

FACULTY SENATE MINUTES FOR NOVEMBER 6, 2001 (Vol. XXXI, No. 11)

The Faculty Senate agenda is posted weekly on the Web, at 1162 Life Science Building, and at 2504 Buzzard Hall.

I. Call to order by Bud Fischer at 2:07 p.m. (Oakland Room. University Student Union)

Present: R. Benedict, J. Best, D. Brandt, G. Canivez, D. Carwell, L. Clay-Mendez, J. Dilworth, R. Fischer, F. Fraker, B. Lawrence, J. Pommier, S. Scher, J. Tidwell, B. Young, A. Zahlan. Guests: P. Guinane, R. Deedrick, D. Fernandez, W. Davidson, B. Lord, R. Throneburg, R. Jacques, H. O'Hara, J. Rollins.

II. Approval of the minutes of October 23, 2001.

Motion (Clay-Mendez/Benedict) to approve the minutes of October 23, 2001.

Corrections: Zahlan: IV. A. 6. b. line 16 Sentence should read "Interviewing the search firm is important."

Brandt: Discussion of electronic grade submission: line 16: The deadline for submission of paper grade rosters is Saturday, December 15 at 4:30 p.m. **Yes:** Benedict, Best, Brandt, Carwell, Clay-Mendez, Dilworth, Fischer, Fraker, Lawrence, Pommier, Scher, Tidwell, Young, Zahlan. Abstain: Canivez. **Passed.**

III. Communications

- A. Email from Reed Benedict regarding speaking component of Senior Seminar.
Benedict: Based on the 1999-2000 Assessment Report, speaking competency will be assessed in SPC 1310, SPC 1390, and all Senior Seminars. Presently, each instructor in Senior Seminar courses can evaluate their speaking activities however they choose. However, it is the goal of CASL to ultimately utilize a consistent assessment tool for Senior Seminar speaking activities.
Tidwell: Not all instructors of Senior Seminars know about this requirement.
- B. Minutes of the Library Advisory Board.
- C. Email from Robert Manion containing the job description draft and advertisement for the President Search.
- D. Email from Interim President Hencken inviting Faculty Senate members to his home on November 27 from 5-7 p.m. for a Christmas Party.
- E. Email from Eric Davidson with information about the online availability of the EIU Faculty Handbook on Alcohol and Other Drugs at <http://www.eiu.edu/~alcohol/fgcover.html>.

IV. New Business

A. Student Senate Tuition and Fees Review Committee: H. O'Hara (Student Body President): A faculty member is needed to serve on the Student Senate Tuition and Fees Review Committee. A member is needed this week. Canivez: Does it need to be a Faculty Senate member or a faculty member? H. O'Hara: A faculty member.

Motion (Tidwell/Clay-Mendez): Nominate Doug Brandt to serve on Student Senate Tuition and Fees Review Committee for one year appointment. **Yes:** Benedict, Best, Brandt, Canivez, Carwell, Clay-Mendez, Dilworth, Fischer, Fraker, Lawrence, Pommier, Scher, Tidwell, Young, Zahlan. **Passed.**

B. Recommendations for Commencement: R. Throneburg (Commencement Committee): The Commencement Committee answered five questions:

1. Should summer commencement be reinstated? Yes, but eliminate exceptionality.
2. Should additional ceremonies be held? Yes. Four ceremonies, one for each college should be held during Fall and Spring semesters. One would be held on Friday evening and then at 9:00, 1:00, and 5:00 on Saturday.
3. Should there be a separate ceremony for graduate students? No.
4. Could graduates students attend one ceremony as a group? No. It would make one ceremony larger than others. Committee thought it would be better for graduate students to attend their college's ceremony.
5. What should be the format of ceremonies? Recognize the graduate program. Do not recognize certificates. Graduation is for degree recipients only.

Tidwell: What about the format as far as the list of speakers? R. Throneburg: That is one thing yet to be resolved. There have been several proposals. Tidwell: I believe the Faculty Senate Chair should speak. Clay-Mendez: The problem has been the length of the speeches. Tidwell: I don't think that has been the problem except for the one infamous case. Fischer: I think there needs to be the possibility of exceptionality. Students that go off to do an internship don't want to come back for a ceremony. Scher: What is exceptionality? Fischer: If you have less than six hours unfinished, you can go through the graduation ceremony. Scher: There is a difference between the

