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Faculty Senate Minutes of February 9, 1993 (Vol. XXII, No. 19)

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

Present: W. Addison, G. Aylesworth, J. Craft, M. Deming, C. Eckert, G. Foster, M. Goodrich, R. Jorstad, S. Larabee, J. Lasky, L. Leal, E. Marlow, J. Miller, M. Monippallil, R. Wandling.

Visitors: Ms. S. Carroll (Daily Eastern News), Dr. Jorns, Dr. Baumgardner, Dr. Coon.

Minutes: A motion (Craft/Addison) to approve the Minutes of February 2, 1993, passed unanimously with the following correction: Page 3, paragraph 3, third sentence: Senator Wandling followed up by asking whether EIU gets lumped with the U of I in terms of faculty workloads.

I. COMMUNICATIONS

- A. Carpenter replacement: A motion (Addison/Leal) that Dr. Stephen Larabee (ACCT & FIN), replace Dr. David Carpenter during the rest of Spring semester through Summer passed unanimously.
- B. Position announcement: Acting Dean, College of Fine Arts.
- C. Memo from Audrey Edwards in regard to a proposed sick leave bank, 2/3/93. Chair Marlow stated that he believes this is a contractual matter and will present it to Dr. Gosselin, UPI Chapter President.
- D. Memo from President Jorns in regard to proposed policy absences, 2/1/93. Chair Marlow explained that the policy stated that if the weather was really bad, the President could close the University, but that faculty and students would attend classes unless the President closed the University. A motion (Jorstad/Leal) to endorse the proposed policy in regard to weather-related absences passed unanimously.
- E. Minutes from the President's Council, 1/27/93.
- F. Memo from Dr. Calvin Smith in regard to the elimination of Saturday final exams, 2/1/93. Senator Addison noted that most of his students seem to like Saturday finals. Senator Foster reminded the Senate that the Saturday finals were from a faculty initiative five or six years ago, and that they were to give faculty members an extra day to get grades turned in. Senator Deming stated that she did not like Saturday finals. Senator Marlow suggested that this item be referred to the Student-Faculty Senate Subcommittee. Senator Miller stated that he believed that this is a perennial issue, and that he did not want to spend a lot of time discussing it and then come to the same conclusion. Senator Goodrich noted that most of the faculty think Saturday finals are a terrible idea. Senator Miller added that doing away with Saturday finals may present "logistical problems," and that we need additional information. Senator Deming asserted that logistics should not drive academic issues; academic issues should drive academic issues. Senator Goodrich noted that without a referendum, there was really no scientific way of knowing whether or not students and/or faculty were in favor of Saturday finals. Senator Miller reiterated the point that he would prefer not to go through the same steps and come up with the same conclusion. Senator Lasky related that if the circumstances are the same, it is logistics, and then it is not an academic issue.

- Senator Deming expressed the concern that this was done so that students could register for Intersession (knowing whether they met requirements or prerequisites necessary for Intersession classes; that if they didn't know that information, that was just "tough"), but that really shouldn't be the only reason finals are given on Saturdays. She then added that if it is a logistical problem, the person who always prevented the demise of Saturday finals is no longer here.
- G. From Dr. Lewis Coon information in regard to Fair Share Dues collection. Essentially, Dr. Coon argued that according to ILRB rulings, all Fair Share members should pay the same amount, that dues could not be determined according to salary. He also quoted from a Constitutional ruling rendered regarding this issue.
 - H. Memo from Dr. Fred Yaffe, in regard to change in governance structure, 2/5/93. Chair Marlow read the memo to the Senate. Dr. Yaffe expressed the concern that there was a lack of communication between the major academic councils, and that the system of faculty input is disjointed, that faculty members vote for representatives they don't even know. He further noted that there doesn't seem to be any faculty governance. He reported that the faculty in LAS never meet in groups or divisions to discuss issues. He added that the means of communication is by distribution of minutes, and that the quality of the discussion that goes on are not reflected in the minutes, that the minutes are "sterile and expensive!" He contended that the governance structure needs to be looked into and that the current governance structure will be a hindrance to this process. He noted that he would like to see more decentralization. He proposed that in conjunction with budget decentralization, that we look at other systems of governance. He reported that as a chair, the only policy directives that he receives come from the President's Council. He further stated that we have a rather haphazard system of governance and he believes that it needs to be revised. He expressed the opinion that the CAA is not the appropriate body for curriculum decisions, that the appropriate college is. He added that he did not know exactly what his structure of governance would look like, but that it would be markedly different than the existing one. He reiterated the point that we should be taking a look at other systems of governance. He then requested that the President appoint a committee to study governance.

