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Faculty Senate Minutes of April 9, 1996 (vol.xxv. no.26)

Called to order by John Simpson at 2:02 p.m.

Present: J. Allison, J. Craft, C. Eberly, G. Foster, R. Gholson, W. Kirk, H. Nordin, J. Ozier, G. Richard, J. Schmidt, J. Simpson, J. Tidwell, D. Wolf

Absent: F. Fraker, A. Shelton,

Visitors: B. Anderson, B. Cole, Ellen Eardley, Dan Fields, Jackie McGrass, C. Merrifield, J. Nilsen, T. Weidner

I. Approval of the Minutes

A motion (Tidwell/Schmidt) to approve the minutes of April 2, 1996 as corrected passed (12-0-1).

- A. Section E.1.f. Delete "He also";
- B. Section E.7. Add "A roll call vote was requested on the motion."

II. Communications

- A. Summary of Faculty Club Survey data from C. Eberly. Discussion in Old Business.
- B. List of retirees from VPAA Weidner to J. Simpson for May 1 Reception.
- C. Catering contract from university union for retirement reception; estimating 50-60 people at a cost of \$101.08.
- D. Memo from Laurent Gosselin regarding a plea for help in UPI's Higher Education Legislative Program and attendance on April 16, 17 in Springfield.
- E. Memo from M. A. Hanner re: expected vacancies on CAA and procedure for filling them.
- F. Note from Angela Mapes re: resignation as Faculty Senate secretarial assistant for minutes.
- G. Memo from F. Fraker to J. Simpson re: absence at today's meeting & attached proxy votes for Bylaws.
- H. Minutes from the President's Council from April 3, 1996.
- I. E-mail from Anita Shelton re: absence at today's meeting
- J. Memo from W. Kirk re: necessity of early departure from today's meeting for departmental interviews.
- K. Revised copy of Faculty Senate Constitution from G. Richard.
- L. Proposed Faculty Senate attachments from G. Richard as chair of Nominations Committee
 - 1. Distinguished Faculty Award Nomination Form;
 - 2. Appointments to University Board & Councils;
 - 3. Petition for Appointment to the Council on Faculty Research.
- M. Response from J. Simpson re: request for information last week from J. Allison re: scholarships
 - 1. International Student Scholarship will still be awarded and will be announced;
 - 2. Livingston C. Lord Scholarships are awarded by college; with the reduction from six colleges to four, the awards were reduced to four representing each college and an additional one representing the BOG degree program. In response to a follow-up questions from J. Allison re: if the monetary award had increased due to the reduction, Simpson replied he did not know.
 - 3. Dougherty Scholarship continues to be funded.
- N. Request from J. Allison to invite D. Jorns and T. Gladsky to clarify nature of hiring situation with Rita Holmes as a vehicle to reduce rumors and increase understanding. T. Weidner suggested that the two individuals named not be invited since they were not part of the hiring process; he would be willing to clarify the process. J. Simpson requested that the matter be resumed under New Business.

III. Report from C. Merrifield

- A. Nothing substantive going on in Springfield; only 20 days left in the session and focused primarily on funding, not content issues
- B. Review of bills of interest
 - 1. Income Retention Bill - H.B. 26-57
 - a. Allows university to retain interest from income revenue from their students
 - b. Approximately \$800,000 a year for Eastern Illinois University
 - c. Bill introduced by M. Weaver and passed the House 113-0; now goes on to Senate; Governor, Treasurer, and Comptroller are all opposed
 - d. Causes net reduction in general treasury of state; feeling if passes, Governor won't sign;
 - e. Nordin asked if university appropriations would be reduced by the amount retained and that questions has not been answered.
 - 2. Early Retirement and Retirement Option Bills
 - a. Pension Laws Commission was reactivated to preliminarily hear the bills
 - b. Bills would increase benefits and provide early retirement program plan
 - c. Flaw in funding for the plan; working on amendment to correct
 - 3. 5.9% increase for Eastern was moving well until plan to change elementary and secondary school funding plan proposed
 - a. Leadership in house and senate angry over not being consulted first
 - b. Saying now they can secure money without a tax increase by cutting agencies
 - c. Higher education has not been effected yet
 - d. Need assistance to encourage senators to maintain higher education funding at proposed budget levels
 - 4. Capital Improvement Funding Alternatives
 - a. Exploring options to fund capital improvements; e.g., need million dollars for Booth Library renovations
 - b. Possibility of floating bond, but general assembly must appropriate bonded indebtedness bill

- c. Could also try to persuade to call bond bill with extraordinary majority, but Lee Daniels won't call it until he has 33 Democrats on the bill; wants 3/5 majority for bond bill
 - d. Addresses and contacts will be e-mailed to J. Simpson for general campus circulation for faculty and staff to contact legislators
- C. C. Eberly asked when major legislators had last visited campus to see the deterioration of campus facilities. C. Merrifield reiterated that those invitations are being extended; it is crucial to get legislators to the campus to see the current state of affairs.
- D. B. Kirk and J. Allison encourage C. Merrifield to also contact and work closely with the Student Senate since their parents represent a broader constituency.