situation of an internship and not having six credits. Dilworth: I want to close the gate on someone who didn't do the work and says they are going to take the course in the summer. Best: I think we can let them walk. It's no big deal. We are not awarding them a degree by allowing them to participate. Fischer: It wasn't a big deal until we started enforcing the rule two years ago. R. Throneburg: I feel the same way, but having a summer ceremony removes the need for exceptionality. Pommier: We want it to be a good experience and this is the last time they are on campus for a good experience. Young: I'm going to speak up on behalf of flexibility. We are a small campus and we can deal with individual cases. R. Throneburg: Is a summer ceremony necessary then? Zahlan: If the summer ceremony is not second rate, more students may not want exceptionality. Canivez: It is clear that either the summer ceremony is held or seating per graduate must be reduced during the academic year. Tidwell: Have they looked at moving the ceremony back to the library quad? Dilworth: You have to set up Lantz anyway in case of rain. It is expensive. Benedict: Is it the committee's opinion to do away with exceptionality? Fischer: I think it was a top down decision to change exceptionality from twelve hours to six hours. Pommier: Have we looked at numbers? There are quite a number of internships and student teachers. Fischer: I would rather see it done in one day. Tidwell: The four in the fall would be small ceremonies. R. Throneburg: There are only four in the Fall to be the same as the Spring. Three are needed in the Fall, but it makes it difficult to divide the graduates up between the ceremonies. Scher: There are three ceremonies in the Spring now. Why would it be more difficult to divide in the Fall? R. Throneburg: It would be inconsistent from semester to semester in which ceremony the graduate students attended. Benedict: Have you checked what our sister institutions do? R. Throneburg: Some have one big ceremony, others break it into several small ceremonies. Tidwell: How is the commencement committee selected?

V. Old Business

A. Committees

1. Executive Committee: Fischer: The Executive meeting will meet next Thursday at 8:00 a.m. with the President. We met with Senators Raushenberger, Myers, and Radogno. We discussed budgets. He said it is very important in the eyes of the legislature to develop alternative teacher certification. Scher: We were the last to benefit in the boom years and are the first to feel the pinch in tight years. B. Lord: In the eyes of budgeting authorities, tuition is a second source of income. It is important to be involved with new senators. We need to talk to the new legislators. Tidwell: It is possible with redistricting that Judy Myers may be running against Dale Righter, who might run for the Senate, in the next election. Fischer: Senator Raushenberger said you are right about IMAP. I sent him the data and he was thankful for it. Young: Was it a successful visit? Fischer: Yes. Clay-Mendez: Maybe we should organize debates and forums and invite legislators. Tidwell: UPI gives endorsements and money to candidates. W. Davidson: I like Mr. Clay-Mendez's idea regarding the debates and forums. Brandt: Senator Raushenberger made a point that the incoming legislators are often everyday people that don't know much about higher education. Rather than going to them with our hand out for money all the time, we should help educate them about what we do and how we help the state. Even districts far from Eastern have alumni that make contributions to the local communities. Young: External relations can bring legislators here when we have special events. Zahlan: We can use our alumni to help educate the legislators in their districts. It is a way alumni can contribute in a non-monetary way.

2. Nominations: Canivez: I will add the Student Senate Tuition and Fees Review Committee to our list of appointments that we make. Doug Brandt will serve a one-year appointment in that position.

3. Elections: Benedict: No report.

4. Student-Faculty Relations: Benedict: No report.

5. Faculty-Staff Relations: Young: No report.

6. Search Committees:

a. University President Search Committee: Fischer: We have copies of the advertisement and job descriptions. The search firms are coming to be interviewed tomorrow at 9:00, 12:00, and 3:00 in the 1895 Room. These are different firms than Western is using. B. Lord: There are only a handful of firms that specialize in higher education. Fischer: All three of these firms have conducted searches for at least ten positions in the last five or six years. Tidwell: I was appalled at the web site set up by the search firm last time. Fischer: External Relations will handle that this time. Senators can email their questions for the search firms to me by 8:00 a.m. tomorrow morning. The search firm that is hired will be on campus in November to meet with different

constituencies.

b. AVPAA for Technology: B. Lord: I am working on it. I am checking references.

c. Deans: Fischer: The ad for the COS Dean is out on the electronic version of the Chronicle of Higher Education.

B. EIU-4: B. Lord: I asked the CAA to discuss this with me. I asked if they wanted to improve the catalog copy of programs. They didn't because the programs are not being changed at all. We will probably put checklists in the catalog. The CAA said I could take care of it if it doesn't involve curricular changes. I am working with Deans and Department Chairs to identify which programs should not be on the list. For example, none of our Education and Teacher Certification programs are designed to be four-year programs. Everyone has cooperated. It will help attract students to Eastern. Canivez: What fraction of our students currently graduates in four years? B. Lord: I don't have an exact number, but it is thirty-some percent. After five years, it rises to about sixty percent. After six years, the rate is sixty-eight percent. These numbers are good for a public comprehensive university. Best: Those numbers are stable, also. In comparison, SIU has a nineteen-percent graduation rate after four years. Tidwell: We are second in the state behind the University of Illinois.