Senator Aylesworth expressed support for what Dr. Yaffe said. A motion (Aylesworth/Addison) was made that the Senate request that the President, in conjunction with the Faculty Senate, appoint a committee to study the governance structure at Eastern and make recommendations for changes, if necessary. Dr. Jorns noted that he had to leave at this point in the meeting, but encouraged the Senate to "seize the opportunity to ensure faculty governance" at Eastern. He expressed the hope that this would not become a "war" with the CAA.

Senator Miller asked if this motion is related to the tabled motion. Senator Aylesworth replied that it may be imprudent to take the earlier motion off the table at this point. Senator Miller asked if, given that this is a "weighty matter, the Senate would have to publish this motion in the minutes. Senator Jorstad

essentially agreed, emphasizing that the Senate "do it correctly." A motion (Addison/Leal) to suspend the rules and vote on this item today failed (5/7/1).

Senator Jorstad voiced support for studying the governance system because there seems to be major problems with the present system, such as lack of communication in the different governing areas of the University. Senator Marlow remarked, as an organizational theorist, that our current governance system makes "no sense" and is the worst system in the BGU, worse than Western Illinois University! He added that there is no mechanism for communication within the bodies. Senator Aylesworth stated that he believed that the separation of the CAA from the Senate was initiated by former President Marvin. Senator Deming thought that it was "our former illustrious President." Dr. Coon stated that the Senate was created in 1958 by Pres. Doudna in conjunction with the "Committee of 15." He further noted that at WIU the CAA is a subcommittee of the Faculty Senate and this arrangement is extremely awkward. Senator Deming conveyed the wish that we create the most effective governance system possible; the past is "irrelevant - --- what would governance look like in the future." Dr. Yaffe reiterated the fact that the only governance policies he receives are from the President's Council. Senator Deming pointed out that the President's Council doesn't have "policy-making power." Senator Addison noted that in reality, it does make policies. A motion (Deming/Jorstad) to table the motion passed (12-1-1).

- I. From Vice President Hill, 1992 BOG AAPR schedule.
- J. From Senator Leal, communication in regard to Faculty elections and appointments, 2/4/93. Senator Leal asked the Senate if the question that potential Senators will be asked is appropriate. The Senate agreed that it was. Senator Wandling asked Senator Leal what she thought of the idea of a screening process. Senator Leal replied that the Senate doesn't really have control over that but she hoped that all faculty would vote for those best qualified. There was discussion as to whether a "screening process" is right or wrong. Senator Aylesworth stated that he was familiar with the process, but it was intended to encourage people to run, not to discourage them. Senator Leal stated that the petitions would be attached to the minutes and are due to Dr. Linda Leal, Psychology, on February 22, 1993. She then announced that the faculty elections will be held March 10 and 11.
- K. From Dean Frank Hohengarten, a memo requesting that the Senate appoint a member to serve on the VPSA Search Committee. Senator Deming asked about the composition of the committee. Senator Marlow stated that it would contain three Student Senate appointments, one CAA appointment, one Faculty Senate appointment, one Council of Chairs appointment, one Civil Service appointment, One Council of Deans appointment, three Student Affairs appointments, one Vice Presidential appointment, and one Affirmative Action appointment. A motion (Craft/Leal) to appoint Senator Deming to this committee was approved by acclamation.
- L. Senator Marlow reported that in response to a letter from Dr. Baumgardner, he had spoken with Dr. Layzell and Dr. Jorns about Dr. Carpenter's sabbatical. The answers he received were that it is not unusual for a sabbatical topic to be changed; Senator Carpenter is not being paid by the BOG; and that it is not a job,

