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Minutes

Faculty Senate

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Faculty Senate

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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, G. Foster, J. Lasky, E. Marlow, C. Mason, J. Miller, R. Jorstad, J. Simpson, L. Walker, R. Wandling.
 Absent: M. Goodrich.
 Visitors: Vice President Hill, President Jorns, Dr. J. Nilsen, Ms. S. Stewart, Dr. P. Church, Ms. A. Carnes, Mr. A. McHugh, Mr. C. Gallagher.
 Minutes: A motion (Walker/Aylesworth) to approve the Minutes of March 8, 1994, as published, passed unanimously.

I. COMMUNICATIONS

- A. From Dr. Quivey, information regarding IBHE workshops on faculty roles and responsibilities, 2/28/94. Dr. Jorns added that it is a workload question/issue.
- B. From President Jorns, memo regarding a Task Force to Study Final Grades, 3/2/94.
- C. Memo from Dr. Laurent Gosselin, 3/8/94, regarding Senate Minutes of 3/1/94. Dr. Gosselin did not urge the Senate to include Academic Advisors under the definition of faculty, but urged the Senate to consider academic advisors when recommending representation to, and designing the composition of academic committees.
- D. Senator Mason relayed a faculty concern that the same persons are being appointed to committees.
- E. Email from Dr. Jorstad, urging a coordination of springbreaks for EIU and Lakeland.
- F. Communication from Dr. Ed Brazil, stating that in the Staff Senate minutes 2/14/94, concerning weather-related absences, Dr. Jorns indicates that there is no time built in the semester for make-up days, but Dr. Brazil notes that the Internal Governing Policies expect faculty to make up missed class work, a seeming contradiction. He was concerned about faculty taking personal days if they can't make it to class. Dr. Jorns noted that the semester is not legislatively defined, and faculty control how much teaching they do.
- G. Communication from Dr. L. Coon, suggesting that all temps in their fifth year be placed on tenure track, beginning their sixth year of employment.
- H. From Dr. Gordon Lamb, President, Northeastern Illinois University, extending an invitation to the BGU meeting, being hosted by NIU, 3/7/94.
- I. From Dr. Ed Brazil, UPI Grievance Representative, copy of the Step One Decision regarding the grievance filed by fourteen members of the Senate which noted that no information was presented which explained how the grievants had been damaged. Dr. Brazil has asked for information on damages incurred by the grievants.
- J. Chair Addison has determined that the Senate had a quorum when it discussed inviting Dr. Hollowell to meet with the Senate, and he will be invited.
- K. Chair Addison noted that Mr. Quern will meet with the Senate, and he solicited items of discussion, which included: funding for education/Library, PQP, lack of support for research, state support for intercollegiate athletics.

Please note that applications for the Council on Faculty Research (CFR), Social Sciences and Humanities Areas, are due to Senator Jane Lasky, Booth Library, by April 18, 1994.

II. OLD BUSINESS

A. NILSEN PRESENTATION - STRATEGIC PLAN

Dr. Nilsen distributed a document, "Towards the Year 2000: Strategic Planning at EIU," used in informational sessions that she has conducted with various campus groups and the colleges. She will be visiting departments soon. She then took the Senate through the document. She noted that strategic planning will stimulate forward thinking, clarify future directions (i.e., where units want to be in the year 2000), and encourage pro-active decision-making. All 200 campus units will engage strategic planning. The Strategic Plan is the umbrella plan for the entire University, and every unit will develop its plans to mesh with the university plan. The President's Council has completed its plan, and the Vice Presidents' Articulated Plans are now finished and will be available for review. The Deans/Directors' plans are being finalized and are due by March 31. Unit Articulated Plans will consist of Self-Evaluation, Vision Statement, Goals and Objectives, and Administrative Evaluation of the Unit's Articulated Plan. Departmental plans are due by November, and quality indicators must be identified by mid May. When asked by Senator Mason if departments should wait until they get their Deans' Articulated Plans to begin the process, Dr. Nilsen said that many units are beginning to plan. Every unit on campus will be asked what makes for a good unit, and will identify 15-20 quality or performance indicators. Defining Indicators of Quality should be a two-way process so that they are acceptable for deans and departments. Dr. Nilsen stated that these indicators of quality can be both objective and subjective. She identified five components of self-evaluation: a) Indicators of Quality; b) Strengths of the Unit; c) Weaknesses of the Unit; d) Opportunities for the Unit; e) Threats to the Unit.

