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FACULTY SENATE MINUTES FOR DECEMBER 1, 1998 (Vol. xxviii, No. 12)

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- I. **Call to order by James Tidwell at 2:00 p.m. (Conference Room, Booth Library)**
Present: J. Allison, J. Best, J. Coons, C. Eberly, P. Fewell, G. Foster, N. Furumo, R. Gholson, B. Irwin, G. Lockart, N. Marlow, J. Tidwell, M. Toosi, L. Walker, A. Zahlan. Guests: T. Abebe, K. Franken, M. McMahon, T. Sloup.
- II. **Approval of the minutes of November 17, 1998.**
Motion (Walker/Foster) to approve the minutes of November 17, 1998.
Corrections: Senator Eberly's name was omitted from the list of senators voting "no" to the Allison/Zahlan motion (Item V. A., following bullet #23). A clarification of V. B. 2. 4th bullet would read that the University fleet charges for FY 99 are (1) 28 cents per mile of \$25 per day (whichever is greater) for sedans and station wagons, (2) 28 cents per mile or \$50 per day (whichever is greater) for mini-vans, and (3) 36 cents per mile or \$75 per day (whichever is greater) for 15-passenger vans. Under V. A. "wont" should be "want." In response to V. A. bullet #17, the gift of \$2 million was not a "maybe" but an actual gift. In response to V. A. bullet #20, the people writing letters were not just alumni with warm memories of Eastern but potential employers with high positions in their companies. These are companies that are hiring students. Under V. A. bullet #10, the words "as a University" should be added to the end of that sentence. The future agenda items were omitted: (1) Enrollment Management—Lou Hencken and Frank Hohengarten will visit the Senate December 8; (2) discussion of Senator Toosi's letter about the direction of the Senate, and (3) discussion of a possible future forum on departmental mergers. Yes: Allison, Best, Coons, Eberly, Fewell, Foster, Furumo, Gholson, Irwin, Lockart, Marlow, Tidwell, Toosi, Walker, Zahlan.
- III. **Communications**
 - A. Minutes of Council on Graduate Studies—November 17, 1998
 - B. Minutes of the Library Advisory Board—November 4, 1998. It was requested to have section III.a. (the role of the Library Advisory Board) included in these minutes: Dr. Fischer read the Purpose from bylaws of LAB: (A) The LAB makes recommendations to the Dean of Library Services regarding policies governing the development of collections, services, and facilities in the library; policies for apportioning the materials budget; and other policies relevant to Library Services. (B) The LAB brings problems and ideas from their faculty and student constituencies to the office of the Dean of Library Services. (C) The LAB assists the Dean of Library Services by providing input for the implementation of a viable positive library program for the University and community. (D) The LAB provides, as requested, representatives from its membership for various internal library service committees and task force. There was no motion to amend this section.
 - C. Information concerning Environmental Health and Safety
 - D. Minutes of COEPS Curriculum Committee—November 9, 1998
- IV. **Old Business**
 - A. Committee Reports.
 1. Faculty-Staff Relations. The committee met Wednesday, November 12, 1998, from noon until 1:00 p.m. The members present were J. Allison, P. Fewell, N. Furumo, J. Flynn, and D. Sloat. The issues discussed were (1) outsourcing, (2) overcharges, (3) chargebacks, and (4) morale. The following represents perceptions expressed by the committee members during the meeting:
 - Outsourcing. Safety is an issue since outsourced workers are not over-seen as closely as EIU workers. The quality of work is also an issue since cost cutting is a powerful incentive for private firms whose workers do not have the vested interest of EIU workers. It takes fifteen years to become a "regular," non-lay-off worker at EIU. A perception that EIU workers are too busy to do much of the work is caused in part by slow scheduling of work, communication problems, and the lay-off of many EIU workers after the summer.
 - Overcharges. Eleven percent is necessary for the cost of benefits. Markups of as high as 50 percent cause concerns of noncompetitiveness and a drain on budgets in academic and service areas. Morale is affected since tensions develop between the need for units to save money and the artificially high cost of work by EIU employees. Each group may come to regard the interests of the other as a threat. No one seems to know where the 30-40 percent add-on after the 11 percent goes.
 - Chargebacks. Again, this practice drains resources from the academic mission of the University. It is not clear why, in effect, there is a double charge for labor since workers paid by the University need not be paid a second time by units of the University.

- Morale. Morale is negatively impacted because insufficient funds are provided to units to cover raises mandated by the new staff-evaluation procedures. Tension is caused by overcharges and outsourcing. There is anxiety among food-service workers perhaps based on misperceptions created by the consultant's report that students are more interested in fast food than in traditional full meals. Workers feel set up to fail to make way for a food court.
2. Presidential Search Committee. The committee meets tomorrow (Wednesday, December 2, 1998) at 10:00 a.m. to go over the references one more time. The announcement of the finalists will be made by 11:00 a.m. tomorrow. It will appear in Newsbits and on the web. The biographies of candidates are supposed to come to the senators in Thursday's mail. All senators and other faculty members are encouraged to contact their faculty representatives on the committee if they have any questions. The Office of External Relations has been doing an excellent job with this search. The schedules for the three candidates were distributed. Candidates #2 and #3 will be on campus the same days. Faculty senators were asked to note the change in the faculty session time for the third candidate. The time has been changed to 8:00 a.m. Faculty senators will breakfast with the candidates on Friday, December 4, Monday, December 7, and Tuesday, December 8. All times are 7:00 a.m. in the 1895 room. The faculty sessions are at 3:10 p.m. on December 4 and December 7 and at 8:00 a.m. on December 8. There are open receptions on Friday, December 4, Sunday, December 6, and Monday, December 7, all from 7:30 until 9:00 p.m. in the Old Main Lobby. The Committee is asking for the response forms to be turned in by 9:00 a.m. on Wednesday, December 9. The Search Committee will meet in executive session with the Board of Trustees on Thursday, December 10. The plan is to announce the new president on that day.
 3. No other committees had reports at this time.

V. **Adjourn at 2:40 p.m. (Walker)**

Faculty Senate adjourned early to attend the session with the second of the candidates for the Director of Major Gifts and Planned Giving.

Future Agenda Items

- A. Enrollment Management—Lou Hencken and Frank Hohengarten will visit the Senate December 8.
- B. Discussion of Senator Toosi's letter about the direction of the Senate
- C. Possibility of a future forum on departmental mergers.

Respectfully submitted,

Nancy D. Marlow, Recorder

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