but an internship. He further noted that the VPAA involvement is the same as any other sabbatical. Senator Jorstad stated that he was going through some COF meeting files and he noticed that other people have done similar types of things with the BOG. Senator Foster asked how many fellows could the BOG accommodate during one semester. He further stated that part of the issue is accessibility -- how many people know that they could get such an appointment. Senator Addison replied that the sabbatical is similar to a faculty member making arrangements to do research. Senator Eckert voiced the concern that Dr. Carpenter is replacing a person who is a VPAA at Governors State University. How does one go from Assoc. Prof. of English to BOG Senior Fellow with no administrative experience in the interim? Senator Eckert asserted that the broader issue is that he was aghast that Dr. Layzell visited with us and didn't even think enough of us to say anything about it to the Senate. He then expressed concern that if it were someone else in the position, the Senate would be looking into it. He then asked if there was proper notification for this position, and wondered how many people knew about this position. He added that he believes that Dr. Carpenter is a victim of his own circumstances, much to his credit, for he has heightened every individual's concern about proper procedures relating to the way positions are filled. Senator Leal asked why people didn't ask him about it when he was here. Senator Eckert stated that he was really surprised when Dr. Layzell got up and left, and that he thought that Dr. Layzell would raise this issue with the Senate. Senator Marlow stated that Dr. Layzell regards this as being a routine matter. He then reminded the Senate that it is not a job, but an internship. (Senators differed in the way they characterized Dr. Carpenter's position: a "position," an "internship" and a "non-position" were the most frequently used terms.) Senator Deming noted concern about the Senate examining what faculty members do when they are on sabbatical. Senator Goodrich asked if this was Dr. Carpenter's request in the first place. Senator Marlow answered that it was not the original request, but he had changed it. He further added that, according to the VPAA's office, a change in sabbatical is not unusual. Senator Jorstad noted that it must be approved by the VPAA's office. Senator Lasky asked how many of these internships are there? Senator Miller then asked if there is a title for this internship? Senator Marlow answered that it is "Senior Fellow." Senator Lasky again asked how many there were. Senator Miller asked if there was a senior fellow appointed every year. Senator Marlow didn't know. Senator Foster noted that part of the reason for the questions in regard to this issue is due to the integrity and credibility of this body since the Senate made affirmative action a "real issue" over the preceding three years. He further noted that appointment to the "non-job" has resurrected things, since people started to take that to heart. He asked if people were wrong to believe in affirmative action then and not now. Senator Marlow replied that since it is not a job, there are no affirmative action violations. Senator Miller related that the intent of the concern is not if the job is real or apparent, but are there things going on which allow preferential treatment and is this publicized and open to all? Senator Aylesworth asked where the affirmative action question takes place, with EIU or BGU. Senator Foster answered "BGU." Senator Addison stated that the issue of affirmative action and

accessibility is irrelevant and noted that Dr. Carpenter had accessibility to Dr. Layzell as chair of the Presidential search committee. He further noted that he did not see that as a valid argument. Senator Eckert noted that he received phone calls and e-mail on this issue and felt he was supposed to bring it forward since the Senate is charged with "any and all matters related to the University not covered by the bargaining contract." Senator Marlow stated that there may have been some misinformation in the newspaper article in regard to this issue. Senator Miller asked if Dr. Carpenter had changed his sabbatical or had postponed it. Senator Marlow stated that he had changed his sabbatical. Dr. Baumgardner stated that was incorrect, and that he had tried to give it back, it did not start as a sabbatical. She then posed the following questions: 1) what is the position; 2) when was it filled the first time; 3) what is the purpose; 4) to whom is it open; and 5) what are the qualifications? A motion (Lasky/Goodrich) was made to request from the BGU the answers to Dr. Baumgardner's questions. Senator Addison reiterated the fact that Dr. Carpenter applied for a sabbatical, changed the sabbatical, it was approved by the VPAA office, and he doesn't think it is the Senate's business to question what a faculty member does on sabbatical. Senator Miller agreed that the Senate should not investigate sabbaticals, but the question has to do with whether or not the "non-position" given -- did it have to do with the sabbatical? He believes that it would be appropriate to question that. Senator Wandling related that he believes that if some other faculty member had been awarded this kind of fellowship, the Senate would be asking questions, as witnessed by the Associate VPAA search. He then noted that some people are making this a "personal issue." He indicated that the Senate should not look at the integrity of a sabbatical. Senator Miller replied that he didn't hear anyone questioning the integrity of a sabbatical, but rather: what is the non-position? To whom is it open? Senator Wandling noted that Dr. Carpenter was like a "magnet" in that he attracted "hot" (people who like and respect him) and "cold" (those who feel the complete opposite) feelings from people, and felt that some of this was a personal attack. Senator Wandling related that he felt that it was time to move on and hoped that the Senate was not lapsing into the past. He further noted that Dr. Carpenter is a controversial person on campus, and asked if we were trying to pay him back for something he did. Senator Foster replied that he did not take issue with Dr. Carpenter using sabbatical this way. He noted that the concern expressed to him was one of "preferential treatment." Senator Miller stated that he was having trouble trying to see where the perceived criticism of the sabbatical is. Dr. Baumgardner asserted that her request is not in reference to the sabbatical, but wanted to find out, in general, how this position came about and how the choice of candidate was made. She added that she is not, and has not, criticized anybody's sabbatical leave. She further stated that had this been written as a sabbatical, she would not have questioned it. She then noted that it was not. Senator Jorstad stated that it was similar to the PPE program. Senator Deming related that she believed that the questions should be posed to the BGU and not in the newspaper. Dr. Baumgardner replied that she sent a letter to the Senate before it appeared in the paper, the DEN, and copied the BGU. Senator Wandling expressed the hope that Dr. Carpenter had learned something from the discussion