When Senator Allison asked how this differed from assessment required by the North Central accreditation process, Dr. Nilsen said that there is a lot of overlap, and many activities would collapse into a single effort. Senator Aylesworth offered the caution that there could be a reduction of qualitative points to quantitative points and that descriptive generalizations could become normative principles. Senator Marlow questioned why departments would admit to weaknesses since the process is tied to weaknesses. Dr. Nilsen stated that identified weaknesses could justify future requests. Senator Allison noted that this seems to be done from the top down (what comes down, must go up). Dr. Nilsen maintained that it goes both ways, not just from the top down. Discussion also focused on the kind of language requested in the articulated plans. Senator Allison noted that Dr. Shonk has suggested that the document being circulated list the sources from which it was developed. Dr. Nilsen is still available to conduct departmental sessions, on request.

B. PROPOSED REVISION TO MISSION STATEMENT

Ms. Shirley Stewart, Chair of the Staff Senate, reported that the Staff Senate did not object to the proposed language addition ("research/creative activity and service"), but since the mission statement had been developed so recently, and since EIU is going through the accreditation process, it is too soon to revise it. She said the Staff Senate also believed that a time should be determined by the University or the President to annually review the mission statement and the strategic plan, and that all groups should again have an opportunity to provide feedback. Senator Allison stated that the activities identified by the proposed language are particularly important to faculty members, and they are so much a part of the profession, they define who we are. He maintained that it is essential to get this language in as soon as possible. Ms. Stewart reiterated that the Staff Senate took no issue with the language, but only with the timing. When Senator Allison asked whether the Staff Senate might reconsider its position if it were shown that the change would not negatively affect the self-study, Ms. Stewart said that she could not speak for the whole Senate, and invited the Faculty Senate to attend a Staff Senate meeting. Senator Aylesworth thanked the Staff Senate for its response. He then expressed the concern that this is a procedural matter rather than a substantive matter, and that this is another instance where we find procedure driving the issue, rather than the issue driving procedure. He noted that the referendum was to address the issue, without getting caught up in the procedure and suggested that the Senate examine the results of the referendum before taking further action. Senator Walker noted that when the issue of research came up, Dr. Jorns agreed to include it without a referendum, then we got into a quagmire and ended up with a referendum. Chair Addison stated that it just seemed like an oversight, but that Dr. Jorns suggested it go through the Staff Senate as a courtesy to them. Senator Aylesworth stated that there seem to be two parts to this issue: both senates agree on the language, but disagree on how to make the change (review process v. faculty action). Senators Miller and Carpenter noted that a timetable for review was never established, and Senator Miller suggested that a review process should accompany any sensible suggestion, rather than be done by calendar. Senator Aylesworth noted the importance of the mission statement to Eastern. He added that if research is not in the mission statement, the IBHE will say "Why do you want all this release time?" It will be used against us if it is not included. Senator Gholson concurred and added that it is better for Eastern to revise its mission statement so that it is not criticized by the accreditation/visitation team. He maintained that ongoing self-study is important to reaccreditation. Senator Allison concurred and stated that the current mission statement does not accurately reflect what we do. Senator Foster maintained that if we do not change the mission statement now, it may be more difficult to change later, given IBHE's posture toward research. Senator Lasky stated that it is the standard by which faculty are measured, and it is important that research/creative activity, service, and teaching be included because these are what we ought to be doing. For the sake of communication and enhanced relations, Senator Wandling moved (Gholson) to establish a Faculty Senate/Staff Senate relations committee. The motion passed unanimously.

