

FACULTY SENATE MINUTES FOR OCTOBER 2, 2001 (Vol. XXXI, No. 7)

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 2:03 p.m. (Conference Room, 2540 Buzzard Hall)

Present: R. Benedict, J. Best, D. Brandt, G. Canivez, L. Clay-Mendez, J. Dilworth, B. Fischer, F. Fraker, B. Lawrence, J. Pommier, S. Scher, J. Tidwell, B. Young, A. Zahlan. Excused: D. Carwell. Guests: P. Guinane, R. Deedrick, D. Fernandez, W. Davis, B. Lord.

II. Approval of the minutes of September 25, 2001.

Motion (Benedict/Scher) to approve the minutes of September 25, 2001.

Yes: Benedict, Best, Brandt, Canivez, Clay-Mendez, Dilworth, Fischer, Fraker, Lawrence, Pommier, Scher, Tidwell, Young, Zahlan. **Passed.**

III. Communications

A. Email from Dean Hanner regarding the dissemination of interview information in the University Newsletter for the current search in the College of Adult and Continuing Education for Director of Office of Off-Campus and Contract Credit Programs. -- September 25, 2001

Tidwell: The AVPAA for Technology interviews were announced by flyers. Lawrence: This is a bad precedence. Benedict: I believe flyers only need to be sent out for vice president levels and above. Dilworth: Faculty will have to deal with the individual in this position because they will deal with lots of faculty issues. Tidwell: We can talk with the provost about it. Fraker: We can ask for faculty feedback regarding this issue. Fischer: They could have sent me an email so that it would show up in the minutes. Scher: I saw the announcement in the Newsletter, but I then expected to receive flyers. Tidwell: At least a memo could be sent to councils with a link to a web published interview schedule.

Faculty are invited to make comments to the Faculty Senate regarding the means of publication of interview schedules for searches. Contact Bud Fischer at cfruf@eiu.edu.

B. Email from L. Coons regarding the lack of a presentation on our campus my Met Life about long term care insurance.. -- September 9, 2001.

C. Letter from R. Manion (Chair of the University President Search Committee and Board of Trustees Member) announcing the structure of the committee and requesting six faculty member names as candidates for the three faculty members of the search committee by October 8. -- September 24, 2001.

The University President Search Committee will consist of the following:

- Three members of the Board of Trustees
- Three members of the Faculty
- One member of the Staff
- One member from the Administration
- One member from the Alumni Association
- One member from the Student Body

Fischer: Today is already the October 2 and we don't meet again until the ninth. Young: Reply to Manion that we need more time.

Any faculty member interested in serving on the University President search committee please contact Bud Fischer by email (cfruf@eiu.edu). Include a short biography of one paragraph one paragraph addressing: 1) your understanding and experience in dealing with university governance and 2) why you would like to serve on this search committee.

D. Email from J. Lynch thanking the Senate for the resolution regarding the design of the new Fine Arts project. -- October 2, 2001

E. Email from J. Lynch correcting the a statement regarding the design of the Fine Arts project. The roof will not be copper, but there will be copper cladding. The exterior of the building will consist of copper, glass, and brick. -- September 27, 2001

F. Email from K. Shank regarding the parking situation behind Buzzard. Two of the three faculty previously designated as faculty lots have now been designated as student-faculty lots. -- September 26, 2001

Fischer: I will pass this letter on to our Parking Advisory Committee Representatives.

G. Email from Adult and Continuing Education that CAA only sees courses that will be taught both on and off campus. CAA does not approve courses that are only taught off campus, even those that are taken by our on campus students for credit.

Scher: I taught a continuing education course that was approved by Thomas Hawkins and our department chair. Fischer: The courses only need approval by the chair or the department. Zahlan: I object to that. Why did P. Collins not tell us the correct answer? Fraker: I don't think she tried to mislead us. I think she may have interpreted the question differently. Scher: Even if they are not students now, the students taking these courses may be our students in the future. Tidwell (to Scher): Where did your course number come from? Scher: They assigned it. Tidwell: Usually these can be taught under Special Topics course numbers. Dilworth: There is no mechanism to review courses that are on the books that never received approval. Scher: I'm more concerned about who teaches the courses that are on the books. Some of these courses could be taught by who knows who. Zahlan: The issue is the whole relationship between Continuing Education and the curriculum. Fischer: I can tell CAA to take a look at Continuing Education. Benedict: Please invite Dean Hine to come and discuss quality control in Continuing Education courses and the selection of instructors for those courses. Fraker: I agree. There are issues of quality control. Fischer: That is CAA's job. Fraker: Let them know about this and don't blindsides them. Fischer: I can send them a memo that CAA will be contacting them. We should also hear about their restructuring plan. Zahlan: I agree that we should hear about their restructuring plan. Fraker: Last Spring it sounded like restructuring would be handed down from above. Zahlan: P. Collins said they were working on the restructuring.

