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Minutes

Faculty Senate

1-18-1994

January 18, 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, E. Marlow, G. Mason, J. Miller, J. Simpson, L. Walker, R. Wandling.

Visitors: President Jorns, A. Carnes, Dr. P. Church, Dr. F. Yaffe

Minutes: A motion (Marlow/Miller) to approve the Minutes of January 11, 1994 passed 13/0/1.

I. COMMUNICATIONS

- A. From President Jorns, 1/5/94, minutes of the President's Council meeting of 1/5/94, with the request noted that VP areas return available funds for transfer to cover accrued leave, sick leave and other needs.
- B. From the Library Advisory Board, 1/6/94, a resolution asking the President to restore the book/periodical budget to its 1991 level.
- C. From James Orr, of the Faculty Senate Leaders of Illinois Public Universities, 1/10/94, a copy of the letter to Lt. Governor Kustra requesting a meeting.
- D. From Kim Furumo, 1/11/94, FY 95 IBHE budget recommendations.
- E. From President Jorns, copy of the President's Report to the BGU Trustees.
- F. From Matthew Monippallil, a letter of reservation concerning the proposed changes in internal governing policy regarding chairs.
- G. From Steve Whitley, a request to replace one of the faculty members on the Commencement Committee because of retirement. It was moved (Marlow/Mason) that Bill Smith be appointed; unanimous.

II. OLD BUSINESS

A. Proposed Changes in Internal Governing Policy, Department Chairs
Dr. Yaffe stated that he thought the administration would not allow a binding vote of the faculty in appointment of chairs. He said chairs serve at the pleasure of deans so deans might move departments in directions consistent with their colleges. Many senators agreed with Senator Aylesworth that the Senate had already voted on motions regarding the issue, and there was no point in revisiting the issue, unless, as Senator Carpenter noted, the Senate intended to rescind or amend its previous actions. The Senate motion was not an outright election of chairs, but the minimal assurance that whomever is appointed as chair has at least 51% departmental support. Chair Addison noted that points might be raised not previously considered by the Senate, and that the Senate's credibility might suffer if it makes recommendations that are not accepted. Senator Foster said that any recommendation the Senate makes should reflect the best interest of the faculty, regardless of the likelihood of acceptance. Senator Miller noted that the dual character of chairs (faculty/administrators) was problematic and asked if chairs wanted a more structured, defined association with either faculty or administration. Dr. Yaffe said that it is necessary to have some personnel who can go both ways, and chairs accept their ambiguity. Senator Walker summarized Dr. Monippallil's concerns, noting that chairs can renegotiate salaries at reappointment, while faculty can do so only for counter-offers, and if chairs return to the faculty, the proposal offers a salary floor, but not a ceiling. Chair Addison, President Jorns and Dr. Church noted that chairs are not eligible for the benefits of counter-offers, PAI's or merit increases. Thus, chairs feel that they lose salary potential by being chairs. While Senator Wandling and others noted that since chairs are excluded from such benefits, the proposed benefits of compensation for chairs is fair, Senator Marlow noted that chairs had essentially asked the Senate a few years ago to be defined as faculty, though

now they seem not so sure, and if chairs are so underpaid, they can go back to being faculty. Senator Lasky said it was a matter of internal governing policy, so the administration could offer compensation equal to that of the bargaining unit. President Jorns noted that even with such a policy in place for compensating chairs, the problem is funding. Senator Gholson stated that faculty feel their role in selecting chairs is not valued. Chair Addison will forward the motions passed last week by the Senate to Dr. Hill.

B. Letter to BGU Trustees

The drafting subcommittee returned to the Senate a letter identifying 4 concerns: 1) BGU staff's loose understanding of "consultation" with faculty in personnel decisions; 2) chancellor's adherence to an adversarial process in reviewing academic programs; 3) BGU staff's failure to recognize the unique mission and constituency of each university; 4) BGU staff's ineffective advocacy of EIU. The letter recommends 4 remedies: 1) Board not award promotion or tenure when a candidate lacks departmental support; 2) BGU staff eliminate its direct role in the process of academic review; 3) BGU staff decentralize activities better left to the university, promote the diversity of each university, and stress the primary role as an advocate for EIU at the state level; 4) BGU staff work more closely with faculty and administration to formulate strategies for representing EIU to legislators and the IBHE. Senators Marlow and Wandling saw the first remedy as too restrictive, and Senator Mason noted that promotion is a local decision. The following rewording was suggested: "the Board not award academic tenure when a candidate has not gone through the contractually-mandated review procedures." When Senator Wandling asked about the BOG liaison position, Senator Miller noted that campus sentiment seemed opposed, and Senator Aylesworth noted that it had backfire potential and any proposal would have to be explicit and detailed. Senator Marlow thought the liaison position would give BOG staff a chance to appreciate the university perspective and Senator Simpson said it was an idea worth pursuing. Senator Wandling felt the letter should offer more concrete proposals. Senator Miller said that much detail was initially drafted, but the subcommittee believed that might invite focus on the minutia and not the issues. Senator Walker pointed out that in June, the Senate sent a detailed letter of concerns, with no substantial response. Further discussion suggested that some senators believed the letter was too negative, while other senators believed the letter appropriate in substance and tone. Consideration of the letter will continue at the next meeting.

C. Faculty Election Procedures

Senator Miller reported that the elections subcommittee met last week to discuss mail-back balloting procedures. Discussion indicated Senate support for mail-in elections; the subcommittee will continue and report back.

III. NEW BUSINESS

A. Committee Reports

1. Chair Addison reported that the Athletic Director Search Committee met 1/14/94. Deadline for applications is 1/21/94; 64 have been received.
2. Senator Walker reported that the Faculty Excellence Awards Committee met 1/14/94 and elected Dr. Midkiff as chair.
3. Senator Wandling reported that the Faculty/Student Relations Committee met late last semester. Student Senate has agreed to take up library funding. Other issues include the school calendar and commencement exercises.

The meeting adjourned at 4:00 pm. The next meeting will be January 25, 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

Called to order by the court at 10:00 a.m.

The court then proceeded to hear the case.

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