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Faculty Senate Minutes of April 23, 1996 (vol.xxv. no.28)

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

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

Absent: J. Craft

Visitors: B. Anderson, J. Anselment, C. Gallagher, M. Guetersloh, J. McGrath, J. Nilsen,

I. Approval of the Minutes

A motion (Schmidt/Fraker) to approve the minutes of April 16, 1996 as published passed (8-0-3).

Yes: Allison, Foster, Fraker, Gholson, Nordin, Richard, Schmidt, Tidwell

Abstain: Ozier, Simpson, Wolf

II. Communications

- A. Announcement from J. Simpson that Retirement Reception will be included in the University Newsletter this week. Reception is May 1 from 4-6 p.m. in the 1895 Room.
- B. Update from J. Simpson re: invitations to Textbook Library personnel to visit Senate. Waiting for response; will try for next week's meeting.
- C. Notification that Faculty Senate will meet on Tuesday of finals week, May 7, from 2:45 - 4:45 p.m.
- D. Memo from L. Walker to J. Simpson requesting to be reinstated in rotation of alternates for Faculty Senate.
- E. E-mail from G. Richard to J. Simpson requesting invitation to invite DEN faculty advisors to share information regarding philosophy of training student reporters. J. Ryan and D. Reed will be invited for next week; students will also be recognized that may be present.
- F. Notification from J. Nilsen regarding Board of Trustees meeting on May 10 at 1:00 p.m. in the University Ballroom. J. Simpson will give a report on behalf of Faculty Senate.
- G. Memo from President Jorns appointing J. Ozier to serve on Distinguished Faculty Award Committee.
- H. E-mail from G. Foster re: question if true that EIU's Continuing Education program will be banned from Lakeland College facilities due to "trashing" of a classroom.
 - 1. J. Simpson contacted T. Hawkins in Continuing Education. An instructor violated Lakeland's food and drink policy (a cup of coffee and pop can were in the classroom) and it was reported. Consequently, EIU will not be guests at Lakeland College this summer.
 - 2. R. Gholson reported that those teaching off-campus received a letter from T. Hawkins notifying them that the policy had been violated and privileges would not be granted this summer at Lakeland College.
 - 3. H. Nordin asked if classes had been scheduled at Lakeland this summer. The response was yes, and other facilities in Mattoon will be used at an increased cost to EIU.
- I. Notification from G. Richard that VPAA Weidner had contacted her and was working on compensation for the Faculty Senate Recorder position for this year for both fall and spring semester. All individuals involved will be compensated accordingly.
- J. Communication from J. Best, UPC Chair to G. Foster regarding elections. Two individuals who competed for the same seat should have been vying for separate positions which were available. Individuals involved were Carol Stevens and Gail Mason. J. Best recommendation was to consider both elected to serve on UPC. Gary Foster concurred and made this recommendation to the Senate, which was accepted by consensus.
- K. Memo from A. Lanham regarding draft of Booth Library calendar. Comments are requested to him by May 15.
- L. Request from J. Allison for Faculty Senate to consider discussing D. DiBianco situation as it relates to freedom of expression within teaching.
- M. Distribution of Faculty Senate Bylaws with revisions.

III. New Business

- A. Faculty Senate Office in Klehm 107B
 - 1. J. Simpson was approached and asked if Faculty Senate was using the office space designated. He has not used this year and would like to recommend returning it for faculty use due to the critical space shortages which exist on campus.

It was moved (Allison/Nordin) that the Faculty Senate return their office space with the understanding that the space be used as a Union Office. Voting will be next week.

- 2. J. Simpson stated that he preferred there not be strings attached to the motion.
 - 3. A. Shelton asked about wording to use for faculty office or investigate use for union office.
 - 4. J. Ozier reiterated how tight office space is and also express the hope for no strings attached. Others concurred.
 - 5. Discussion on when and if the office was used and was necessary determined that it has not been used in several years and was primarily designated to house a computer. With increased access to computers in faculty offices, the need does not appear to be present currently. If storage space is needed for records, that can be accommodated.
- B. Invitation to DEN Faculty Advisors - G. Richard
 - 1. Concern has been expressed at various times regarding objectivity in reporting in the DEN and if facts are verified before printing. The philosophy of the student paper as a training forum may be different and should be shared and explained to the faculty. J. Simpson will invite J. Reed and D. Reed as well as any student reporters who wish to attend.

