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Faculty Senate, "August 27, 1991" (1991). *Minutes*. 1456.
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FACULTY SENATE MINUTES

August 27, 1991

Volume XXI, Number 2

The meeting was called to order by Chair David Carpenter at 2:05 p.m. in the Dean's Conference Room, Booth Library.

Present: Bill Addison, David Carpenter, John Craft, Marietta Deming, Jean Dennee, Craig Eckert, Laurent Gosselin, Robert Jorstad, Linda Leal, Ed Marlow, John Miller, Hal Nordin, Bill Phillips, Gary Wallace, Anne Zahlan

Visitors: Judith Anderson, William Butler, Stephen Falk, Jeff Raymond (*Decatur Herald and Review*), Russell Stare (*Charleston Times-Courier*), Stuart Tart (*Daily Eastern News*)

The minutes of the 20 August 1991 meeting were approved (Wallace/Deming; 13-0-1), as amended to show membership of the Councils on Faculty Research and University Planning and Budget as follows:

Council on Faculty Research

Wendy Hamand-Venet (Hist.) 1994
Audrey Edwards (Sec. Ed. & Found.) 1994
Aline Arnold (Mgt.) 1993
Minh Quang Dao (Econ.) 1993
Kip McGilliard (Zoo.) 1992
Linda Leal (Psy.) 1992

Council on University Planning and Budget

Appl. Sci.: Jane Ozier (H. Ec.) 1994
Business: Ed Marlow (Mgt. Mkt.) 1994 *Wayne Chandler (Bus) alt
LAS: Noel Brodsky (Econ.) 1993 *Mike Havey (Psy.) alt
F.A., HPER: John Miller (F.A.) 1992 Donald Mulcahy (S. Ed.) alt
Education: Grace Nunn (El. & Jr. Hi Ed.) 1992

I. Communications and Actions

A. Memo of 20 August from Jeanne Simpson re: Ad Hoc Summer School Committee *In response to Dr. Simpson's request, the Senate adopted a motion (Marlow/Nordin; 13-0-2) appointing Bob Jorstad and Bill Phillips to serve on the Ad Hoc Summer School Committee.*

B. Memo of 21 August from Dr. Rives re: Senate's proposal to designate a member of the President's Council *In view of Dr. Rives' rejection of the proposal as "inappropriate," the Senate continued to consider means of facilitating faculty and staff awareness of the deliberations of the President's Council. The Chair requested that Laurent Gosselin, Anne Zahlan, and Ed Marlow consider relevant provisions of state laws on "open meetings," and report to the Senate.*

C. Memo of 22 August from Robert Bates re: Parking Citation Appeals Board *The Senate shared Dr. Bates' surprise that changes in parking citation appeal procedures had been announced in the press without consultation with members of the Board. The Senate Committee on Appointments and Nominations will look into the need to designate an additional faculty member to serve on the Appeals Board.*

Communications & Actions (continued)

D. Memo of 22 August from Judy James re: UPC alternate members *In light of Dr. James' notification that a special election would be required to replace any member of the UPC who was unable to complete his/her term and for whose position no elected alternate was available, the Senate agreed with the recommendation that "at least two tenured faculty members run for election for each position."*

E. Memo of 27 August from Wayne Chandler re: Apportionment Board Appointment *The matter was referred to the Senate Committee on Appointments and Nominations.*

F. Follow-up memo from B.F. McClarren on the functioning of the UPC *The consensus was that Dr. McClarren's concerns are addressed in provisions of the UPI-negotiated contract.*

G. Copy of EIU student-recruitment pamphlet for 1990-91 *Concern was expressed that of the university's schools and colleges only Continuing Education and the Lumpkin College of Business were included on the list of "Important Phone Numbers."*

H. Memo of 26 August from Lewis H. Coon re: Update on Petition to Decertify the UPI [and] Report on Fair Share Hearings involving BOG office and UPI

II. Old Business

A. SENATE MEMBERSHIP: Chair Carpenter reported on steps taken to nominate a replacement to complete the term of Senator Luis Clay-Mendez. In the absence of remaining alternates from the 1989 election, vote totals for the elections of 1990 and 1991 were reviewed. On the basis of this review, Mary Ellen Varble was asked to accept nomination, but declined because of a schedule conflict. As alternate with the next highest vote total, Bill Phillips was nominated to fill the vacant seat. A motion (Nordin/Addison) to appoint Bill Phillips to replace Luis Clay-Mendez for the unexpired portion of his Senate term passed unanimously. Accordingly, Bill Phillips was seated.

B. SENATE DISCUSSION OF 1989 SEARCH PROCESS FOR EIU'S ASSISTANT VICE-PRESIDENT FOR DEVELOPMENT AND RELATED MATTERS: *ON THE ROLE OF THE SENATE:* Before discussion of the appointment of the Assistant Vice-President for Development, Senators refuted reported criticisms of the Faculty Senate's role in investigating alleged personnel abuses at Eastern and countered reported attempts to dismiss those abuses and related campus problems as "minor." Of particular concern were perceived efforts to isolate Chair Carpenter from his colleagues, and the charge of "academic McCarthyism" reportedly brought against the Senate by President Rives. There were calls for an apology for the "academic McCarthyism" comment, as well as calls for forthright admission of past mistakes on the part of the administration. On the functioning of the Senate itself, members emphasized that all allegations discussed and referred to appropriate bodies for investigation had been brought to the Senate's attention by university faculty, staff, or administrators. Senators did only "what we were elected to do" (Jorstad, Wallace), as was borne out by the reelection of all three incumbents who ran for the Senate last spring.

