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FACULTY SENATE MINUTES FOR August 29, 2000 (Vol. xxx, No. 2)

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The Faculty Senate agenda is posted weekly on the Web, at 2540 Buzzard, and at 2107 Buzzard Hall.

I. Call to order by James Tidwell at 2:00 p.m. (2540 Buzzard Hall)

Present: R. Benedict, J. Best, G. Canivez, C. Eberly, P. Fewell, B. Fischer, F. Fraker, J. Tidwell, M. Toosi, B. Young, A. Zahlan. Absent: N. Greer. Guests: J. Niziolekiewicz (DEN), J. Barron, C. Strode, B. Witsman, J. Lasky, J. Lynch, R. Keiter, B. Irwin, M. Butt, D. Onestak, R. Miller, M. Beurskens, J. Nilsen, L. Hencken, J. Cooley, B. Slough, L. Hyder, S. Flock, H. Price, B. Smith, President Surles

II. Approval of the minutes of August 22, 2000

Motion (Fraker/Fewell) to approve the minutes of August 22, 2000.

Corrections: Add date, August 22, 2000, to header. Call to Order in Buzzard Hall, not Booth Library. N. Greer was absent. II. Minutes approved were for June 13, 2000, not August 22, 2000. III. Remove Doug Brandt from Welcome to new senate members.

Tidwell: Should statements be attributed to speakers?. Zahlan: Yes, it is informative. Toosi: Supports Zahlan, we are serving the public and people should know. Fraker: Sets dangerous precedent for next Secretary to maintain. Zahlan: Let's allow people who do the job freedom as to how they do it. Tidwell: Yes, editorial discretion is appreciated. Minutes approved:

Yes: Benedict, Best, Canivez, Eberly, Fewell, Fischer, Fraker, Tidwell, Toosi, Young, and Zahlan.

Abstentions:.

Passed.

III. New Business

Chair Tidwell suspended the Order of Business and proceeded to New Business.

A. Question and Answer session with President Surles and the EIU Vice Presidents

1. Tidwell: Each person will be allocated five minutes, then we will move to questions.

2. **President Surles:** Thank for the opportunity to speak with the Senate. I want to improve communication with all constituent groups on campus. I want this to be one of Eastern's most productive, peaceful years to allow us to chart the course for the next few years for our successors. The President's role is to articulate what is going on to constituents. We need to connect with Illinois citizenry, students, etc. It is important to talk about the opportunities and challenges before us. We believe in a strong, traditional approach to higher education. EIU is a comprehensive University that focuses on professional education as well as the liberal arts. At same time, most of us agree that distance education is forcing us to look at technology. We are dealing now with at least three virtual universities offering free-standing degrees in the state, making it more difficult for students to justify staying at a residential institution. These virtual universities are offering graduate degrees, and putting a premium on graduate education by using the name of prestigious U.S. institutions and at same time lowering tuition. I'm here to ask for direction on distance education. We must do something soon, or find ourselves in a position of not being able to compete. Another challenge are B.A. completion programs with a focus on articulation with community colleges and four-year universities where the last two years are offered using distance technology. Already some students are convinced they do not need two more years on a campus. Their homes are already linked to schools with distance technology. The challenges are just enormous, and I am asking Faculty Senate what the University wants to do with respect to this. My role is to encourage us, to ask how might we at Eastern preserve those values that are important to us and at the same time, not lose our competitive edge.

Eastern's resources are as sparse as I have ever seen in a four-year university. One president at another university commented to me that you have lost so much over the years in cumulated under funding, it is probably near to 30-40 million dollars. If we lose the ability to leverage, we have lost logarithmically. Somehow under funding has gone on for much longer than it should have. We find ourselves logarithmically retrogressive in terms of resources available to other schools.

