

Eastern Illinois University

## The Keep

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Minutes

Faculty Senate

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5-2-2019

**May 2, 2019**

Faculty Senate

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Minutes of Faculty Senate Meeting on May 2, 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, Chayadhi, Eckert, Gosse, Holly, Hugo, Hung, Oliver, Katherine Shaw, Nick Shaw, Stowell, VanGunten, Wharram, White, Barnard  
Guests: Dr. Willems, Mr. Martin (Student Affairs), Ms. Haynes (DEN)

Bruns called meeting to order at 10:17 am.

Motion to approve, Shaw. Wharram seconded. All approved.

Bruns: Sorry that I forgot to send out invitations to the Senate-sponsored retirement party. Will pick a new date and try again.

Bruns: Executive Board will meet with Dr. Glassman and Gatrell next week.

Wharram: Presidential lecture series?

Bruns: Not decided yet.

Nominations/Oliver: Updated list of appointed and nominated list. These were approved last meeting. The list has been forwarded to the faculty and the administrators tasked with the committees.

Bruns: Thanks to Stowell and Oliver for handling the work in that.

Faculty Forum/Abebe: Committee met for Fall seminar, to be held Sep 12. Identified a number of topics but decided to have a discussion on highlighting the possibilities at EIU. Also perhaps as a kick-off for the think tank activity.

Hung: Used the Auditor General's website's audit, as well as the proposed budget, from 2012. Also obtained information from our institutional records. First graph shows state appropriation as a percent of what EIU spends in total. State contribution is state appropriation plus other monies that the state spends on behalf of EIU but never comes into our ledger. In 2012, state appropriation is 19%, and state contribution is about 41%. EIU can rely on state funding for roughly half of what we spend. Some money come from investment, but the lion's share of that will come from enrollment. In 1977, the state's appropriation was about 70%. Second, after adjusting for inflation, tuition at EIU is cheaper than it was in 2012. EIU did well in keeping tuition cost low even in years when we were not receiving funding. We are also not making up the money from fees. This shows that as EIU

struggled to make ends meet, we did not transfer that burden to our students. That means the rest of the campus had to shoulder the burden. Third, on reported expenditure of what we spend in each budget cycle. I chose 2014 because prior to 2014 some of the expenses were grouped but in 2014 those expenses were itemized separately, so 2014 is the latest comparable year to current. The only difference between 2018 now and 2014 is that we spend less on student aid now, from about 6% down to about 1%.

Gatrell: The reason for that downshift is a function of enrollment since these are monetary aids given to students. The fewer students we have the less we end up spending. The level of aid actually has not changed over the years.

Hung: Finally, looking at our current budget, we have increased the percent in personnel expenses. Equipment, investment, maintenance, repair, telecommunication, travel, have all decreased. About 40 to 50% cut in all those categories. That seems to map to our experience on campus. I think the budget transparency committee's work will be more fruitful if there is a direct question that needs answering so that specific records can be requested. Otherwise, looking at budgets and audit reports will only show big trends.

Bruns: I want to welcome our new Senators: Bruce Barnard from Organizational Development of School of Technology, Unit B representative; Larry White from School of Business; Nick Shaw, Theater Arts. Also, Senator Oliver ran again and we welcome him back. Steve Scher is not able to attend today but he's also a new senator.

Bruns: Executive board election. Wharram for Chair – vote approved. Vice Chair – Stowell vote approved. Recorder: Scher. Wharram VanGunten Eckert abstain.

Gatrell: Acknowledging service of the Senate president. Thoughtful, engaged chair of the senate. Pleasure to work with the exec team. Update: commencement this weekend. Important to have faculty participating. Searching for VP Advancement. 4 candidates to campus. Role of assessment on campus, in light of gen ed committee. Formed in 2014, not staffed. CASL is an ad hoc committee, no governing authority. Spent this year revising assessing, being mindful that we do not have enough faculty to go around. The feedback I got is that we don't want an assessment plan that goes to someone who does not know the field. Another angle is that if the program already carries out accreditation then why duplicate effort. Task force to streamline assessment, focusing on student learning no bureaucracy, honoring faculty area, reflect shared governance linked to a structure. If we end up at the same spot next year then I am comfortable with that. But I want to have that input and discussion.

Willems: This is my first year on CASL. Dean Minas asked me to serve on CASL. I think CASL performs some very important function. I think they believe in shared governance even though it's ad hoc. Current chair Lisa Brooks cannot be here. I want to support CASL: undergrad learning goals affect all undergrads. It affects all majors. If CASL or a university wide committee didn't come up with it then it may not have been done. Whether another

entity can do that task or not that remains to be seen. Many structures get stale and need improvement. Maybe CASL can have open elections or appointment by Senate, and become part of shared governance. I think the gen ed goals are beyond just general education classes and are applicable to all majors. CASL also suffered from budget cuts and has been less able to do the work in the last few years. I think the workshops that can support learning goals are useful and helpful to the rest of the campus community. I am happy to have a chance to explore new improvements.