C. ELECTION PROCEDURES

Senator Allison stated that several people had asked him who would be counting the ballots and how the process would work. Senator Miller explained that normally the Elections Committee does the counting, but any senators are welcome to help. He explained that this year, the campus mailroom will hold all ballots until March 31, and he has been assured of the security of the ballots. Senator Gholson had informed Senator Miller that several people were incensed that they could be identified because their names were on the envelopes. Senator Miller detailed the following process: 1. on Thursday, March 31, take the outer envelopes and check off names from a master list of eligible voters to preclude irregularities; 2. open all outer envelopes and place the blank (anonymous) envelopes in a box; 3. on Friday, April 1, take the blank envelopes to Testing Services, open the blank envelopes and remove the ballots for counting. Dr. Miller noted that there were no candidates for UPC in 2 areas and suggested allowing write-in ballots for those 2 seats. The Senate will ratify election results April 4.

D. COUNCIL OF FACULTIES

Senator Marlow reported that Dr. Pringle says the three-year degree is still in the planning stages. A committee is looking into the three-year degree, and Dr. Herbert Lasky is in charge of this at Eastern. He noted a move to

get the Accounting program up to 150 hours. He said that telecourse No. 5 is underway, and No. 6 is coming up. He stated that the BOG Distinguished Professor Award Committee is soliciting nominations. He said that according to Dr. Pringle, there is not a desire to change the structure of higher education in Illinois. He added that they are looking into a non-traditional master's degree, based upon the BOG Degree. He added that Northeastern's Faculty Senate is having a problem communicating with their President, and that 30% of the faculty there are non-tenure track. He also noted that the COF voted to establish a Doctoral Program Task Force.

III. NEW BUSINESS

No new business was conducted.

The meeting adjourned at 4:15 pm. The next meeting will be March 29, 1994, 2:00 pm, BOG Room - Booth Library.

TENTATIVE AGENDA ITEMS: Meeting with Art Quern.

Respectfully submitted, Gary Foster and Billie Rawlings

The following candidate statement was inadvertently omitted from the Faculty Senate minutes of last week.

> March 9, 1994: Faculty Senate Elections - Debby Wolf, PED, cfdw1

>
> I have been impressed with the Faculty Senate's productivity
> regarding important issues facing Eastern Illinois University over
> the past year. Restructuring was a major concern for everyone at
> Eastern, and I feel that the senators were very effective in fielding
> recommendations from their constituents, and that most faculty members
> felt that they had a share in the restructuring process. The Senate
> effectively brought forward concerns from all departments on campus and
> made significant recommendations to the restructuring committee.

>
> As the Strategic Plan for EIU developed, the Faculty Senate voiced
> concerns about the Vision Statement and the goals and objectives. Several
> thoughtful and pertinent suggestions were made by the Faculty Senate and
> incorporated into the Strategic Plan. These suggestions served to improve
> the Vision Statement and clarify goals and objectives.

>
> Eastern's relationship with the BGU has been an on-going source of
> controversy for the Faculty Senate. The letter sent to the BGU by the
> Senate (Jan. 25, 1994 minutes) contained some clear recommendations
> intended to improve relations. These recommendations articulated the
> importance that Eastern places on maintaining its integrity and
> uniqueness. I feel that it is extremely important for the Faculty Senate
> to work to uphold Eastern's individuality and identity.

>
> Part of Eastern's uniqueness is reflected in the Textbook Rental Service.
> This, too, has been an on-going concern for the Faculty Senate. I believe
> it is important to compromise and work to continue to operate the rental
> service, yet offer the students the option to purchase textbooks. The
> Faculty Senate has received input from many sources and has made some
> feasible recommendations as a result. The Textbook Rental Service may
> continue to be a controversial topic and the Faculty Senate must persist
> in arriving at equitable decisions so that recommendations consider
> benefits to both students and faculty.

>
> Enrollment management is currently an issue in the Faculty Senate. I
> believe there are many facets to enrollment management, and not all of
> them involve recruitment. Perhaps, factors which influence retention
> should be examined, too. One such factor is departmental advising. The
> university needs to assure all students that they will receive accurate
> and uniform advising in the department in which they are a major.
> Advising plays a very significant role in retention and should be
> consistent and relevant to student needs.

>
> The Faculty Senate is an important organization at Eastern Illinois
> University. Future issues - enrollment management, textbook rental, the
> continued development of the Strategic Plan, departmental advising - need
> addressing by individuals who are willing to examine all sides of the
> issue and who will exercise sound judgment. Thus, the Faculty Senate can
> be a constructive body ensuring a high quality of educational experience
> at Eastern.