C. Discussion on recruitment and retention: Senator Best distributed a summary of the Discussion of Recruitment and Retention at "Focus on Students", October 18th, 2001

1. Current Retention Picture

A. Blizzard of data presented - overall Freshman to Sophomore retention has held at 81% for a long time

B. Other cohorts show higher retention (as expected) with the exception of seniors who show the second highest attrition rate, suggesting some different dynamics at that level.

C. As we have found out, retention is always multifaceted there's no single issue that we can "fix".

2. Report of Noel-Levitz attendees

A. The attendees at the New Orleans conference were Audrey Bachelder, John Best, Stacia Carrell, Shelley Flock, Johnetta Jones, and Kimberly Moock. Mary Herrington-Perry attended the Vail conference on enrollment management.

B. I reported on the national data showing that quality of the academic environment is rated very highly by students as a factor in recruitment and retention.

3. Breakout Session

A. In our breakout session, Audrey and I led a discussion on the learning environment", which focused on the role of advising.

B. Advising has also been shown in the national data to be a critical issue for retention.

C. Distinctions among course advising outside the major, career advising, "whole person" advising.

4. Faculty Role in Retention

A. Excellent teachers usually perceive of themselves as good stewards of the future as long as we continue to both value and help progress the potential of our students, we'll continue to not have a retention problem.

5. Bridging From the Sponsored Presentation to Work of the Retention Task Force

A. At the close of the Focus Presentation, an action plan for recruitment and retention was developed that will be shared more fully with the Enrollment Management Advisory Committee (EMAC) and with CAA, the co-sponsors of the event.

B. Possible directions for the Task Force: could be new programming, but also could consist of a "shell" that would organize the roles of identifying, communicating, and placing.

Tidwell: Do we have figures on how many departments have centralized advising and how effective it is? Best:

No. Lumpkin College uses centralized advising as does the English Department. Zahlan: That was started when advising became so complicated with the general education requirements. The feeling was it would be better to

have two well-trained advisors rather than many part-time "amateur" advisors. Young: History has been

centralized. I have been a part of it and it has worked well. R. Deedrick: I would prefer individual faculty

advisors. General advisors are too broad, faculty are more focused. However, the faculty advisors need to know

more about the electronic writing portfolio. Carwell: We have centralized advising in Political Science. The

students prefer faculty members because they know what's going on in the department. Clay-Mendez: The students

should know what to take, not us telling the students. Fischer: I think advising is other things besides telling the

students what courses to take. Are you ready for graduate school, GRE or careers? I tell my advisees to come with a schedule or don't come at all. Fraker: When a class I was teaching last semester discussed advising, it was a moving target. Zahlan: Two faculty members in our department do the nuts and bolts, but every faculty member needs to mentor students. Fischer: I am only able to mentor some students because they were initially forced to come and see me for advising. Best: Whenever a faculty member talks to a student, it results in a positive retention outcome. Clay-Mendez: We have included advising in our department DAC to improve advising in our department. Benedict: The Newsletter today reported there is an EIU website to improve retention. W. Davidson: Do you have any statistics on where people are going when they leave Eastern? Best: It is varied. W. Davidson: Is there any system we can implement to find out? Best: We are talking about it. Profiling people that leave may be possible. W. Davidson: This is my opinion. Morale is low. The residence halls are empty on the weekends. Friends tell me there is nothing to do on weekends and they can't handle it. Best: Before I went to New Orleans, I thought ninety-percent was student life, but now I'll back off on that. Zahlan: We hope they find things other than alcohol. The students need to know that the town welcomes them here. I have a student that fears not being accepted in the teaching program. That student has applied to ISU because of that fear. Students that have been asked about what they like about Eastern and it has been "people know my name". It didn't matter if it was other students, faculty, or advisors. Clay-Mendez: How can we get students involved in the things we do have? I wish we could get them involved. W. Davidson: Free food will always draw students. Fischer: Any recommendations to the committee on retention?

D. Other: Fischer: No meeting next week.

VII. Adjourn: Benedict/Clay-Mendez: 3:58 p.m.

Respectfully submitted,

Douglas Brandt, Recorder