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### December 3, 1991

Faculty Senate

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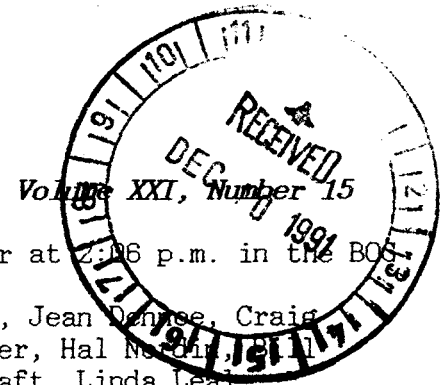
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## FACULTY SENATE MINUTES

December 3, 1991



The meeting was called to order by Chair David Carpenter at 2:06 p.m. in the BOG Room, Booth Library.

Present: Bill Addison, David Carpenter, Marietta Deming, Jean Demise, Craig Eckert, Laurent Gosselin, Robert Jorstad, Ed Marlow, John Miller, Hal North, Phillips, Gary Wallace, Anne Zahlan

Absent: John Craft, Linda Leal

Visitors: John Allison, Judith Anderson, Alan Aulabaugh, E.A. Bowlby, Heribert Breidenbach, Terry Coffey, Gary Foster, Judy Halchin, David Henard, Floyd Hoedebecke, Frank McCormick, Bob Megginson, Floyd Merritt, John North, Beverly Pederson, David Radavich, Jamie Riley (*Daily Eastern News*), Darrell Schmitt, Terry Tomer, Mike Waddell, Mike Weaver, William Weber, Bob Whittenbarger

The minutes of the 19 November 1991 meeting were approved (Deming/Gosselin) unanimously.

### I. Discussion with Representative Mike Weaver

Introducing Representative Weaver, Chair Carpenter expressed faculty and staff appreciation for Weaver's role in securing passage of the bill providing tuition waivers for children of university employees. Carpenter indicated that Weaver's meeting with the Senate was one of a number of steps to promote increased awareness of and participation in the political processes affecting education; other efforts include meetings with SURS Executive Director Dennis Spice, participation in the organization of Illinois public universities' "Super Senate," and future discussions with State Senator Woodyard and Representative Jim Keane.

Commenting on state funding of education, Representative Weaver indicated that the State Budget is "still in trouble." Factors contributing to the situation included past approval of programs without providing funds, funds "pigeonholed by bureaucrats," "rising unemployment due to the recession" and consequent short fall in sales tax revenue. The failure of sales tax to generate the expected revenue together with rising medical costs has resulted in the state's falling behind in compensation to medical providers. Faced with a serious cash flow problem for early next year, the Legislature has "stopped all new programs in their tracks." Given the fiscal situation, Representative Weaver indicated that, "as bad as it seems," education has fared better than other state agencies and EIU has in the past two years received an increase that in "percentage of gain" was one of the two highest among universities in the state.

Turning his attention to administrative waste and the Illinois "System of Systems," Representative Weaver indicated that "no one is happy" with the current administrative functioning of public higher education in the state. He noted that Assembly Democrats were now organizing a "task force" to "study the System of Systems." Although in 1961 there may have been a "logical reason" for the multi-board structure, Weaver doesn't "see it now." An informal poll designed to determine the actual work of the Board of Governors -- "What do they do?" -- suggested that their only concrete activity was to run a "central computer system for the Chicago schools . . . which hasn't functioned" properly for the eight years it has been in place.

Characterizing the Illinois Board of Higher Education as a "servant of many masters," Weaver pointed out that IBHE oversees one hundred and twenty-seven private institutions and 47 Community College districts as well as the state's public universities. Given this "collage" of responsibilities, the Board tends to answer to the "guy who gives them their jobs," the Governor. Consequently, Higher Education (with the exception of the University of Illinois) "has no strong advocate in Springfield."

Unlike the University of Illinois, Weaver noted, the BOG and the BOR suffer from "identity" problems that prevent them from functioning as effective advocates for their institutions. Board of Governors "lobbying efforts leave a great deal to be desired," Weaver emphasized. Indicating that lobbying efforts by faculty unions was also often ineffective, Weaver singled out recent letters from Kenneth Anderson, legislative

affairs officer of the American Association of University Professors. Anderson's letters struck Weaver's Assembly colleagues as "abusive and insulting," and produced resentful reactions such as "they don't know when they're well off."