IV. Old Business

B. Committee Reports

1. Executive Committee: Fischer: We met this week with President Hencken and Provost/VPAA Lord. We discussed CUPB and shared governance. CUPB cannot demand anything of anyone, but there will be free flow of information back and forth. The president will provide us with any information we ask for.

Fischer: The president search will use a search firm. The benefits were weighed against the costs. The benefit is that a greater number of appropriate candidates will be found. A firm has not yet been hired. The firm will not eliminate candidates and the search committee will see every application. Tidwell: Will person from search firm meet with faculty?

Fischer: In regards to the faculty contract, they want to get the contract discussion rolling soon.

Fischer: We asked if there were any plans to take a look at the internal governing policy to see if it is current and whether it is consistent with B.O.T. policies. Zahlan: I saw in the Newsletter that the BOT is adopting a policy for circulating policy changes. I looked at the policy, but couldn't find what had changed. They should include the old policy and highlight the changes. Best: A recent change has been made in the administrations ability to appoint acting chairs and to discriminate between when national searches are used and internal appointments can be made. Fischer: We asked whether IGP and BOT policy was consistent or not. Updates are being made. When they finish, they will check whether the IGP are consistent with each other and BOT policy. Zahlan: Who approves the IGP? Tidwell: The President's Council. Zahlan: Could we ask them to let us know when they are considering changes? Benedict: They seem to look at them when they need a change. Zahlan: Maybe we need someone to come and talk about them.

Fischer: We talked about deferred maintenance. The President and Provost are walking around campus and looking at buildings. It is a positive that they are out on campus.

Fischer: We asked about a rumor that the Provost wanted to decrease the resources put into external funding of research. He emphatically stated that he supported research and he strongly believes that research goes hand in hand with teaching.

2. Nominations: Canivez: John David Reed is asking for a second voting member for the Student Publications Board. John Kilgore is not on our list from last year and I am looking into that. The Apportionment Board appointments are for two years, not three, and there should be three members, not four. Bill Joyce agreed to step down to correct the number of members. He would like to serve on the Parking Advisory Committee and there are six other individuals interested in serving on the Parking Advisory Committee that have contacted me.

Motion (Fischer/Canivez) Nominate Bill Joyce to the Parking Advisory Committee. Yes: Benedict, Best, Brandt, Canivez, Clay-Mendez, Dilworth, Fischer, Fraker, Lawrence, Pommier, Scher, Tidwell, Young, Zahlan. **Passed.**

3. Elections: Benedict: Andy McNitt has been attending COTE meetings despite being on sabbatical

and so the previously mentioned need for replacement is unnecessary. Zahlan: Have we found anyone for CFR from Performing Arts? Fischer: No.

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

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

6. AVPAA for Technology Search: Tidwell: A candidate is here tomorrow.

7. President Search: Fischer: Any other questions beyond what was discussed earlier? Tidwell: What is in the biography? Zahlan: Knowledge of how University works. Why you want to serve on the committee. Dilworth: Previous council and committee work.

B. Discussion of topics to be addressed by Faculty Senate:

1. Recruitment and Retention: Best: We just met. There is a forum for recruitment and enrollment management coming up. We discussed low cost, high impact projects that effect the lifestyles of students such as improvements in food service and an outdoor teaching environment. WE talked about the role of diversity. The data we have was not analyzed to determine the role of diversity in recruitment and retention. A diverse faculty helps in recruiting diverse students and vice versa. Recruitment is a complicated process, how can faculty take a leadership role? What role can we play? What do we want to do? On biology, there are two reproductive strategies, R and K. The R strategy is two create a large number of offspring, but don't take care of them. The K strategy is to have few offspring, but to take care of them and nurture them. We can be an asset in the care and nurturing of our students. Pommier: We can do this by the way in which we teach. We can see what we can do with advising and mentoring. Fischer: Where should we start? Clay-Mendez: There is a standing committee. Let them do there job. We should be an information conduit between the committee and the Senate. We can ask what we can do to help. Tidwell: Should this be a Fall Forum topic? Fraker: Can we put recruitment and retention on the agenda? Pommier: We should look at the process to see where the money goes. Fischer: We can't tell them where to put the money, but we can ask there plans and tell them our concerns. Best: Our next step is to find out what we want to do, why we would do that, and determine if it would help. Tidwell: The recruitment processes are now under the VPAA due to reorganization. Zahlan: We need a profile of the incoming class. We need to plan on how to be practical. We can't go everywhere and see everybody. Young: In recruitment for the honors program, potential students come to campus and spend time with those faculty they will be taking classes from. D. Fernandez: When I visited Western, I went into an actual classroom. I got to see the style of teaching. Pommier: Why did you come here? D. Fernandez: I liked the way the campus looked. I felt comfortable here. Fraker: Enthusiasm is contagious. Bring in students that are interested and let them meet with enthusiastic people on campus. Dilworth: I serve on an alumni board for a small school. They increased their enrollment by fifteen percent because they kept who came. Tidwell: We don't have a problem with retention, it is recruitment that is the problem. Clay-Mendez: What interesting piece of information is the amount spent per student on recruitment. Best: We spend \$200 per student. Our peer institutions spend \$450 per student. Private institutions spend \$1500 per student. R. Deedrick: I don't think Eastern's peers send recruiters to high schools. A contact to put a face with the institutions really helps make in making a decision. Pommier: We don't even send a letter to potential students living in Charleston. Zahlan: We should look closer to home and pick quality students. Frank McCormick has an essay contest as does the English Department. He brings potential students to campus. Clay-Mendez: Minority affairs does that also. They bring the brightest minority students to campus for a week. Canivez: The recruitment process is a multivariate question. What data to we have to determine what made a difference? We should shift resources to what is effective. D. Fernandez: Have you ever given a survey to students asking why they came to Eastern? Best: Much of that info is included with ACT scores. We couldn't access that info until now for technical reasons, but now we can look at it. R. Deedrick: You should focus on our strengths. Focus on textbook rental. Focus on our best departments. Fischer: We do need some data. Zahlan: We should talk to academic advisors. Fraker: Is their recruitment theory available to identify variables? Canivez: There is a potential trap in analyzing data for what has been effective in the past. You'll do what you did before and target the past. Best: Our students come from "Chevy" high schools. There are no students from New Trier. We have a high percentage of first generation college students.

