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Faculty Senate

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Minutes of Faculty Senate Meeting on March 5, 2019  
Room 4440, Booth Library

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

Attendance: Abebe, Bruns, Corrigan, Eckert, Gosse, Holly, Hugo, Hung, Oliver, Shaw, VanGunten, Wharram  
Student Senate Representative: Gordon  
Guests: Provost Gatrell, Dr. Mike Dobbs (LCBT), Dr. Kattenbracker, Ms. Haynes (DEN)

Bruns called meeting to order at 2:03 pm.

Abebe moved to accept minutes from last meeting. Seconded Oliver. VanGunten abstained. All pass.

Executive Board report:

Dr. Kattenbraker at CUPB presented report on new programs and minors. An update from last year. Dr. Glassman reported on meeting with Pritzker at Springfield, stressing importance of regionals, and need for stable funding, and our need for a new science building. Governor proposed 5% increase to university budgets. But won't know the exact number till the end. That will be 5% short of 2015 appropriation. Plan is to get us past that point, but in future years. Addition of \$150M for deferred maintenance, \$50M to MAP, \$10M to Aim High. Also stated Governor wants a capital bill. University Presidents were asked to testify needs of capital needs. Stated that our first request is we desperate need for science building, no other needs. Total request was \$119M for science building, \$10.7m for emergency maintenance, \$16M for deferred maintenance (non-emergency/safety), for a total of \$146M total for EIU. University advancement search continues. VPAA midyear update. On target to meet budget, work to reduce overload course. CAA approved new major of Fashion Merchandizing and Design. VPBA was out, report is that we are fiscally sound. Hoping to rebuild cash flow. Student Affairs reported possible impacts on increase in minimum age. March 19 Dr. Ludlow to talk about registrar's prompt to enter grade. Guests for future meetings: April 2, Dr. Doug Bower. April 16, Dr. Lynette Drake. April 30, Dr. Glassman.

Executive board meeting talked about Presidential series. Asking for inquiries on how to proceed. Answer is to give a few topics each year and he can choose. Talked about Governor's proposed budget. Approved the Senate's proposed 360 review, and also added that all staff can review VP as well.

Elections report:

Still a number of positions lacking candidates. Try more specific call to extend to this Fri. Any remaining open seats will be Fall election.

Carson: After Spring Break, "Let Your Voice be Heard" series to gather feedbacks from students and address concerns and talk to student constituents. Election will be after Spring Break. Candidates meeting, campaign, then election.

Awards committee:

Dr. Newton Key was nominated for the Distinguished Faculty Award. Motion to accept by Eckert. VanGunten Seconded. Approved unanimously.

Provost Report:

Textbook rental discussion brought feedback to it, the adoption cycle remains unchanged. Task force will be named in summer, to explore strategies to address the changing landscape of textbooks. Instructional ancillaries are free, so no cost, so no impact on this. New major to BoT (Fashion Merchandizing and Design). Enrollment indicators: applications and deposits are up. Our yield also improving. April 1 and May 1 will give us more data. Feels good about first time full time for fall. Anticipate expanded opportunities for Aim High now being available to transfer students. Working through DACs, all but one approved. Appreciate how faculty articulate expectations for their peers. DACs are important documents for the culture and metrics. In some cases, they are major revisions.

Oliver: There were 2 large admitted student events last week. When we get them here, how's the yield? Does admission and recruiting collect immediate feedback for the events?

Gatrell: Students who participate in yield events are higher rate than those who do not. Those relationships and interactions are important. There's a bump in commitment after the event. Some are new students, so we also see new applications. Project to move Banner application to mobile interface to increase rate of completion of application.

Eckert: We heard about WIU situation. We seem to be doing better. Are we at risk?

Gatrell: What happens at WIU is painful for any institution. Very difficult days, and it will transform [that] institution. I hesitate to compare the situations. In terms of the broader threat – all public higher ed institutions are threatened. We are increasingly dependent on tuition. We have to be mindful about expenditures and budget. Every institutions have to be mindful about staffing plans and our resources.

Hung: To follow up on the Provost's comment, we did eliminate over 260 civil service positions 3 years ago. We didn't lose any tenure-track positions, and the union voted to forego the

raise to save the 23 ACF positions. So EIU went through the painful cuts 3 years ago. In addition, this is the second round of layoff for WIU. Last year, they eliminated faculty positions through the program elimination process. I encourage all my colleagues who have collaborators or friends at WIU to reach out to offer any words of encouragement.

Hung: Last meeting we talked about adding a librarian to the textbook rental committee. Where are we at on that?