that had taken place: that if an individual scrutinizes everyone and everything, then that individual should not be surprised when s/he becomes the subject of scrutiny. A motion (Leal/Monippallil) to table the motion failed (3-8-1).

II. COMMITTEE REPORTS

A. COUNCIL OF FACULTIES

Senator Jorstad stated that due to illness, Dr. Pringle was not able to attend the meeting. He reported that the subcommittee was still working on telecourses. He added that the Math subcommittee was due for a report this spring and that the recommendations for that committee should be relatively easy to put into place. He noted that most of the suggestions from that subcommittee will be consistent with the National Council of Teachers of Mathematics. He further added that the COF will request that Dr. Layzell meet with them to discuss the proposal to eliminate the BGU. He noted that there was some discussion from other campuses about the BOG Degree program, that some campuses wanted to have the equivalent of our CAA evaluate that program.

B. FACULTY SENATE/STUDENT SENATE SUBCOMMITTEE

Senator Wandling reported that this subcommittee was going to meet that evening. He expressed concern that two of the student members had been quoted in the newspaper as "not budging" on the issue. Senator Aylesworth echoed that concern. Senator Miller suggested that the subcommittee should exercise caution when commenting on this issue. Senator Miller said that he "hoped that we can be encouraged" from the generally productive and frank meetings to that point, irrespective of the current DEN stories. Senator Aylesworth commented that both Mr. Klingenberg and the Administration had been "very forthcoming." Senator Deming requested that the subcommittee provide a report at the Senate's next meeting.

C. COMMITTEE ON ACADEMIC COMPUTING

Senator Miller reported that the body had sent forth recommendations to the President's Council previously reported to the Senate (i.e., retired faculty be allowed to have computer accounts, a fee for computer labs and TTR being able to accommodate prerequisites).

D. UNIVERSITY MISSION STATEMENT COMMITTEE

Senator Miller reported that this committee had completed its draft and forwarded it to the CUPB. The question now was how to establish a mechanism to solicit input.

E. CUPB

Chair Marlow informed the Senate about the recently concluded CUPB retreat. Its charge was to suggest ways of generating approximately \$2.1 to \$2.2 billion worth of savings and provide for negotiated salary increases. Pres. Jorns used a "nominal group technique" which allows for "lots of input, from as many as possible." The CUPB agreed that neither programs nor departments would be

eliminated (though reorganization was possible). Since the state only provides 33-34% of EIU's funds, the only other alternative source of dollars is students. The CUPB discussed ways of increasing fees (for example, the Health Service costs \$600,000/year to operate, yet students only pay a \$4.50 fee) and reducing costs (Central Stores). Senator Miller, also a CUPB member, supported what Chair Marlow said, but wished to make two points. First, the CUPB retreat was a "positive exercise" (the President clearly was very good at, and felt comfortable, leading the small group exercise). Second, a lot had been made as to the recommendations being "draconian and specific." This was not the case in Senator Miller's view. Rather, the consensus was that these were "fertile areas" for study and follow-up studies concerning reallocation should be done by the appropriate vice-presidential area. Senator Jorstad asked what the Faculty Senate's role would be when specific recommendations are made. Senator Deming reminded the Senate that all major planning proposals ultimately have to come through the Faculty Senate. Senator Jorstad said that he felt better knowing that the various campus committees "will have a look at" the specific recommendations. Chair Marlow noted that to meet the proposed time frame guidelines, the committees would have to "move rapidly."

The Senate adjourned at 4:14 p.m. for lack of a quorum. The next meeting will be February 16, 1993, 2:00 p.m., BOG Room of Booth Library.

TENTATIVE AGENDA ITEMS: Governance Structure, Faculty Concerns, Textbook Rental System, Proposed Chain of Command.

Respectfully submitted,
Craig M. Eckert
Billie Rawlings