Whatever resources we have must be divided for faculty salary increases (first), and the other part reinvested in programs because we are already at a disadvantage. I need your support if we are going to do this. The President leads by moving along with the faculty. I will work to develop the infrastructure; I want people to be happy to come to work. I will do my best to staff all positions so we can maximize administrative support. The first need is for the Vice President of Academic Affairs, and an interim position must be filled effective in September, 2000. Dr. Bonnie Irwin has agreed to Chair the Search Committee for the VPAA, and we will have more conversations about the direction of the search. We cannot wait to deal with technology until after the Provost is in place. Some academic support money will have to go to put the infrastructure in place, and it will not be cheap. That will require support staff, equipment, office space, etc. At a minimum it will take \$300,000 and all I have for an academic base is \$500,000. That gives us \$200,000 to invest in

development of specific initiatives that faculty choose to move forward, using a process of mini-grants in each discipline, etc. We cannot wait until after the VPAA is selected to turn our attention to the infrastructure.

The Vice President of Institutional Advancement is another position we've had to suspend. The last search did not yield candidates who were able to accomplish what we needed. We must try another strategy. When I talked with Drs. Tidwell and Fischer last week I was thinking in the subjunctive, and what I read in the DEN suggested they listened well. The resources needed are still an issue, and I need to bounce these issues off the Board of Trustees, etc., before we can do more. Everything you read in the DEN is subjunctive until we have a chance to reflect carefully. Maybe we need to fill one, two, or three support positions to be ready for a Vice President for Institutional Advancement.

Next is the Vice President of Business Affairs. I know that it is important to some that we have a person with an earned doctorate. If selection criteria get in the way of finding the best choice, then we have to make sure that we do not compromise our outcomes standards, and we need to rethink our criteria. We proceeded as the committee stated, but now we are back to the drawing board. What do we really want the VPBA to really accomplish for the university? What are three to five of the most important things? I think among those are a clear understanding of the position to serve the academic mission, a good financial steward, etc. We need to move quickly in order to fill the other positions reporting to the VPBA. We need a replacement for Dave Henard, etc. I urge you to consider equivalencies for the criteria for the VPBA position. I will take questions later. I have asked the Vice Presidents to comment on their direction.

Dr. Abebe, VPAA: During the past two years I have been happy to attend Faculty Senate meetings. I look forward to sitting in one of the senate seats in the near future. I will not talk about what is to come in the next academic year, but I do want to review some accomplishments of the last two years. We have revised the General Education program, and improved the way faculty think about the general education program, especially in terms of relations with community colleges. We simplified the planning process, which worked well this last year, and we will work to continue to improve it, thanks to Jill Nilsen. We have established a student learning outcomes assessment program, and we hope to continue to see increased levels of support for faculty salaries. We improved the Graduate Assistant positions, both in number and quality, to help attract better graduate students in ways most of you have been asking. We redesigned the academic technical support in the colleges, providing help for technology in the classroom. We added resources for equipment for colleges. When I came here, in one college 165 professors did not have adequate computers. We hired instructional support staff, and developed an Instructional Facilities Improvement Plan, the results of which you can see now on campus. Also we put together with the Dean's Council a minor capital improvements program. We obtained decent furniture for many offices. International Programs and the Graduate School is now in a new facility, which I hope is helpful when new international and graduate students come to campus. We strengthened the international programs on the campus, and provided the Honors program with its own budget base for the first time. Finally we balanced our budget in a constructive and effective manner. What has not been achieved is a Center for Faculty Development, but situations did not present themselves to attain it. We also revised bureaucratic procedures among those who work with academic affairs. The recapture policy continues to be viewed in a negative manner, but we were not in a position to alter that policy. We worked together with all groups, and I want to thank you for your efforts. I do want to say that in terms of the recent contract negotiations the Provost was not the problem; I followed the President's directives strictly. I am out of the loop in the current contract negotiations.

Mr. Hencken, VPSA: Last time I spoke to this group, you asked for an extension of time to turn in grades. For this fall semester, on a trial basis, we will allow grades to be turned in up to 3:00 p.m. on Sunday rather than 5:00 p.m. on Saturday. You also asked if we could keep the Records Office open later on Friday. We will be open to 10 p.m. Friday night, thanks to Jeff Cooley and Bill Witsman who provided major assistance to us on this.

Enrollment: We usually do not give specific figures before the IBHE tenth day count for every school in Illinois. Our fall graduates and spring graduates were such that I predicted enrollment would be down 5-6% this year. I believe I will be correct in that prediction. In the last three years, EIU graduated 8,393 people; in the previous three years, we graduated 7,990, or 410 people/semester more the last three years. I attribute this increase to good planning, because students were able to get the needed classes.