Representative Weaver recommended the following steps towards improving public higher education in the state:

1. STREAMLINE THE ADVOCACY MECHANISMS FOR HIGHER EDUCATION;
2. CONSIDER THE UNIFICATION OF HIGHER EDUCATION (and perhaps all education in the state): (unification would avoid discrepancies in admission standards and curriculum as well as funding);
3. "TAKE A LOOK AT THE SYSTEM OF SYSTEMS" in order to implement needed reform;
4. STUDY THE CURRENT FUNDING DISTRIBUTION as between elementary and secondary education and higher education, and as between the University of Illinois and other public universities and colleges, in order to correct illogical or inequitable allocation (the University of Illinois currently receives 60% of the capital development funds allocated to all universities);
5. CORRECT THE COMPENSATION DISCREPANCIES between university faculty and staff and other state employees doing comparable work (university staff are currently paid 53 to 55% of the salaries paid other state employees);
6. EXAMINE THE ALLOCATION OF RESOURCES on individual campuses, in order to correct imbalances between administrative and instructional expenditure.

Questions and comments addressed to Representative Weaver were concentrated in three major areas: the underfunding (and possible "raiding") of the State Universities Retirement System, the possible impending breakdown of state support for public higher education, and, problems with the functioning of the current "System of Systems."

1. STATE UNIVERSITIES RETIREMENT SYSTEM: In answer to a question from Senator Jorstad, Representative Weaver agreed that state violation of laws providing for correction of past underfunding of SURS is "illegal" and can't be justified. Responding to a reiteration of faculty concern about SURS underfunding and to a related question as to how the state can continue to avoid raising income tax (John North), Weaver noted that a poll soliciting voter attitudes to lowering property taxes and instituting a graduated state income tax had revealed that "everyone making \$55,000 and less preferred a graduated tax."

2. DECLINING STATE SUPPORT FOR PUBLIC HIGHER EDUCATION: In response to questions from Senator Marlow, Representative Weaver noted that many members of the Higher Education Committee and of the Higher Education Appropriations Committee are not college graduates, and that most have never visited the campuses of the state's public universities. The view prevails in Springfield that "Higher Education is a luxury," and that if cuts are necessary, luxuries should be cut. Since, as reported in the *Wall Street Journal*, the difference in income between college graduates and others continues to increase (Marlow), the economic importance of universities should be obvious; Weaver nevertheless emphasized that educators must convince legislators of higher education's "importance to productivity" and thus to "tax revenue."

Commenting on the discrepancy between declining funding for public universities and the high level of state funding for private institutions (Gosselin), Weaver indicated that the state considered money allocated to private universities "not a bad bargain," and suggested that private schools were funded because Illinois's public universities were considered inadequate to serve the actual numbers of students. Weaver admitted, however, that there is probably "underfunding of other sectors," and that current state policy (calculating MAP awards as a percentage of tuition) actually encourages private institutions to raise tuition.

Consternation at the apparent hostility of legislators and other state officials to higher education and educators was expressed. Attempting to explain legislative (and public) unwillingness to fund adequate compensation for university faculties, Weaver indicated that the average "non-education worker" sees educators as being paid higher wages for shorter hours. It was pointed out, however, that some resentment may

be due to the inflated "average salary" figures for higher education faculty that are published. The often-quoted "\$51,000," for example, refers to salaries of full professors in the BOR system whereas even full professors at BOG institutions average \$43,000 (\$8,000 less than BOR counterparts); the BOG all-ranks average is \$36,000, barely more than the downstate average for elementary and secondary teachers, whereas many faculty members in many EIU departments make considerably less than \$36,000 (Robert Megginson). In response to Weaver's assertion that for citizens and legislators, the perceived "three-month vacation" is particularly galling, faculty members objected that many regularly teach summer school for "survival" (Floyd Merritt), and that many who would like to supplement inadequate incomes with summer teaching are forcibly "unemployed for three months" (Gary Foster). Explanations for the "anti-education atmosphere" prevalent in Illinois included the funding of education from property taxes (Merritt) and the policy of the Thompson administration to put higher education "at the bottom of the [priorities] heap" (Wallace).

Responding to Senator Deming's indignation at legislative disrespect for faculty work, Representative Weaver emphasized that educators "ought to learn what goes on in Springfield in self-defense." In light of IBHE Chair Quern's contention that higher education is not adequately productive, Senator Marlow wondered whether the fact that the U of I receives a "lion's share" of funds indicates a perception in Springfield that the University of Illinois is "different." Confirming that such is the case, Representative Weaver suggested that the U of I's privileged position may be, in part, because "they work at it," employing two full-time lobbyists in Springfield and one in Washington" and providing legislators with "perks" (such as tickets to sports events). Responding to a question as to whether university departments, for example, could themselves testify at legislative hearings on the importance of proposed programs or projects (Heribert Breidenbach), Weaver emphasized the right of citizens to speak before legislative committees. (Representative Weaver will provide the Senate (for dissemination to the faculty) with a schedule of committee hearings relevant to higher education issues.) Referring to the "perception" that faculty are "frivolous" and their "loads too light" reported in the IBHE-commissioned *Action Agenda for Illinois Higher Education*, Senator Eckert asked what "this group" is doing "on our behalf": "shouldn't they be working to change these false perceptions?"

