in many process.

Shelton: In most instances, that has been taken into account. In some cases, the resolution is that it ends up representing the ratio of Sciences, Social Sciences, Arts, and Humanities. But yes, proportionality is often a topic.

Stowell: Part of that equation is you want representation but not have a committee that is too big and unwieldy. So a balance is needed.

Cornebise: Our curriculum committee is 22 ppl. So it's representative, but it can be unwieldy.

Hung: Maybe a college level – I have been told that we are moving towards doing lab based courses outside of Friday. I am not sure if this is a result of combining colleges to make classes.

Shelton: Only thing I can think of is the module of scheduling. It may be something at the department, not at a college.

Gatrell: What we have done is to enforce the standard modules that's on the book. Which is that we don't want 1:15 long classes before 1pm. We've also standardized and reduced the number of terms. Historically, we've had over 220 terms over the year. We have now narrowed to 32 terms. For most departments, they don't use these terms.

Eckert: So we could request terms that are unusual? Because some of our courses could really benefit from a different time limits for terms.

Gatrell: Yes, we do have those options, but we generally like to keep the number of variations to a low number.

Bruns: We want to thank Dr. Shelton, Dr. Cornebise, and Dr. Mitchell for coming to share with us the work going on at CLAS.

Senate bylaws changes discussed before: college level representation, removal of restrictions of serving, combining nomination election, combining student and staff relations.

Abebe: I commend on the work done. Motion to approve.

Wharram: Second.

Accept the changes: All pass.

Constitution changes have incorporated things we have voted on and discussed. Abebe moved to adopt, Hugo seconded.

Eckert: Article 6, Section 7 change. I think we need to retain the power to hold other councils accountable. I don't think we should give up that power.

Bruns: But the change was made as a response to the complaints from our colleagues that this power has been abused before.

Oliver: In the new by-law, senators can still raise issues. It's just that it won't have the weight of the Senate support unless they can convince 2/3 of the members. I think that's in the spirit of shared governance.

Eckert: Part of the value of having just one dissenting voice being able to force changes is that sometimes, the Senate tends to get sluggish and non-responsive. Requiring 2/3 of the members to support an initiative can result in practically nothing being done, ever.

Wharram: But the Senate will still have the power and individual Senators can still bring up issues to the attention of the full Senate.

Stowell: In the number of faculty needed to present a petition, it was listed as 50, whereas in other areas of the Constitution it was a percentage. So I move to change that to a percentage. There's also a change to the addendum language.

Bruns called the question for roll call vote. Wharram aye. Hugo yes. Gosse yes. Abebe yes. Chahyadi yes. Holly aye. Oliver yes. Brantley yes. Corrigan yes. Eckert no. Stowell yes. Bruns yes. Hung yes. Motion carried.

Textbook rental IGP 49 change. Changes: Rental will no longer be purchasing online supplemental material. Those cost is increasing dramatically. Second change is length of adoption cycle from 2 yrs or 3 semesters, to 3 yrs or 4 semesters. A third change is to add a library faculty to the advisory board. Some committee members are vocal about the sustainability of the textbook model. There will be a task force committee to plan for the future of textbook rental. The admin is opposed to raising the cost of textbook rental.

Gatrell: These are consumable resources and we are spending close to between \$250k to \$300k on, which is preventing us from adopting other textbooks and resources. So we are trying to get faculty to move away from it. We have a ten-year bond obligation to the building, around 2028. This system has to remain viable in some format until the bond is repaid. We are seeing increase in student expectation of these resources. So we have to be intentional on how we approach this topic to meet student needs/expectation with our resources in a sustainable way. In some disciplines, we have to update textbooks every year.

Hung: Do we have statistics on the usage on the supplemental?

Gatrell: They are highly clustered. So some courses use it a lot, and most classes do not.

Hung: So maybe we can be more intentional on what online supplemental we pay for. Part of the equation is the instructor's intentionality in course format. If a faculty doesn't want it or promote it, then we shouldn't pay for it.

Gatrell: This is not as important as the larger issue of electronic resources becoming more common and more central to our students' expectation.

Stowell: There are other models, like a subscription model, or open access, that can address this.

Eckert: The textbook rental fee comes from students taking classes, so some of the cost is defrayed by those students who do not use these material.

Holly: About \$10 per credit goes to textbook rental. So the students' pay is not close to what the cost is, in most cases. So the school is eating the cost of it.

Gosse: Can we separate campus from distance, in terms of needs and shipping cost.

Stowell: That's about \$30k a year to ship textbooks to distant learners.

Gosse: There are options of e-book that can be used so we can save the cost of shipping.

Oliver: We are hyper-competitive in terms of textbook costs because plenty of other schools that make students pay for full cost realize that the cost is way more? What do students want?

Gordon: I don't think students will want to pay for codes, and other resources and fees. I see it online all the time from students of other schools who complain about the cost of textbooks and access codes. I think our model helps us in the long run.

Brantley: We belong Open Textbooks, over 400 we already have. There's a barrier for faculty to adopt open access. The faculty will need to re-develop the course content. Some believe it's not as good. Some also think if students are already paying for the textbook rental fees, then they shouldn't have to settle for free resources.

Eckert move to adjourn. Corrigan second.

Holly motioned to adjourn at 3:57 pm. Oliver seconded. All passed.