The number of fall 2000 new freshman students is up. I want you to note that we count freshman in a very simple way. If a student is a high school graduate, then they are a freshman. IBHE counts differently; if they go to high school and take just three hours at Lake Land, then they are counted as a transfer student, leading to different figures. The trend is for more students in high school to take courses in summer, so they are counted as transfers by IBHE. The residence hall population is up 150 students. We are out of space in men's housing, but some women's space is available.

Last year we had a new recruitment program, Preview EIU. It was so wildly successful that at the time I predicted that 90% who attended would come to Eastern. Hencken said the final figure turned out to be 89.5%. Brent Gage did a study prior to Preview EIU, and 60% said they definitely would come, so we picked up 30% more. We are sending more information pieces helping students prepare for college. Anyone who put down Eastern as one of their top six schools received the information. Prospects are now eligible to apply for

admission on line, and we take credit cards. Dr. Hohengarten has said that 300 have applied on line via use of credit cards for fall, 2001. And students can now pay their tuition bill via credit cards.

Student revenue facilities projects are 98% complete. We put a new sprinkler system in Pemberton Hall, making EIU the first public school to install sprinklers in a residence hall. Next year we'll be putting in sprinklers in Greek court, then in University Court. That will cover all of our wood frame construction. The Internet program is well ahead of schedule. We'll be up and running by spring semester. Last year we added air conditioning in Lincoln and Douglas, this summer in Ford and McKinney. In Lawson and Andrews we'll run a chilled water loop between buildings next summer with student fee money. We installed new hot water pipes in Carman Hall this summer. Food Court is on a timetable in the space with Chic-fil-a, etc.

Finally, Dr. Tidwell told me about a rumor circulating campus that we were admitting students who didn't meet our admissions standards. That is not true. In February we did call admitted students who had not committed, then again in summer, we invited the same students to come for orientation. This summer we called admitted students who did not come and invited them as well. Remember that we have raised admissions standards over the past several years.

Mr. Cooley, Acting VPBA: Cooley looks at the amount of campus construction as recognition of Eastern's deferred maintenance needs. We are finally addressing some of them. Booth is two weeks ahead of schedule. We are ready to remove the north wall of the new addition to install the atrium, and the old wall of the original building is in great condition.

The Fine Arts building has received \$6.5 million from the state. Work on the architect selection process is in progress. We are hopeful to receive full funding in this year's fiscal budget. The University Print Center and recycling building is nearly complete. Replacing parking spaces at the tennis courts starts in October, to be completed by end of November. We are working with the City and IDOT on a plan to remove the lot in front of Old Main to improve its appearance. Cooley displayed a concept design for the front of Old Main when work is completed. In other projects, we have a 100% design on a hazardous waste storage facility. We received money from legislature to assist with this project, which had EPA interest, as well as an appropriation from the General Assembly to replace McAfee, Klehm Hall, and Old Main roofs. Next is the life science center.

ADA sidewalk replacement: sidewalks have been replaced in front of Pemberton and Physical Sciences. Classroom improvements, painting and blind replacement in Coleman Hall and Life Science. He realizes these are patches; we really need a new physical science building.

Next summer: extending chilled water loop between Taylor and Thomas, north to McAfee and Physical Science. Sidewalks will be replaced where the loop is installed to improve ADA compliance.

The utility infrastructure is a very large problem. We had two outages this past summer. Cables are very old and need replacing campus wide. VPBA is putting a proposal for a \$30 million infrastructure upgrade for fiscal 2003. We are installing emergency generators for Buzzard and Life Science buildings, and will replace generators in other building as funds become available. We have about \$96 million of capital projects in some stage of completion. The dust will not settle for several years.

Jill Nilsen, Acting Vice President for External Relations: External university relations with constituent groups are my entire focus. Prior to 1995, EIU had no presence in Springfield. We have done a good job in the last five years to make our presence known. Look at the percentage increase in budget, at top or nearly at the top in all years, but when base budget is low, it doesn't translate. We continue to work for a base adjustment. *Focus on Eastern* tells Eastern's story to legislators in a concise way what we are doing on campus. Last year was the second year taking students to the Capital. First 22, then 45 student researchers. It was very helpful for legislators to see what students are doing at Eastern.