2. R. Gholson expressed that it may be appropriate to also have someone (J. Tidwell) represent the larger scope of reporting and what applied at the college newspaper level in regard to freedom of expression.
3. J. Ozier pointed out that many awards have been received by the DEN and there is a lot of accuracy and facts reported. J. Allison agreed and stated that he feels DEN is a very good newspaper of its kind when compared to other university papers. He had concerns that the Senate not get into the business of abridging the freedom of press and asking reporters to divulge their sources of information.
4. R. Gholson commented that he is also proud of the DEN. He recognizes it if for the study of journalism and student publications may have different standards.
5. G. Richard responded that the intention was not negative in regard to the DEN, but to have the opportunity to ask questions and clarify the process.
6. J. Tidwell stated that you can't compare apples and oranges, i.e., a classroom laboratory classroom situation and the DEN which is a co-curricular activity. The DEN is a public forum for expression, which has a different context. You cannot dictate content to a student publication; it violates the first amendment. The advisors are very involved in the process before publication as well as after. There is also a Code of Ethics for advisors which might be helpful to share. G. Richard reiterated that is the point; to discuss the philosophy, ground rules, advisors role, etc.
7. J. Simpson asked that the minutes reflect a request from him to solicit comments from faculty members regarding the DEN. Please forward to him by e-mail (cfjms3) or campus mail.

IV. Old Business

A. Faculty Appointments - G. Richard

1. Due to B. Weber's resignation, request for third faculty member to serve on the committee. A. Shelton agreed.
2. Clarification regarding Council on Faculty Research Appointments. B. May contacted G. Richard to explain that two of the three appointments are from Faculty Senate; one in the area of Technology is an administrative appointment. B. May requested that petitions received from interested faculty members in this area be forwarded to him for selection.

B. Parking Advisory Committee - H. Nordin

Announcement that students can now park in any spots on campus on Friday afternoons after 3:00 p.m. with student sticker.

C. Faculty -Staff Relations Committee - R. Gholson

1. Committee met regarding renaming BOG Room in Booth Library
2. Lengthy discussion came to consensus by both senates. Each will forward proposal to senate for approval. Then hope to collectively forward recommendation to the president.
3. Suggestion was to name the room in honor of Frances M. Pollard, an African American woman who became Chair of Library Services in 1970 and served as Executive Assistant until retirement. Dr. Pollard, who died in 1992, was remembered fondly as a gracious, kind, person who readily offered assistance.

It was moved (Gholson/Allison) that the BOG Room in the library be re-named the Frances M. Pollard Room. Motion passed (14-0-0).

Yes: Allison, Eberly, Foster, Fraker, Gholson, Kirk, Nordin, Ozier, Richard, Schmidt, Shelton, Simpson, Tidwell, Wolf

4. J. Allison reminded that Senate that there is a lengthy process for naming structures on campus. G. Richard reviewed that a body must first forward a recommendation to the President, who then appoints a naming committee to investigate the proposal. Then that committee's recommendation is forwarded to the President's Council and then to the Board of Trustees.
5. H. Nordin asked J. Simpson to check on status of a recommendation made last fall regarding the Tennis courts.

D. Faculty Senate Executive Committee - G. Foster

1. Met on Wednesday, April 17, 1996.
2. Five major points discussed
 - a. Faculty Senate Constitution revisions will be submitted to the Board of Trustees for approval. Did not make the agenda for the next meeting.
 - b. Clarification of the Presidents appointment to the Distinguished Faculty Award Committee.
 - c. Negotiation team subcommittee has made some recommendations in regard to Faculty Excellence Award process.
 - d. OCR Report has been signed and should be available in the library.
J. Allison asked if rumors he has heard regarding sports being cut again are true. This was not an item of discussion, but there is nothing in the OCR report which dictates or deals with this issue. J. Schmidt responded that sport budgets are being cut and they may be contributing to the rumors.
 - e. Two fountains will be added to campus ponds with primary purpose to aerate the water, preventing pond scum and fish kill. cost of approximately \$12,000 shared by President's budget and Physical Plant.

E. Holmes/Gladsky Hiring

At this point Chair Simpson excused himself and G. Foster chaired the meeting (3:00 p.m.)