Gatrell: The university learning goals are important. We talked if CASL to become gen ed committee. I am confident that a year from now we will have a structure that reflects faculty wants and focuses on general education.

Willems: I agree. I just want to be here to support the work that CASL has done in the past.

White: What is the relation between the CAA and Gen Ed committee?

Gatrell: It's a subcommittee in CAA. It will be populated in fall and I hope they will report back to the Senate.

Gatrell: Assistant VP in Academic Affairs will be Jason Hood, with JD with background in HR. Previously lead contact national labor issues.

Bruns: Thank Dr. Kattenbracker for his work as interim assistant VP.

Gatrell: Thank Haynes for the DEN. Not just news, but also a learning tool.

Wharram: Resolution proposed: Faculty Senate acknowledges the importance of a well-functioning free press in the service of our campus community and therefore commends the service Annalicia Haynes as the editor of the EIU Daily Eastern News, putting in multiple years of exemplary reporting, many of which were spent covering the Faculty Senate.

Bruns: Let's vote on that. Abebe second. Approved unanimously.

Glassman: Thank you for invitation and your service to university. April was big month for recognition and celebrations. I personally invite all faculty to attend the commencement. We have 4 sections. Aside from campus, work also being done at Springfield. Feb, Pritzker gave budget. Within that, 3 pieces – 5% increase in higher ed operations, i.e. each university receives 5% more than previous year; second is to increase MAP so more qualifying students can get it; increased the AIM HIGH program last year \$25 million, now added another \$10 million. Bill passed in March, the Aim High, allocation is based on size of each university. For us it is \$1 million, but we have to match that. The new bill allows university to keep the residual and apply to next year financial aid. A few months ago sat with Pritzker one on one, we talked about who we are, our mission, what we do well, and what our needs are. I was on the transition team on infrastructure, where we talked about the capital

bill. Most recently 9 university presidents met with Pritzker last week. He brought in 2 of the two deputy governors. Great dialogue. Clear to me that the governor wants to be champion of higher education. Vision includes K20 not just K12. Will try to restore funding loss since 2002, over \$3 billion adjusted for today's money; last year higher education received \$1.8 billion. Some of the challenges we face now are directly related to that reduction in investment. The problem in all this is that the State does not have a lot of revenue. This year there is \$3 billion deficit they are trying to cover. So right now there are a number of initiatives to gather revenue. The big one is the Fair Tax proposal, which will take a referendum and popular vote. There is no question in my mind that in order to get increased funding for higher ed, and to get our new science building which is at no. 6 on OBHE list, is going to take new revenue that they do not have right now. To that end, the 9 presidents were in Springfield yesterday, we are trying to say at press conferences, that higher ed needs a lot of work to rebuild Illinois. Post-impasse we have started to regain the confidence of the residents in Illinois. If we get set back then the interest and confidence will go away. I've testified in front of the house about our appropriation request. I requested 10% increase for EIU. Next testimony is next week for senate higher ed appropriation. The atmosphere in Springfield is different than previous years. More sense of positivity and more sense of getting things done. It is refreshing. We have about 9 EIU alum in the legislature. I am optimistic that we will have a budget by May 31. They do want a balanced budget and so they are cautious. The next 4 weeks will be a lot of bills generating revenues.

Enrollment. In the past, May 1 was the deadline for loss of scholarship. In the past the numbers are pretty solid. But now schools are now more flexible. We are up in deposits compared last year. Reservations for orientation also up.

EIU has momentum but still needs work. We have shared value and shared vision. We do have a target on our back. Other schools are seeing our success and trying to follow our efforts. We have changed from followers to innovators and we need to keep doing that. Thank you all for tightening belts to help us get where we are. There are critical areas that need support – I recognize that, but it's a slow haul.

Relative to the Senate, we had our first presidential lecture. It was an astounding success with Dr. Foster-Gains. The presentation and the discussion following were both excellent. Student mental health and counseling issues is a prominent issue. The amount of stressors on students are tremendous. If we are going to be an inclusive campus that means being inclusive to students with mental health issues. I will be reaching out to the Counseling department, psychology department, as partners to organize the second Presidential lecture.

We also have 360 review, all VPs, every third year. You have asked for more input from faculty. For all VP evaluations, all faculty will be notified and given the chance to provide input.