Rep. Curry, an EIU alum, will be on campus tomorrow. Nilsen listed several dates when representatives of legislature will be on campus, and mentioned receptions in Springfield. Spring is the first session of 92nd General Assembly. It will be a busy time for us to promote Eastern's needs.

Development: Nilsen was disappointed we were unable to identify a VPIA, but is committed to move the development function forward and work to maintain relationships with constituencies. The Development Communications Committee meets monthly. She made several out of state trips and will continue to be on the road to visit with alums.

We have a highly competent staff in place in most areas of operation. The Development Team has been a positive experience this past year. Within colleges, Christie Cobble, Jackie Joynes, John Smith support our operations.

Total giving was \$2.7 million dollars. We have not lost momentum in our development efforts. It is all of our responsibility to support development efforts.

The budget planning process was totally revamped last year, and worked very well to create a strong budget proposal. The new EIU visual identity will be coming out soon.

WEIU has had a number of personnel changes, and Nilsen thanked John Beabout and other staff who have left us for their dedication and services. WEIU will continue to enhance educational opportunities and provide programming to community and students in the Charleston area.

Questions from Senators:

Toosi: Search for VPBA. Knowledge is extremely important for any position. but that does not mean we need to reduce PhD qualifications. There are many qualified candidates in this country, if we did the search at the right time to find qualified candidates. Given what I heard about ten minutes ago, VPBA is more a job of engineering than a CPA. I am an engineer myself. What I see him doing is a job of an engineer. What is so important that a CPA needs to do it?

Surles: BOT requires a lot of knowledge of financial information/administration. The focus was on one aspect of what he has done. Not sure we can find qualified candidates given criteria. PHD is more an exception than a rule. Even IVY league universities do not even bother to look for a PHD. Eugene Sunshine at Johns Hopkins does not have a PhD, nor do major corporations. Do not tie our own hands, and look for equivalencies. Ask how the incumbent will enable faculty to educate students, rather than looking at credentials. We need a person who understands needs of faculty and students and has a sense of patience and understanding with tact. The skills sets needed are complex.

Zahlan: what is going on with search committee for VPBA. Do you intend to go ahead to get the search committee to agree with your suggestions for change?

Surles: The VPBA search is suspended while we focus on VPAA. The position has to report to me, and I do have an edge because I have served in that role. We need to have a person who is well qualified to accomplish duties so we don't miss a beat. We must get someone there quickly enough so we can hire in technology and physical plant areas. If Jeff Cooley leaves, we are in trouble. We don't have the staff in that unit to be able to step in and have things move forth. A PhD is not a criterion-related condition in that position. I don't want to see us lose the good people that we have. We need to look at the bottom line skills that we need.

Fischer: What role do faculty play in external relations?

Nilsen: Faculty are critical to the outcome in terms of friendship and dollars.

Surles: Faculty have joined in activities. Faculty often provide names, support, contacts. etc. It is an intense undertaking to keep in contact.

Nilsen: we will sponsor an event for each college this year and include faculty.

Benedict: What about technology related pedagogy? I do not have a sense of where we are going. What is your ultimate vision in a year or two. How will you solicit faculty support?

Surles: We must get a sense of where each discipline believes they want to go with technology. This involves what competitors are doing with technology. How do we want to use technology given what our contemporaries are doing? How much are we willing to invest, do we have the staff to be able to do it. Surles has a lot of suggestions, but the decision is the faculties. She intends to make available money for mini-grants awarded by an oversight committee so each discipline can make some progress in this realm. What administration needs to do is provide the infrastructure to be able to do this. It can offer suggestions, funds for consultantships, etc. to assist in the process, perhaps through the academic affairs unit. We need a technology assistance unit emphasizing pedagogy to actual delivery, and how to translate. We need on the administrative side a strong physical technological knowledge with both sides working together in terms of physical enabling and getting faculty notes ready for the screen.