1. Additional correspondence regarding the issue was introduced.
 - a. Letter from J. Lambert summarizing her current professional state of affairs and salary and announcing her availability for marriage to any EIU administrator.
 - b. Memo from H. Breidenbach explaining his intention to attend Faculty Senate to clarify his involvement.
2. G. Foster met with H. Breidenbach at his request, to have the opportunity to explain his relationship in the hiring process. The document Breidenbach signed in December 1995 was a cooperative agreement to house ESL in Foreign Languages lab without additional costs absorbed by his department. The Foreign Language faculty members would also have some opportunities to teach within the ESL center. The position hired would not

formally be a member of the Foreign Language Department, but would be there a substantial amount of the time. He later came to understand what he thought was an opportunity to provide input was actually going to be evaluation of teaching performance. Dr. Breidenbach joined the search process after one meeting. He was involved in screening the applicants and selected Holmes/Gladsky as his number one candidate. In summary, Dr. Breidenbach stated that

- a. It was his impression that the search was conducted in an above the board manner;
 - b. The relationship of the position to his department is appropriate;
 - c. No impropriety has or is occurring, in his perception
3. The issue of maiden name versus married name continued to be a concern voiced by R. Gholson. J. Ozier responded that a man applying for a job isn't required to list his wife's maiden name on an application.
4. G. Foster stated that the Senate has assumed responsibility, asked questions, and received answers. Individuals may doubt or question some of the answers, but many have been consistently given. To continue using the Senate as a forum keeps rumor alive. Unless additional information is provided, the issue should end. H. Nordin responded that it wasn't until the Senate started asking questions that the evaluation was moved to VPAA Weidner rather than R. Beck for evaluation of Mrs. Gladsky; it was the vigilance of this group that brought about that change. He added that questions remain, however regarding ESL before this person was hired.
5. J. Tidwell cited the Graduate School's Strategic Plan dated December 15, 1994 by L. Williams, which included a proposal to establish a full time coordinator for the ESL program. The position announcement was circulated nationally: local newspaper ads, University Newsletter, two Internet news groups (one in ESL, one in English Writing Centers), 270 colleges and universities across the country received the notice, and Foreign Language and English Departments in midwest universities were mailed the position announcement. The ESL program is self-sustaining. It is for international students who come to the university to learn English to achieve TOFUL scores which meet university admission requirements. Expenses come from fees students pay who use the service. There is not direct teaching responsibility for EIU students; the position offers non-credit teaching for non-EIU students. g. Foster concurred that the position is not a faculty member; it is Unit B.
6. J. Allison delineated several additional questions:
- a. Was a consultant hired to provide advice about the graduate and international programs. If so, who was this person and what was their affiliation?
 - b. Was Kathy Forbes status or salary changed in any way prior to her leaving Eastern?
 - c. Was Ms. Chen's position changed or altered in any way, e.g., reporting to a different person? If so, why?
5. H. Nordin asked if the Faculty Senate ever saw a reorganization plan of the graduate school. J. Nilsen responded that it was part of the Strategic Plan under Dr. Hill. She summarized past history and status of the ESL program. ESL was ad-hoc program out of Academic Affairs administered by Steve Whitley. It was reorganized to report to the graduate school. When it became apparent that sister institutions had full time ESL programs for international students, the graduate dean (Williams) made a commitment to strengthen that program. The program is separate from the International Students Office on campus for EIU students; this office coordinates international students programs who are enrolled in the university and involves B. Chen, R. Beck, etc.
6. A. Shelton articulated two additional questions:
- a. To what extent was Dean Gladsky involved in writing the job description? It remains a problem if it was written to match his wife's experiences. Further discussion also indicated that a first call for applicants was not successful, and a subsequent call was issued. Was the position altered in any way?
 - b. The salary level specified seems out of line (high) when compared with other ASP salaries. What is the range of ASP salaries and is this discrepant?
7. J. Tidwell and B. Kirk responded that the salary pre-dated Dean Gladsky; it was established by L. Williams.
8. Discussion issues raised next concerned resolution desired - what does the Senate want to accomplish? H. Nordin responded that we don't want nepotism on campus. J. Ozier responded that nepotism and dual careers are separate things. Tidwell stated that an individual cannot be evaluated by a family member. Allison reiterated the need for answers to his questions. B. Kirk asked if those questions were relevant or other issues. J. Schmidt raised concern regarding a style existing on campus in which an area is dismantled, people's jobs are changed, and then the reorganization resumes many of the same positions. Is reorganization a way to get rid of people? Fraker acknowledged that the reorganization plan was obviously on the books. It is difficult to tease out what was planned in advance and what may have been manipulated.
9. General charge from the Senate was to pursue answers to questions articulated to continue fact gathering. then the Senate will need to determine what is relevant and if any further plan of action or discussion is necessary. Senator Foster will forward questions to VPAA Weidner for response.

Senator Nordin moved to adjourn at 4:07 p.m.

Tentative agenda: Faculty Appointments; Textbook Rental Increase; DEN Advisors; Faculty Senate Office; Gladsky Hiring Process

Respectfully submitted,

Gail Richard, Recorder