2. Fostering an Academic Atmosphere on Campus: Benedict: We discussed campus wide dissemination of research information. One problem is how do we find the time. Another is how do we interest students. They are pressed for time as well. C.U.'s cam be assigned. Student's want to get something back beside

the research experience. I would like to see something scheduled, a fostering an academic atmosphere day. It could be a scheduled day without campus where the whole campus gets together. Tidwell: There use to be funding for big name speakers from the Apportionment Board. It takes money. We used to do it two or three times a year. R. Deedrick: Money is tight. National acts cost \$100K to \$150K. Fischer: You need to be getting bang for your dollar. A good example is the panel discussion a couple of weeks ago. Tidwell: On October 17, there is a big meeting on freedom of speech. Lawrence: I think one problem is that there is no one place on campus where event schedules are posted. D. Fernandez: There are plenty of places to find out about events. They are always in the Daily Eastern News. Fischer: That is usually the day of the event. I need to find out three weeks in advance to fit them into my schedule. R. Deedrick: There are plenty of ways to find out. There is a lack of interest. Clay-Mendez: Faculty need to integrate events into our classes. Zahlan: Student employment can be part academic. Clay-Mendez: Students need to know what we do outside the classroom. Benedict: How do we identify students that are interested? I asked in my introductory sociology class for students interested in doing some research. Not one came to see me. We have no place is faculty work is displayed so students realize we do more than teach. Benedict: Would we be supportive of a day where students would come and see what we do? Something like Science Fest in the College of Sciences, but with the entire campus. R. Deedrick: Something that could be done, for example is an instructor like Dr. Tidwell could have his students go to a presentation in Biology and write about it. Students would get to see faculty outside of their departments. Clay-Mendez: We could have an award program for students. There could be a term paper recognition for the best freshman paper. R. Deedrick: Instead of Senior Seminar, make it a part of the underclass experience.

3. Faculty Development: Fischer: Mary Kelm runs faculty development Young: There is an opportunity for where faculty development fits in administratively. Fischer: There are questions of where it is placed, who does it answer to, where does money come from, and how it is staffed. What kind of programs are run out of faculty development offices? Untenured faculty need help with getting started. Tenured faculty need to be kept engaged. Looking at peer institution web sites, the tenured-untentured division can be tricky. They are usually divided by teaching and research. How do you disseminate info? Best: I want to talk to people like me, ask them what they are dealing with and how they are handling it. A support group. It comes back to time. Tidwell: Grand Valley State University has what they call Teaching Circle Grants. They give up to \$7000 grants for developing pedagogy. Clay-Mendez: All of these topics are interrelated. An academic atmosphere helps recruitment. Faculty development helps with an academic atmosphere. Lawrence: There is no real way for faculty to interact with each other: Chat rooms on the web is a good way. Young: There is no actual place for faculty to get together on campus. My dream would be a faculty lounge in the new Doudna Fine Arts building. Fischer: Are we interested in faculty development as a Fall Forum topic? Zahlan: I don't want more faculty workshops. I need release time. Fischer: That is a part of all of these. We will come back to this next week.

V. New Business.

A. Public Funding of Private Institutions: Fischer: I received a letter from Curtis White regarding state funding of private institutions. There is a plan to get all of the public institutions together to go to Springfield and press this issue. Tidwell: They are reinventing the wheel. UPI has gone over this in the past. Fischer: You're right, but this is to get everyone behind this.

B. Other: Tidwell: Do we want to weigh in on this free speech controversy? Fischer: Let's think about it.

VI. Adjourn: Clay-Mendez/Fraker: 4:05 p.m.

Respectfully submitted,

Douglas Brandt, Recorder