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### January 25, 1994

Faculty Senate

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## Faculty Senate Minutes of January 25, 1994 (Vol. XXIII, No. 18)

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

Present: W. Addison, J. Allison, G. Aylesworth, D. Carpenter, R. Gholson, M. Goodrich, G. Foster, J. Lasky, E. Marlow, G. Mason, J. Miller, J. Simpson, L. Walker.  
Absent: R. Jorstad, R. Wandling.  
Visitors: President Jorns, Ms. A. Carnes, Dr. Higelmire, Dr. A. Jones, Ms. D. Johnson, Dr. W. Smith, Dr. L. Coon.  
Minutes: A motion (Marlow/Walker) to approve the Minutes of January 18, 1994 as published passed (12-0-1).

### I. COMMUNICATIONS

- A. From Dr. Robert Pringle, the revised Transferable General Education Curriculum, 1/5/94.
- B. From Dr. Jorns, minutes of the 1/12/94 meeting of the President's Council, 1/13/94.
- C. Memo from Dr. Jorns in regard to budget review, 1/14/94. Chair Addison noted that this was a reminder to fiscal agents to review their budgets and make line item transfers. Senator Carpenter suggested that Chair Addison check with Ms. Clayton in the President's Office to see how many faculty are retiring so that funds can be set aside for the Faculty Retirement Tea.
- D. Memo from Dr. Jorns, in regard to the Mission Statement, 1/14/94. Chair Addison explained that this memo was basically an acknowledgement of the Senate's request that the President put the various statements in the Newsletter, and that Dr. Hill will look into reconvening the committee to revise the Mission Statement. Senator Allison stated that he recalls that in order to speed up the process, the Senate voted to have a referendum to add only brief language. He added that one of the Senate's concerns was finding a way to avoid an extended, complicated process. President Jorns concurred if non-academic bodies saw it as a non-issue. Chair Addison agreed to send Dr. Jorns a memo in regard to this issue.
- E. Memo from Dr. Yaffe noting that at the initial appointment of a chair, salary is negotiated as if the person were faculty (based on rank and years of service), and it is only equitable that this perspective be maintained when subsequent salary increases are considered.
- F. From Dr. Jorns, status of current issues, 1/18/94.
- G. From Dr. Jorns, agenda for the 1/20/94 BGU meeting.
- H. From Faculty of Leisure Studies, regarding the reappointment of Department Chair.
- I. Chair Addison related that Dr. Quern's secretary had informed him that Dr. Quern could meet with the Senate near the end of April. He stated that is the end of our semester, and it might be in the interest of all if he could come earlier. He added that Dr. Quern's secretary is trying to clear an earlier date.
- J. From President Jorns, a copy of EIU's response to the rationale for recommending PQP incentive bonuses. The President was commended for the response and its distribution. Dr. Jorns noted that the author of that document was Mary Herrington-Perry.

### II. OLD BUSINESS

- A. **Proposed Changes in Internal Governing Policy, Department Chairs**  
Senator Carpenter moved (Miller) that the Senate enter into executive session to discuss a personnel matter, 2:45 p.m.; passed 12/0/1. Senator Carpenter moved (Miller) that the Senate leave executive session, 3:20 p.m.; passed unanimously.

### B. Letter to BGU Trustees

The drafting subcommittee returned to the Senate a revision of the letter to the BGU Trustees addressing Eastern's strained relationship with the BGU staff. Senator Aylesworth moved (Walker) that the Senate send the letter to the BGU Trustees as a statement of resolution. The motion passed unanimously after brief discussion in which Senator Marlow asked for more explicit language addressing resources and funding. Senator Miller suggested that the 4th recommendation be modified with the language, "garnering increased resources and," and that the concluding paragraph "direct" (rather than "encourage"). The Senate fully expects the Board staff to begin addressing the recommendations in a timely fashion. The Senate commends the subcommittee (Senators Allison, Aylesworth, Lasky, Miller and Walker) for its work. The letter will be sent to all BGU Trustees, with copies sent to Chancellor Layzell, Lt. Governor Kustra, the Daily Eastern News and the Times Courier. A copy of the letter is attached to these minutes.