Corrigan: We do have a volunteer.

Wharram: How do we do for appointment to textbook rental committee? Let's do that.

Oliver: It is one of the appointed committees. So we can follow the same process for other appointed committees, where we send out call for volunteer after the Spring election.

Hung: As far as I am aware, the textbook committee already agrees to add a librarian to their committee. So we should proceed after election to solicit volunteer and then appoint a librarian to the committee.

Dobbs: Presenting framework and perspectives on what the think tank might do. My background is organizational ecology. So we ask how does an organization exist in the environment and interact with the rest of the business ecosystem. I think these relations are worth looking at and will be valuable to the decision makers on our campus.

Holly: Regarding the amount of funding that universities receive, since IL seems to be near the top, but we are also running a very lean institution, so where is the waste?

Dobbs: Compared to other places, I think the faculty in IL are getting paid closer to what we should be than others.

Hung: Some caution on gathering data on compensation, too, since in IL, money is sometimes moved around due to the pension ramp we have in the past decade or so.

Dobbs: We have about 47% of our instructional budget coming from state funding in 2012, but now it's closer to 37%.

Hung: We were close to 70% in 1978.

Abebe: Some of the data can be misleading if we only look at one short period of time.

Hung: The think tank would really need to dig into the data and find out the reasons behind why on paper IL higher ed seems to be receiving a lot of funding but on the ground, none of us really feel it.

Eckert: The presentation really leaves the impression that our only way out, given expected decline in state appropriation and the tuition issue, it seems our only option left is to expand our gift donations. Do you think we will be able to make up the difference we need?

Dobbs: Yes.

Abebe: On average, right now, I think EIU employees are giving more than outside donors.

Dobbs: But there are donors to EIU who are giving substantial amounts.

Bruns: Also, keep in mind that we haven't had a VP Advancement for a few years.

Dobbs: Another option is to allow and urge Deans to do more fundraising activities.

Holly: One factor that may hurt U of I more than it hurts us is the shrinking federal research budget like from NIH and NSF. Since that's a much bigger slice in schools like U of I, we actually will be less harmed. Regarding the population growth trends, we see that we have more people over the years, but it seems that the number of institutions didn't seem to have grown, nationally. So does this mean that enrollment in schools just went up to absorb the students?

Dobbs: In Texas where I am more familiar, the regional schools did have a large increase in enrollment.

Shaw: We also need to keep in mind that given the socio-economic group of our students compared to students who attend private institutions, the amount of endowment we have is not that surprising.

Hung: Another issue that needs to be considered is the looming balloon of student loans. The average Illinois college graduate carries \$28k in loan. That's crippling. That cannot go on for too many more years. What will happen to schools like EIU when that bubble bursts, or when the paradigm shifts? Most of the students we accept need to take student loans to complete their education, after all. In conjunction to that, what's the trend for tuition-free colleges, or tuition-free community colleges, and how will that affect 4-year regionals like us?

Holly: For such a long time, our university relies heavily on our education area. We train a lot of teachers. So when we have a large decline in students seeking degrees in education, it really hits us perhaps more disproportionately than compared to other schools. Now, we are noticing a shortage of teachers, so perhaps that trend is about to reverse.

Bruns: The Think Tank project has support from Dr. Glassman and we should move ahead to make this go ahead.

Abebe: My interest is to avoid making decisions under stress. As education institution we should be able to look forward to the future, to identify issues that may come up. I am not as interested in a publishing type of think tank, but a deliberative, in an all-inclusive sense, issues that have been identified. It can free the institution from rushed decision making so we can regenerate our institution for our future.

Shaw: I see it as forecasting for our schools, looking at trends and issues.

Bruns: I see it as group where members tasked with things that can look to the horizon, so they can free up the time to do the looking forward.

Oliver: Is there value in having representatives from major influence groups, donors, etc., alumni, be part of this effort?

Dobbs: Need the right person in the mix. Not so much about what group they're from, but to have the right mindset and the right skills.

Hung: I think the value of this think tank is in not giving solutions. That way, it can be a much more objective analysis because nobody's own sphere will be "in danger."

Holly: We should not have to just check off boxes for membership, but those with the right skills.

Shaw: We should look for lateral thinkers. Thinkers who are creative and quantitative both.

Wharram: I want to echo that. I think other people with different areas of expertise can be valuable.

Bruns: Senator Abebe and I, and anyone who wants to contribute, will get together to write up the formal proposal on how this think tank will proceed.

Wharram moved to adjourn, Eckert second.

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