IV. Reports

- A. Nominations Committee - G. Richard
 - 1. Distinguished Faculty Award
 - a. Nomination form was reviewed and is attached to minutes.
 - b. Selection Committee will consist of five individuals: one student member appointed by Student Senate, one member appointed by President Jorns, and three Faculty Senate Members. Faculty Senate members will be G. Richard, J. Allison, and R.. Gholson.
 - 2. Faculty Senate Appointments to Boards & Councils
 - a. Only four boards have responded at present to the request for information
 - b. Available positions will be included in minutes and revisions made before actual appointments occur.
- B. Faculty Club Survey Data - C. Eberly
 - 1. Distributed responses from faculty who voted were summarized and discussed
 - 2. Questions were raised as to whether the data is representative of the constituency who would be involved; if surveys should be mailed to faculty members who did not vote; if surveys should be mailed to non-faculty for input; if there is enough interest to continue investigating the issue.
 - 3. B. Kirk asked where we go with more data? Where is Faculty Senate heading with the issue.
 - 4. C. Eberly will summarize the data for inclusion in next week's Faculty Senate Minutes. Following dissemination of information, the Senate will determine how to proceed.
- C. Bylaws Revision
 - 1. Discussion of Section III resumed on the motion introduced last week regarding roll call vote for all votes by the Faculty Senate.
 - a. J. Allison urged senators to vote for the motion in keeping with other decisions made this year not to accept anonymous communications. The senate should adopt a policy that individuals go clearly on record to faculty members receiving minutes know how individuals voted. CAA has operated in this way and the senate should also move in this direction of greater responsibility and clarity.
 - b. G. Richard pointed at the current system allows a roll call vote on request any time, but allows quicker voting for routine matters, such as approval of the minutes.
 - c. R. Gholson reiterated that a roll call vote provides a better record of what the senate does, but he would be amenable to an amendment to allow consensus voting.
 - d. C. Eberly questioned whether a reduction in the number of senators necessary to request roll call vote would be helpful.
 - e. J. Allison responded that roll call voting is not difficult and urge senators to support the motion.

It was moved (Gholson/Allison) to amend Section III to all voting in Faculty Senate be by roll call vote. Motion passed (9-2-3).

Yes: Allison, Eberly, Foster, Fraker*, Gholson, Nordin, Schmidt, Tidwell, Wolf

No: Craft, Kirk

Abstain: Ozier, Richard, Simpson

- 2. J. Simpson explained that he had discussed the idea of a Parliamentarian with D. Bock, Chair of Speech Communication, who teaches a course on Parliamentary Procedures. It would be possible to secure a graduate intern from the department who might be able to advise the Senate.

It was moved (Allison/Richard) to approve Section IV regarding the use of a Parliamentarian. Motion passed (14-0-0).

Yes: Allison, Craft, Eberly, Foster, Fraker*, Gholson, Kirk, Nordin, Ozier, Richard, Schmidt, Simpson, Tidwell,

fw

* vote by proxy

- 3. J. Allison inquired as to Robert's Rules regarding the use of proxy votes. G. Richard responded that Robert's does not recommend the use of proxy if discussion/debate will be missed. Senator Richard will clarify the section of Robert's at the next meeting regarding use of proxy.
- 4. G. Foster requested that the Senate return to Section II.B.8.a. & d. of the Bylaws
 - a. It was his impression, as well as Senator Kirk and Shelton's, that these items would be discussed further.
 - b. J. Allison asked for clarification on Robert's regarding reconsideration.
 - c. G. Foster responded that the Senate is consistently in violation of II.B.a. & d., so we need to return to it to affirm or revise the bylaw so the Senate can be in compliance with its own Bylaws.
 - d. Further discussion was to return to the issue next week when more Senators are present.
- D. Taskforce on LDSAS - nothing further at this time