The third initiative, is the think tank. I think that's a good idea. Events take place fast in higher ed. WE need to pay attention to the future of higher ed. Students' choices for higher eds will be even more broad and varied. We have something special at EIU, but we have to diversify ourselves so we can meet the needs and wants of new learners. The think tank will help us identify the emergent markets, new pedagogy, and help us as a university to assess together. They will be our scout to help us see where we will be.

Appreciate the resolutions from the Senate. They have been thoughtful and meaningful and to the benefits of the university.

We have VP for University Advancement position in search. We have not had as robust activities as we'd like, without VP Adv. This is an important position for us. After the initial result, the committee started the second round. We actually had a larger robust pool. We will have 4 candidates visiting. I hope you all have time to visit during the open session.

Another leadership position needs to be filled. Josh Awalt is leaving us. So we will need a permanent spot. This also offers a chance to review ITS. I met with all the managers and talked about what their needs, infrastructures, organizational plans, etc. We need an CIO we can rely on, regardless of where they will report to. The ITS is a service oriented area that is responsive to the entire campus – faculty, staff, and students. We need good communicator. We realize that we depend on the IT infrastructure but we don't always appreciate their work behind the scene. We will also have two dean searches. CLAS in Fall. Education in Spring. We have a number of new Board of Trustees members. 4 out of 7 are new. Returning Trustees are Joe Dively, Barb Baurer, PJ Thompson. New Trustees are Audrey Edward, Marty Ruhaak, Joyce Madigan, Christopher Hicks. All are alums.

Abebe: Been on senate for 4 yrs. I think the accomplishment over these years are significant. We appreciate you working with us. But you've always worked with us even when you disagree with the resolutions. Your participation is genuine and we compliment you. You've been a good spokesperson for EIU. I also want to tell you that I can see that the commitment from your team is prominent.

Hung: Commencement tickets seem to be less accessible to students from CLAS.

Glassman: Students can always come back from more tickets after the initial assignment. I encourage them to do that. Next year is the 125<sup>th</sup> anniversary so I am contemplating an outside ceremony. But we will look into the format moving forward.

Gatrell: Lantz Arena can actually hold more and we have in the past with larger graduating classes so we are not at capacity yet. But there are certainly other formats that we can consider, like how we handle graduates versus undergraduates.

Bruns: I want to bring up the possibility to work with our annuitants to gather the robes for our faculty.

Oliver: I enjoyed the Celebration, really enjoyed the new format with the local high school production. I do hope it will continue.

Glassman: I see no reason not to continue.

Bruns: Having all parts of the campus to talk to the Senate has been helpful for us to understand what is going on. There are many areas that have experienced contraction in staffing level and in support. What's the plan in rebuilding these areas with new enrollment and new state appropriation.

Glassman: That is the difficult part. We need to have a certain size of reserves for a school this side. Last year we did well. Our revenue exceeded our expenditure by \$1 million and that was put into the reserves, which should be about \$16 million. So we need to be very careful in rebuilding the reserves as well as rebuilding areas of critical needs. My vision is not to try to go back to where we were, but to go to where we need to be. Some of that will be the same, and some will be different. We have to build on both ends – both the reserves and the critical areas. That is why when people talk about the decades-long impact of the budget impasse, they are right. It will take that long. There are many people on this campus who are doing tremendous work for us, and they deserve as much praise I can heap on them and as much compensation I can give them, which is not a lot. In the long run, there will be areas that will be built back, but there are areas that won't. As our enrollment improves, and as the state appropriation improves, we will have to continue to balance all the needs on our campus.

Hung: I thank both you and our provost for being so vocal in your appreciation of all the members of our campus for going all in and doing extra to stabilize our institution. As we back-fill these positions and bring more staff on board, I suspect what will happen is that when we bring the new staff in, they will be doing the work that some of us are already doing. So the overall productivity may not appear to have improved, and that may become a point of contention. The faculty and staff are willing to do the extra to continue to serve our students, but we do not want this to become the new normal. It cannot be the new normal.

Glassman: Both the provost and I recognize this.

Gatrell: This affects multiple constituents. Like for instance, from the UPI we learned how much overload assignment was used. I worked with UPI to control that. I also committed to pulling back on sponsored credits so we generate work that are on load. So we are well aware of this and we hear the message.

Bruns: In a situation where there is a budget crisis like the one we had it is so important to have the right leadership on campus. I am very thankful that Dr. Glassman and Provost Gatrell are here during this crisis. I am also thankful for our colleagues on the Senate, who works closely with Dr. Glassman and Provost Gatrell to get our school move forward.

Motion to adjourn Shaw moved, Wharram seconded.