3. THE SYSTEM OF SYSTEMS: On the cost of the current administrative structure, questions were raised as to alleged BOG diversion of money from the budgets of the five universities to pay the \$144,000 per year rent of their Hilton Hotel office suite in Springfield (Nordin); other BOG extravagances including alleged "phantom positions," the "marketing study," and the logo change were mentioned. Weaver indicated that BOG expenditures would be examined. In response to questions from Senator Wallace, Representative Weaver estimated the cost of the BOG and the BOR at \$6 to \$8 million most of which could be "absorbed" by the IBHE. Although a report by the State Auditor of an audit based on information provided by administrators proved "inconclusive," it did suggest, in Weaver's words, that "what's there is not working very well."

In a discussion with Senator Gosselin as to possible "political" justifications for the Board of Governors, Weaver emphasized that "unified lobbying for higher education" may have been the "original idea," but that "the Boards have not been doing this job." As to whether "a grouping of 2,200 faculty members and 50,000 students" doesn't have a "stronger voice than would 476 faculty members and 10,000 students" (Gosselin), Weaver conceded that this could be the case but emphasized that, in fact, the Boards were not lobbying. As to whether a coalition of five universities in distinct areas of the state doesn't give us "more power" (Gosselin), Weaver commented: "It could but it doesn't."

In answer to a question about the status of the bill to abolish the Board of Governors (Phillips), Representative Weaver indicated that the bill will be reintroduced in the next legislative session. His short-term purpose had been to bring about public hearings on the issue; he expressed satisfaction that the Democrats were

establishing a task force to look into higher education administration. It was pointed out that dismantling the current system did not preclude reforming the make-up of the IBHE--providing, for example, for elected members (Carpenter). Weaver agreed and went on to suggest the formation of a single board for all education in the state (a suggestion enthusiastically supported by Professor North). As to the possibility of effecting reform, Weaver indicated that members of the governor's staff unofficially indicate that they are not unhappy with the idea of reorganizing. In any case, he emphasized, "What we have now . . . 'just ain't working'!"

Responding to Senator Miller's question as to whether the current "adversarial" relationship between Eastern and the BOG is a state-wide problem and attributable to the System of Systems structure, Representative Weaver indicated that the BOG is still searching for an identity; in the absence of any positive role, it has become "more regulatory than anything," and has demonstrated a "willingness to take punitive action." Chair Carpenter announced possible Senate sponsorship of a debate and discussion of Eastern's relation to the BOG and the System of Systems.

## **II. Communications and Actions**

A. Minutes of the 1 November 1991 Meeting of the IBHE Faculty Advisory Committee (from Bob Saltmarsh)

B. Minutes of the 3-4 November 1991 Meeting of the BOG Council of Faculties

C. Memo of 11 November 1991 from Don Paige, President of Faculty Senate at SIU-Carbondale, and copy of the "Twenty-First Century Task Force Report of Southern Illinois University at Carbondale"

D. Minutes of 13 November 1991 Meeting of the President's Council

E. Minutes of 18 November 1991 Meeting of the President's Council (and agenda of upcoming meetings attached)

F. Letter of 21 November 1991 from Bob Megginson re: analysis of reported figures resulting from "the contract settlement"

G. Memo of 21 November 1991 from Gail Mason re: reported areas where budget cuts may occur to finance salary increases of faculty

H. Memo of 25 November 1991 from Jerry Ellis re: "the discrepancies in funding among the BOG schools. . . ."

I. Memo of 25 November 1991 from Lewis Coon re: system name-- BOG/BGU

J. Further analysis by Bob Megginson of the contract settlement *Prof. Megginson agreed to return to the Senate to present his analysis of the provisions of the proposed contract as soon as the official version has been released.*

K. "The President's Report. . . ." to be delivered at the 5 December 1991 Meeting of the BOG

## **III. Report of the Nominations and Appointments Committee**

Chair of the Senate Committee on Nominations and Appointments, Ed Marlow, presented the following names as nominees to the Board of Governors Policy Monitoring Committee: David Carpenter, John Faust, Lynda Kayser. A motion to ratify the nominations (Marlow/Dennee) passed (9-0-1).

Chair Carpenter having agreed to write a letter of thanks to Representative Weaver on behalf of the Senate and Senator Addison having requested that the EIU "Consumer Report" be considered by the Senate, the meeting adjourned at 4:00 p.m.

The Senate will meet at 2:00 on Tuesday, 10 December in the BOG Room of Booth Library.

TENTATIVE AGENDA ITEMS: Recommendations for Improving Affirmative Action at Eastern; EIU "Consumer Report"; Faculty Issues and Concerns (Creation of Sub-committees); Analysis of Negotiated Salary Equity Plan

Respectfully Submitted,

Anne Zahlan