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Minutes

Faculty Senate

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1-11-1994

### January 11, 1994

Faculty Senate

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Called to order: by Chair Bill Addison at 2:00 pm, BOG Room, Booth Library

Present: W. Addison, J. Allison, G. Aylesworth, D. Carpenter, G. Foster, R. Gholson, M. Goodrich, R. Jorstad, J. Lasky, G. Mason, J. Miller, J. Simpson, L. Walker, R. Wandling.

Absent: E. Marlow

Visitors: Dr. A. Baharlou, Dr. P. Church, John Ferak, Dr. T. Weidner

Minutes: A motion (Allison/Simpson) to approve the Minutes of December 16, 1993 as amended, passed 9/0/4. II.B., line 3; the President's Advisory Council should read Affirmative Action Advisory Council.

## I. COMMUNICATIONS

- A. From President Jorns, 12/13/93, a letter appointing Senators Lasky and Walker to of the Faculty Excellence Awards Committee.
- B. From David Mehlisch, 12/13/93, a letter identifying the issues of the Faculty Senate Leaders of Illinois Public Universities for its meeting with Lt. Gov. Kustra. (decline of public funding for higher education, long-term planning and faculty workloads and productivity, importance of higher education to the economy of the state and nation).
- C. From Vice President Falk, 12/15/93, a letter noting that the Foundation Board voted to remove the South Africa free investment restriction on the Foundation investment portfolio.
- D. From President Jorns, 12/16/93, minutes of the 12/15/93 meeting of the President's Council.
- E. From Allen Lanham, 12/22/93, a memo noting changes in the Library Advisory Board, and asking for Senate reactions to the changes and appointment of new alternates.
- F. From President Jorns, 1/6/94, a copy of a communication to Shelly Flock with a request to include mission, vision and focus statements, with purpose of each, in the University Newsletter.
- G. From Jim Orr, 1/10/94, SIUC Senate Chair, a Senate resolution concerning Biodyne.
- H. From Dick Wagner, in response to a Senate invitation to meet, encouragement to invite Art Quern. Chair Addison contacted Quern's secretary who suggested faxing an invitation to Quern. Fax sent.
- I. From Ed Brazil, an indication that a hearing in response to the Senate grievance should be scheduled sometime this month.
- J. From Andy McNitt, concern over the proposed changes in the internal governing policy for department chairs, with specific objection to elimination of the advisory vote and going to 5-year terms.
- K. From Chancellor Layzell, phone call, 1/7/94, regarding the questioned increase in the BOG self-insurance liability fund. The BOG generally notifies each campus of the new premium in late spring to allow each campus to decide which FY budget will pay the premium. This past year, the notice was delayed because EIU and WIU were deciding whether or not to include university MDs. By this time, it was discovered that the actuary had made an error which had resulted in an underbilling for FY 93. The BOG is now looking for proposals from new actuaries.
- L. Terry Weidner reported that Billie Rawlings is recovering quickly from surgery and is looking forward to returning to work. The Senate wishes her well and looks forward to her return.

## II. OLD BUSINESS

- A. Proposed Changes in Internal Governing Policy, Department Chairs  
Senator Aylesworth, in bringing Dr. McNitt's communication to the Senate, said he shared McNitt's perspective that the rationale for eliminating the advisory

vote (allegedly disadvantaging women and minorities) is not persuasive and presumes a priori guilt and prejudice. Senator Allison noted that the implication is that discrimination then stops with deans and above. Senator Wandling noted that if a department is discriminatory, procedures are in place to deal with it. He also noted that the proposed changes seem to move toward a headship, and away from a chairship. Dr. Church noted that it was the Affirmative Action Advisory Council stating that advisory votes tended to discriminate against women and minorities. Dr. Church also stated that there is too much variation, from dean to dean, in the process of appointing chairs, and chairs would like to see the same procedures in place across campus. She further noted that advisory votes can be revealed at the discretion of the dean, and that can make it difficult for any chair appointed who does not receive majority support. Dr. Baharlou reiterated that chairs can be placed in tenuous positions by the discretion of deans. Senator Lasky felt deans appointing chairs without faculty support is a bad decision. Senator Aylesworth felt it incumbent on deans to explain going against advisory votes, and emphasized the importance of open communication. Senator Allison maintained that if faculty were asked to participate in voting, the faculty should know the outcome of the vote, and if the vote was always handled consistently, it could not be used selectively by deans. Senator Simpson noted that part of the problem is semantics. One normally thinks of the term "vote" as a binding expression of democratic will, but that is compromised by the term "advisory." Senator Miller felt that if the (advisory) vote is formalized, it should be public and binding. Dr. Baharlou agreed. Dr. Church stated that chairs were at a crossroad, rotating the position internally vs. recruiting nationally, and she felt recruitment would be hampered by less than a 5-year term. She also felt that more than a vote was needed for evaluation, and that strengths and weaknesses should be articulated. Senator Allison said that faculty don't vote capriciously, but consider strengths and weaknesses. Senator Walker noted that even advisory ballots indicate level of support, but the proposed consultation with faculty might not. Senator Gholson noted that the discussion was perhaps confusing evaluation of chairs with the reappointment/selection process, and he advocated an annual evaluation of chairs. When asked why a 5-year term was preferable, Dr. Baharlou stated that a 3-year term was too short to accomplish substantial changes and demonstrate leadership capabilities. Dr. Church felt that it took 2 years to learn the job, and a new chair was disadvantaged since the advisory vote occurs in the fall of the third year. Senator Mason suggested a 5-year, first term, followed by 3-year terms. Senator Wandling favors 3-year terms and advocated rotating chairs every couple of terms. Senator Aylesworth noted that, currently, while the 3-year term is standard, it is negotiable, and he felt that such flexibility is desirable and appropriate. Senator Wandling moved (Aylesworth) to keep the current language which states that "The Department Chair shall be appointed on a twelve-month basis, normally for a three-year term"; passed unanimously. After further discussion, Senator Allison moved (Walker) to require a (departmental) ballot in all instances of initial appointment or reappointment (of chairs), and all eligible candidates must enjoy majority support of those voting, restricted to those who are tenured or tenure-track in at least their second year of service; passed 12/1/1. The following interpretation of this motion resulted from discussion: the person appointed chair need not have the greatest support from the department, in the event two or more are seeking the position, but the person appointed must receive at least 51% support; the vote declares acceptability. Following further discussion which noted that chairs are defined as faculty, Senator Miller moved (Jorstad) to require Senate approval of the general sections of the evaluation instrument, the Faculty Consultation Form and the Evaluation Form for External Candidates; passed unanimously. Dr. Church noted that the tone of the previous Senate meeting was quite different, and while there was

no quorum, chairs left the meeting, thinking that there was Senate support for the proposed revisions. Chair Addison noted that the Senate would continue to deal with this issue for the next week or two, accommodating additional response from chairs. Senator Miller noted that while the Senate seems to be picking the proposed revisions apart, it is done altruistically, with the interest of increased faculty participation in the process.

**III. NEW BUSINESS**  
none introduced

The meeting adjourned at 3:50 pm. The next meeting will be January 18, 1994,  
2:00 pm, BOG Room, Booth Library.

**TENTATIVE AGENDA ITEMS:** Letter to Board Trustees, Revised Articulated Plan, Faculty Concerns, BGU Enrollment Management Report, Revisions to Election Procedures.

Respectfully submitted, Gary Foster