### C. Evaluation of Administrators

Senator Marlow asked about the status of the intent to evaluate deans and other administrators. Senator Gholson noted that the development of such evaluation instruments was identified in the status of current issues sent to the Senate by President Jorns.

### III. NEW BUSINESS

#### A. IBHE and PQP Incentive Funds

Senator Carpenter, noting the thorough nature of the EIU response to the rationale for recommending PQP incentive bonuses, asked why this kind of response was not a part of the process before the IBHE made its bonus-incentive decisions. President Jorns said that we sent our productivity report, which he thought the most thorough in the BGU system. He stated that the data requested and presented had not been used as intended, though it was not a matter of ill intent. He said that the IBHE staff is small, while the amount of data requested was massive, and the staff merely lacked the wherewithal to deal with the data requested. It was felt that EIU had not received an incentive bonus because EIU had not cooperated in cutting the programs recommended by the IBHE (MBA; BA, German; MS, technology), or in cutting programs of comparable scope, despite the elimination of 6 programs/options. Senator Carpenter stated that the failure of the IBHE to define "comparable scope" provides a convenient gray area. President Jorns reiterated his perspective that it was a matter of misunderstanding and poor communication. Senator Marlow noted that the BOR just last week adopted a resolution stating its opposition to the IBHE budget passed on 1/11/94. The resolution further states, "Higher education budgets should seek to expand access, to strengthen quality and to address the education needs of the state....They should not be used to punish some institutions and reward others because of deference shown the (IBHE) and its planning dictates." Senator Marlow moved (Foster) that the Senate support and endorse this resolution of the BOR regarding the IBHE and its budgeting process, and that the Senate request that the BGU Trustees support the resolution and communicate disagreement with, and objection to the budgeting process to the IBHE. President Jorns noted that since 3 BGU schools were identified for incentive bonuses, the BGU would have difficulty supporting the BOR resolution. Senator Marlow noted that since the IBHE cannot cut programs, the incentive bonuses constitute a big stick approach. Senator Allison said the IBHE was trying to accomplish with dollars what it could not accomplish by decree - the control and elimination of programs. Further discussion indicated that the two

parts of the motion should be split into two motions and that the creation and allocation of incentive funds, and not the budget process, per se, was the issue. Senator Marlow agreed to withdraw the motion and rework it for presentation next week.

The meeting adjourned at 3:50 pm. The next meeting will be February 1, 1994, 2:00 pm, BOG Room, Booth Library.

TENTATIVE AGENDA ITEMS: BOR Resolution, Revised Articulated Plan, Faculty Concerns, BGU Enrollment Management Report, Revisions to Election Procedures.

Respectfully submitted, Gary Foster and Billie Rawlings

The following is the letter to be sent to the BGU Trustees:

We in the Senate at Eastern Illinois University wish to promote a cooperative relationship between Eastern and the Board Staff. As you know, the current relationship is strained. We believe the primary causes for this situation are as follows: 1) the Board Staff's loose understanding of "consultation" with faculty in faculty personnel decisions; 2) the Board Staff's adversarial role in the review of academic programs; 3) the Board Staff's failure to recognize each university's unique constituency and mission; 4) the Board Staff's less than effective advocacy of Eastern Illinois University in lobbying and funding. Many times in the past the Senate and other bodies at Eastern have communicated concerns to the Board Staff about the Staff's actions. However, the Board Staff's preoccupation with its own central authority, as well as its neglect of the specific needs and characteristics of the several campuses, has precluded productive discussion. To improve the relationship between the Board Staff and Eastern Illinois University, we recommend

1. that academic tenure be awarded only after candidates complete review procedures mandated by the contract;
2. that the Board Staff eliminate its direct role in academic review;
3. that the Board Staff decentralize activities better left to this university (e.g., computer services, liability insurance, legal representation) and foster the valuable diversity reflected by the constituency and mission of each university in the system;
4. that the Board Staff work more closely with faculty and administration at Eastern to develop strategies for garnering increased resources and representing the interests of Eastern to legislators and the IBHE.

We ask you to direct the Board Staff to act on these recommendations in a timely fashion. Recognizing the planning and work required to implement change, we look forward to a cooperative and productive relationship with the Board Staff in achieving worthy goals.