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Faculty Senate Minutes of May 7, 1996 (vol.xxv. no.30)

Called to order by John Simpson at 2:45 p.m.

Present: J. Allison, C. Eberly, G. Foster, F. Fraker, R. Gholson, W. Kirk, H. Nordin, J. Ozier, G. Richard, J. Schmidt, J. Simpson, J. Tidwell, D. Wolf
Absent: J. Craft, A. Shelton
Visitors: K. Alford, B. Anderson, L. Anderson, J. Anselment, M.K. Guetersloh, L. Huson, J. Jones, D. Kidwell, G. Lenihan, T. Leonard, M. Melvin, A. Moshtagh, J. Nilsen, B. Saltmarsh, N. Strong

I. Approval of the Minutes

A. IV.F.2.e. Insert M.A. after "two" and delete "a Ph.D. to read "Rita Homes Gladsky has two M.A. degrees and excellent experience".

A motion (Tidwell/Schmidt) to approve minutes of April 30, 1996 as corrected passed (10-0-1).

Yes: Allison, Foster, Fraker, Gholson, Kirk, Nordin, Richard, Schmidt, Simpson, Tidwell
Abstain: Ozier

II. Communications

- A. Library Advisory Board Bylaws
- B. Agenda and documents for Board of Trustees Meeting on May 10, 1996.
- C. Minutes of Board of Trustees Meeting of March 11, 1996.
- D. EIU Report to the Board of Trustees for May 10, 1996 meeting.
- E. Copy of memo to R. Stroud from VPAA T. Weidner re: financial compensation to faculty members who served as Recorder for Faculty Senate during 1995-1996.
- F. Memo from J. Kilgore to VPAA re: procedure for awarding sabbatical leave.
- G. CUPB Minutes of 3-8-96.
- H. Items from Intercollegiate Athletic Board
 - 1. Revised Bylaws for IAB approved May 1996;
 - 2. Minutes of IAB meeting April 4, 1996;
 - 3. Annual Report to the Faculty Senate.
- I. Memo from Kirk, Lenihan, & Alford re: negative impact of university college on Counseling Center.
- J. Memo from Lenihan & Alford to C. Eberly re: remarks supporting Counseling Center.
- K. Series of e-mails to J. Simpson re: Distinguished Faculty Award notification and presentation at the 1:00 p.m. Graduation Ceremony.
- L. Communication with G. Richard re: need for faculty appointments
 - 1. C. Lundgren resignation from IAB
 - 2. R. Wandling sabbatical fall 1996 - arrangements for Textbook Library, Library Advisory, and Childcare Committees.
- M. Attention called to CGS Minutes of April 16, 1996, Item 1 re: IBHE salary recommendations.

III. New Business

- A. J. Nilsen introduced Lisa Huson, new EIU legal counsel, whose office is located in Blair Hall. J. Simpson welcomed her on behalf of the Faculty Senate.
- B. Reduction in Counseling Center Staff as part of University College concept Robert Saltmarsh and Genie Lenihan were invited to present information.
 - 1. B. Kirk introduced the discussion by expressing his concern if a reduction in counseling center staff was to occur. Currently there are 5 full time counselors to serve 11,000 students.
 - 2. B. Saltmarsh reported that two colleagues expressed concern regarding future appointment to the Counseling Center. They could not acquire precise information, but had heard of a proposal to delete the Counseling Center and instead have a skeletal structure under comprehensive student services for diagnostic work-ups but refer out for services. B. Saltmarsh expressed concern regarding this threat to an essential component of the campus community - the Counseling Center.
 - 3. G. Lenihan received a phone call from a "friend of the counseling center in administration" who spoke of a definite plan to convert two counselor positions to administrators - Coordinator of the Learning Center and an Assessment Person. It was also reported that the concept was not to be discussed until the Faculty Senate and Student Senates has dispersed for the academic year.
 - 4. Dr. Lenihan shared a report summarizing provision of services to students
 - a. Predict approx. 20% of student body receives some kind of services
 - b. Counseling Center has direct contact with enormous number of students
 - 5. J. Allison cited Article III of the Faculty Senate Constitution which states that major changes which are to be relayed to the Executive Committee. After confirming that this item was not discussed, he urged insistence on requesting a 90 day consideration time on this proposal.

In accordance with Article III of the Faculty Senate Constitution, the Faculty Senate requests a 90 day consultation period regarding the reorganization of the Counseling Center, to begin on September 1, 1996 when the Faculty Senate and Student Senates are in full session this fall (Kirk/Eberly). Motion was approved (13-0-0).

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

6. R. Gholson raised the question as to whether it was possible C. Evans felt the Senate was informed by sharing the concept of the University College. J. Tidwell responded that it was his understanding that the idea of the University College would continue as a long term discussion idea. F. Fraker added that minutes of 3-26-96 included notes that the Counseling Center would not be minimized. G. Lenihan stated that currently the Counseling Center has two vacancies and is concerned those positions will not be filled, resulting in a 50% reduction in service. This could also jeopardize accreditation of the Counseling Center, which has been in place since 1982. C. Eberly added that research indicates that student satisfaction is directly correlated to money invested in student services. Comments were solicited from guests in attendance.
 - a. J. Nilsen stated she didn't know anything about it. When she spoke with C. Evans, he expressed the ideas were in very preliminary discussion and nothing definite had been decided.
 - b. J. Anselment stated that the information was alarming from a student perspective; especially from the RA perspective which emphasizes using the Counseling Center for any troubled residents.
7. B. Kirk suggested inviting C. Evans to the next summer meeting. Further discussion focused on the threat to accreditation and student services if current vacancies are not filled.