The Legislature views strengthening academic base support money as the source for technology, yet we need it for faculty salary. We have to take as much as you can off the top for faculty, then set aside what you think you can for academic programs. IBHE says we will have to find matching money for them to invest in us. The "haves" will continue to move at a faster rate. We need matching money.

Cooley: The fiscal 2002 request may give us clues to what will happen.

Fraker: What are plans for the health center?

Cooley: We are looking for a location now. The Union infrastructure will not support an addition. The Timetable is yesterday. We are also looking for naming opportunities, and we are developing a rendering so we can put people's names on the front as we go out.

Fraker: What are the statistics on retention rate?

Hencken: From freshman to sophomore, high compared to the national average; 82% are retained.

We have a good housing program and a higher percentage of students living on campus than most public institutions in the country. We'll research retention in more detail this year.

Zahlan: I have technical infrastructure concerns. Please consider the human infrastructure. The sooner we sort out problems of intellectual property rights, we can move more quickly.

Toosi: The second part is a concern about internet development: offering courses on internet. Seems like resources are taken from other units to focus on internet course development.

Surles: I don't know how departments offering courses are funding them. Every discipline will have to decide what they can do using grant programs, etc., with leverage to make the most of what we have. We will be working to provide increased base funding, and there will be some one-time funding available. I will come up with a structure, and you will have to participate in the decisions on this.

Surles: We are fortunate in one regard, although we have key administrators in interim positions, they have been here a long time, love the University, and care so much about it. They are a supreme delight to work with in their positions and we will do our best to serve the academic mission.

IV. Old Business

A. Committee Reports

1. Executive Committee: Tidwell distributed a packet to all Senators for next week's discussion.

2. Nominations:

a. Joyce Easter has resigned, and Richard Jacques has been contacted to replace her on the Library Advisory Committee.

b.. Andrew White has been asked to serve on the Intercollegiate Athletic Board.

c.. An appointment is needed for Council on Faculty Research from the Social Science area.

Petitions and vita are due two weeks from today. This is an appointed position.

3.. Elections:

a. Elections are set for September 13th and 14th.

b. The problem with COTE membership has been resolved. We are at the right number. Best: everybody on Senate needs to encourage people to run for office.

4.. Student-Faculty Relations: **Toosi/Young motion:** Move to approve Gary Kelley as student government representative to the Faculty Senate.

Yes: Fewell, Fischer, Fraker, Tidwell, Toosi, Young, Zahlan, Benedict, Best, Canivez, Eberly

5.. Faculty-Staff Relations: No report

B. Critique of Fall Faculty Luncheon: Tidwell: breakout sessions were attended fairly well. The President wants us to do a Luncheon every year, and appreciates Faculty Senate's willingness to do this.

V. **Executive Session:** Motion: Zahlan/Toosi. "As per 5 Illinois Compiled Statutes 120/2a and 120/2[2](1), I move that the Faculty Senate go into executive session with President Surles to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees." Yes: Eberly, Fewell, Fischer, Fraker, Tidwell, Toosi, Young, Zahlan, Benedict, Best, and Canivez (Passed)

The Senate went into executive session at 3:30 p.m. and came out of executive session at 4:07 p.m.

VI. Adjourn at 4:08 p.m. (Toosi)

Future Agenda Items

A. Report from Dr. Les Hyder on IBHE Faculty Advisory Committee--Sept. 5, 2000

B. The Honorable Steve Rauschenberger, Chair of the Appropriations Committee of the Illinois State Senate, will meet with the Senate Oct. 10, 2000.

C. Fall Forum date/agenda

Respectfully submitted,
Charles G. Eberly, Recorder

SPECIAL NOTICE: Petitions to run for several Faculty Senate openings are due by noon, Tuesday, Sept. 5, 2000, to Dr. Bud Fischer, Life Sciences 1162. A petition is attached to these minutes.

Nominations are being accepted for a social science seat on the Council for Faculty Research. A curriculum vita and a petition with the names of 10 Unit A faculty endorsing the nomination are required. Material should be sent to Gary Canivez (Physical Science 101) Deadline is noon, Tuesday, Sept. 12, 2000