II. B.: SENATE DISCUSSION (continued)

ON COMMUNICATION: Considering on-going difficulties in communication between the university administration and faculty and staff, Senators commented on President Rives' announcement that BOG Fellow Emily Bryson is to serve as an "ombudsperson" for faculty and staff concerns. Questions were raised as to appropriateness of the term "ombudsperson," given Ms. Bryson's administrative position and her reported statement to Senate Chair Carpenter and Vice-Chair Wallace that her discussions with faculty and staff would not be governed by confidentiality.

ON RESPONSIBILITY FOR MONITORING AFFIRMATIVE ACTION POLICIES:

Responding to apparent confusion as to who is ultimately responsible for ensuring compliance with the university's announced policies on affirmative action, the Senate referred to Eastern's *Internal Governing Policies and Procedures*. This document provides:

Each policy statement identifies a monitor who is responsible for maintaining, updating and interpreting of that particular policy. Questions of interpretation of and exceptions to a policy should be directed to the appropriate monitor.

Subsequent Senate discussion led to the conclusion that since the President of the University is identified as the "Monitor" in the case of Affirmative Action Employment policies, any confusion about ultimate responsibility is unwarranted.

ON DETAILS OF RECRUITMENT AND HIRING: In the course of the Senate discussion specific questions were raised about the following:

1) perceived discrepancies in advertisement wording about salary, announced salary, and actual salary; 2) perceived inconsistency in the compensation of the woman previously fulfilling functions of the post and the compensation of the Assistant Vice-President; 3) discrepancies between announced recruitment plans and actual practice; 4) the necessity for hiring a permanent staff member as opposed to a consultant or temporary employee to meet the computer emergency; 5) whether or not announcement of position was circulated on campus and published in regional newspapers; 6) why steps were not taken to correct computer problems when they were first identified; 7) why the position necessitated by the computer crisis was not filled by a computer expert; 8) whether the Search Committee appointed to conduct the search was representative and whether it discharged responsibilities adequately; 9) whether the person identified as a "reserve candidate" should have been so identified; 10) why the Affirmative Action officer, the Search Committee, and the President approved an obviously flawed search process.

Other issues raised and concerns expressed by members of the Faculty Senate in the course of discussion of the circumstances of the appointment of the Assistant Vice-President for Development as outlined in the Rea Report include:

THE "DOUBLE STANDARD": Senators repeatedly expressed concern about a perceived "double standard" (Gosselin, Marlow, Nordin, et al.) applied to faculty as opposed to administration personnel needs and procedures. Assuming the computer crisis in the Office of Development to have been as dire as administration accounts indicate, Senators were nonetheless disturbed by the implication that "empty classrooms are not emergencies; only administrative problems are emergencies" (Marlow).

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ON FACULTY MORALE: The impression that double standards operate in campus affairs serves to "exacerbate" declining faculty morale: the existence of "two sets of rules" makes for "a game in which we are always the losers" (Nordin).

ON WHERE TO GO FROM HERE: The Senate agreed that conscientious implementation of the university's stated affirmative action and other personnel policies is essential. Having emphasized that Mr. Rathjen's qualifications for his post are not being questioned, Senate members specified that their concern was with procedure, with that "chilling effect on the candidate pool" identified in the Rea Report (Zahlan), that is the inevitable result of a hasty and inadequate search. What the Senate finds disturbing is not that Mr. Rathjen was hired, but that "no one else was given a chance" (Deming). Thus the President's request for suggestions to increase the University's recruitment of "minority and female candidates for administrative positions" was perceived by Senators to be beside the point. The Senate is concerned at what appears to be a "pattern" (Addison) of disregard for stated policy on the part of administrators. The problem, the Senate seemed to agree, was not with policies but with implementation and oversight.

MORE ON COMMUNICATION: Senators expressed continued uneasiness as to "vague" (Gosselin) explanations that suggest persisting administration reluctance to admit mistakes. In this connection, Senators raised questions as to the terms of settlement of last year's Sexual Harassment case involving the Lumpkin School of Business. The Senate directed Chair Carpenter to write Chancellor Layzell requesting release of the Dunn Report.

The meeting adjourned at 4:03 p.m.

The Senate will meet at 2:00 on Tuesday, 3 September in the BOG Room in Booth Library.

TENTATIVE AGENDA ITEMS: Meeting with Judith Anderson to discuss affirmative action at Eastern; Discussion of the Rea Report; Reply to President Rives' request for suggestions on improving affirmative action in administration hiring; Discussion of the Study of Graduate Education and Research

Respectfully Submitted,

Anne Zahlan