Motion (Allison/Schmidt) that the Faculty Senate urges the President and all other relevant administrators to maintain a minimum of current staff in the Counseling Center and assure that EIU maintains its accreditation in the Counseling Center, was approved (12-0-1).

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

Abstain: Gholson

C. Questions regarding IAB Minutes

1. J. Schmidt inquired as to why Soccer and Wrestling were not competing in the Ohio Valley Conference. G. Richard explained that those sports are not currently included in the OVC and both Women's & Men's Soccer have been accepted for competition in the Missouri Valley Conference. The intention is to eventually have soccer in the OVC. Wrestling will also compete in a different conference.
 2. J. Schmidt noted that IAB meetings were at Stix and asked if meals are provided. G. Richard responded that the meeting place and time was at the request of athletic personnel to accommodate coaches practice schedules but IAB will be meeting back on campus during the day next year. Meals were provided as an in-kind donation to the Panther Club.
 3. J. Allison asked for clarification regarding rumors he had heard about the Panther Club budget. G. Richard responded that the Panther Club reserves have been depleted this year, primarily to meet OCR requirements and facilities renovation projects. Budgets are very tight for next year. IAB set aside its bylaws and has not approved the budget yet. Coaches are working with it presently and IAB will call a special meeting this summer.
- D. J. Allison requested Faculty Senate provide time for discussion of the DiBianco situation.

IV. Old Business

A. Faculty Senate Recorder

J. Simpson volunteered for 1996-97 academic year and was elected by acclamation.

B. Faculty Senate Summer Meeting Schedule

It was moved (Nordin/Allison) that the Faculty Senate meet on the second and fourth Tuesdays in June and July at 2:00. Motion was approved (10-1-2).

Yes: Allison, Eberly, Foster, Fraker, Gholson, Kirk, Nordin, Ozier, Schmidt, Tidwell

No: Richard

Abstain: Simpson, Wolf

C. Distinguished Faculty Award

It was moved (Foster/Kirk) to award the Distinguished Faculty Award to Giles Henderson (Chemistry) and Gary Wallace (Geology/Geography). Motion was approved (13-0-0).

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

D. Faculty Appointments

G. Richard announced resignation of C. Lundgren from IAB and R. Wandling's fall sabbatical. These appointments will be considered with appointments in the fall.

E. Executive Committee Meeting (one week ago)

1. Faculty Excellence Award notifications were being mailed.
2. Notification of tenure/promotion/PAI were being mailed.
3. University attorney was beginning work last week.
4. Appropriation bill was still alive in the legislature and President Jorns was to testify on Thursday. Capital development funding didn't look positive. Tuition keep bill was still alive, but many felt if it passed, it would result in a reduction in appropriations.
5. Illinois moving toward allowing participation in private retirement programs (e.g., TIAA-CREF).

F. H. Nordin reported that the request in the fall to name the tennis courts after Rex Darling was moving along.

G. F. Fraker reported on the Continuing Education Advisory Committee. One item being reviewed is contract courses. R. Gholson was concerned about the number of contract courses being taught by non-faculty (e.g., chairs). If faculty jobs are being taken by chairs, this is a concern for faculty.

J. Simpson left the meeting at this point (4:05 p.m.) and G. Foster served as chair.

H. A memo was distributed from VPAA Weidner with responses to the Senate's questions regarding the Holmes-Gladsky hiring process.

1. Question #1 stated that two consultants were hired. J. Allison wanted to know where the consultant was from, if any other people provided consulting and if any of the people invited were also recommenders of Mrs. Gladsky. When asked why this would be suspected, Allison responded that he was curious.
2. Question #2 provided information regarding K. Ford's status and salary conditions. H. Nordin wanted the information translated into how many actual classes she was teaching or how many students she had contact with. When asked how that was germane to the hiring of Mrs. Gladsky, discussion shifted to if Holmes Gladsky salary is dependent on number of student and if it will be self-supporting/sustaining.
3. Question #3 provided information regarding Mrs. Chen's position. Additional questions generated were in regard to if any reduction occurred in Chen's salary when responsibilities were changed; if full time status had changed; if these changes prompted the medical leave.
4. J. Allison reiterated that the question is whether the nepotism policy has been violated. He stated that it seems clear by the terms of the language that there is a clear violation. J. Tidwell responded that the policy includes the fact that no can be denied a position based on spouse. Tidwell agreed that the problem should have been handled better, but does not believe the was any intention to violate the policy. H. Nordin added that C. Nichols review suggested no intentional violation, but possibly some procedural problems; regardless, the perception on campus is poor. Kirk concurred that the situation was handled clumsily, but nothing malicious was intended.
5. F. Fraker stated that the continuing dilemma is the creation and writing of the job description. It appears to be tailor made for Gladsky's wife; that question had not been answered and perhaps cannot be answered.
6. J. Schmidt raised the reorganization issue. Tidwell clarified that the reorganization was part of the Graduate School Strategic Plan and perhaps Senate needs to pay more attention to those. J. Allison reiterated the importance of insisting that when administrative impetus occurs, the Senate needs to be informed.
7. G. Foster and F. Fraker emphasized that the Senate has information, intentional nepotism did not occur, but the Senate continues to debate the same issues. It is time for closure on the issue. J. Allison reminded people that other individuals are involved beside Holmes (e.g., Chen) and it's a gestalt that cannot be resolved without information. He felt the Senate had reached closure by inertia and would agree to move on to other business and return only if new information is brought to the Senate.

V. Senator Schmidt moved to adjourn at 4:49 p.m.

Tentative agenda: Status of Counseling Center; DiBianco discussion

Respectfully submitted,

Gail Richard, Recorder