V. New Business - Hiring process of Rita Holmes

- A. Chair Simpson excused himself at this point to avoid any conflict of interest since his wife had chaired the search committee. G. Foster chaired the discussion.
- B. VPAA Weidner explained the process
 - 1. Dean Gladsky, at the request of previous provost Hill, has been working through structural changes to accomplish all International Student Affairs into one office/area. The English as a Second Language (ESL) program had been very ad-hoc, but needed to become a more consistent program due to the increased demand by foreign students coming on campus. Dean Gladsky assisted in developing the criterion for this program and position since it was under his area.
 - 2. Asst. VP J Simpson chaired the Search Committee. A nationally advertised search was conducted; the search committee reviewed the credentials of all applicants; the candidate who seemed most qualified was recommended to be hired. All procedures were followed very carefully.
 - 3. Dean Gladsky was not part of the search committee, but had to sign the form to offer a contract since the position is in his area of responsibility. In addition, the approval to hire was signed by R. Beck, Assoc. Dean, J. Johnson, Dean of CAH, H. Breidenbach, Chair of Foreign Languages, Cynthia Nichols, Affirmative Action, and VPAA Weidner. An agreement was arranged with Foreign Languages last December to house this staff member in that department and primary staff evaluation would be by that departmental chair. Thus the signature of Breidenbach and Johnson were necessary.
 - 4. University policies prevent prohibiting spouses from applying for jobs if they are qualified and meet the credentials established in the job description.
- C. J. Allison stated that no one would argue that spouses should be actively discouraged. The unusual component in the process is where the job description came from.
 - 1. VPAA Weidner responded that the position is under the jurisdiction of Dean Gladsky, so the job description had to come from his unit. However, the position was reviewed by the search committee.
 - 2. G. Foster added that the job description had to also be approved by Affirmative Action.
 - 3. C. Eberly explained that he wasn't sure how to avoid the nepotism issue due to historical problems, but dual-career couples is a more accurate term and the reality in today's world.
 - 4. T. Weidner responded that there is always a larger problem when you have spouse employed in an area which reports to his/her spouse. However, you can't fire a spouse because the other is in a position of administration. The challenge is to manage the issue as cleanly as possible.
 - 5. J. Tidwell stated there clearly is a conflict or concern regarding supervision by a spouse.
 - 6. T. Weidner responded that Dean Gladsky will not be making the evaluation of his spouse. The evaluation of performance will be conducted by the chair of Foreign Language, to the Associate Graduate Dean (R. Beck) and then to the VPAA. The Graduate Dean will not be in the process.
 - 7. J. Tidwell stated that the conflict then becomes that the Assoc. Dean is supervised by the Graduate Dean. J. Allison agreed that there is likely to be an effect given the dynamics of the structural relationship. It will be difficult for Dean Gladsky to be critical of R. Beck for fear of looking as if retaliating. Allison concluded that it is unfortunate for all parties involved.
- D. G. Foster stated that the situation is being construed as a mess. How do we know it is?
 - 1. J. Craft questioned that if Mrs. Holmes had not applied for the position, would it then be appropriate for the position to have come from the Graduate School? T. Weidner responded by saying that the normal procedures were followed. At the point that a spouse applies, it is not possible to then back up and change policies and procedures. Consequently, there is no way to circumvent some perceptual problems.
 - 2. J. Tidwell stated that he had no problem with the hiring process. He also stated that the issue of qualification is not a problem. The problem is now that she has been hired, what can be done to circumvent any problems. Weidner responded that the most reasonable way is to utilize the VPAA.
 - 3. J. Allison stated his continuing objection to the position coming from the Graduate Dean. J. Craft questioned Allison as to if he was suggesting something clandestine. Allison responded that the question remaining is if the Dean knew his wife would be applying for the position before he wrote the job description. Craft responded that that would be speculation.
 - 4. T. Weidner added that as soon as the committee became aware that Dean Gladsky's wife could be a possible applicant, the administration was very careful and clean in their procedures. There is no way to respond to motives.
 - 5. R. Gholson said he was convinced that the process was clean; in fact had probably gone overboard in being careful. The problem is one of perceptions. Perceptions then become reality. He was not sure what could be done about that other than to keep saying "We did the right thing".
- E. J. Ozier added that she was glad the best woman got the position!
- F. J. Allison stated that it is possible for people to ask critical questions in due process without being evil. No one should be vilified for asking questions.

Senator Allison moved to adjourn at 3:55 p.m.

Tentative agenda: Distinguished Faculty Award Committee; Faculty Appointments; Bylaws Revision

Respectfully submitted,

Gail Richard, Recorder

APPOINTMENTS TO UNIVERSITY BOARDS & COUNCILS

The following positions are available to be filled by Faculty Senate appointment. Individuals interested in serving should express their interest in writing to Gail Richard, Communication Disorders & Sciences (cfgjr) by **Monday, April 22, 1996 at 4:00 p.m.** A completed petition is necessary to request appointment to the Council for Faculty Research (attached). All appointments are for a three year term unless otherwise specified. **Any board which requires faculty appointments which is not listed below should contact Senator Richard ASAP.**

IBHE Faculty Advisory Committee	1 at large (4 year term)
Apportionment Board	2 at large
Affirmative Action Advisory Board	3 at large (2 alternate status)
Council for Faculty Research	1 - Biological Sciences 1 - Theoretical Research 1 - Business/Economics
Environmental Health & Safety Committee	2 at large
Financial Aid Appeals Committee	1 at large
Health Service Committee	1 at large (alternate status 1st year)
Intercollegiate Athletic Board	3 at large (alternate status 1st yr)
Judicial Board	8 at large (two year appointment)
Library Advisory Board	3 positions (alternate status 1st yr) 1 - Arts & Humanities 1 - Education and Prof. Studies 1 - Sciences
Multicultural Affairs Board	1 at large (alternate status 1st year)
Parking Advisory Committee	1 at large (alternate status 1st year)
Performing Arts Board	1 at large (alternate status 1st year)
Publications Board	1 at large (alternate status 1st year)
Radio / TV Board	1 at large
Campus Recreation Board	2 at large (alternate status 1st year)
Textbook Library Advisory Committee	1 at large; 1 alternate (at large)
University Union Advisory Board	2 at large (alternate status 1st year)