

FACULTY SENATE MINUTES FOR August 27, 2002(Vol. XXXI, No. 1)

The 2000-2002 Faculty Senate minutes and other information are available on the Web at <http://www.eiu.edu/~FacSen> The Faculty Senate agenda is posted weekly on the Web, at 2540 Buzzard, and at 2107 Buzzard Hall.

I. Call to order by Anne Zahlan at 2:10 p.m. (Conference Room, Booth Library)

Present: R. Benedict, D. Brandt, G. Canivez, D. Carpenter, D. Carwell, J. Dilworth, F. Fraker, L. Clay Mendez, M. Monippallil, O. Ogbomo, S. Scher, M. Toosi, J. Wolski, and A. Zahlan. Excused: B. Lawrence. Guests: R. Deedrick, B. Fischer, B. Lord, and S. Miller.

II. Approval of the minutes of June 11, 2002

Motion (Benedict/Clay Mendez) to approve the Minutes of June 11, 2002. Yes: Benedict, Carwell, Dilworth, Clay Mendez, Monippallil, Zahlan. Abstain: Brandt, Carpenter, Fraker, Ogbomo, Scher, Toosi and Wolski.

Passed.

III. Announcements

Zahlan: I've sent new Senators copies of the senate's **Constitution**. I want to remind Senators that Eastern's Faculty Senate provides recommendations to the president and university administration, represents all the faculty and speaks as the authoritative faculty voice on such matters as are not precluded by the Board of Trustees governing policies, specifically contractual matters. As well as representing faculty, Senators should be responsive to the needs of all members of the university community. Another thing good to remind ourselves of is that any and all matters affecting the welfare of the university are the necessary concerns of Faculty Senate.

Chair Zahlan next reviewed the composition of Faculty Senate committees:

Executive Committee: Zahlan (Chair), Brandt (Vice Chair), Carpenter (Recorder)

Faculty Senate Web-Master: Brandt

Elections Committee: Brandt (Chair), Benedict, Lawrence, Monippallil

Nominations Committee: Canivez (Chair), Carwell, Wolski

Student-Faculty Relations Committee: Benedict (Chair), Fraker, Ogbomo, Scher

Faculty-Staff Relations Committee: Carpenter, Clay Mendez, Toosi

Senate Representative to Council on University Planning and Budget: Zahlan

Senate Liaison to Faculty Development Steering Committee: Dilworth

Senate Representative to Illinois Council of Faculty Senates: Zahlan (Alternates: Brandt, Carpenter)

Hearing no objection to Chair Zahlan's request to suspend the published order of business, in order to receive reports from Bud Fischer and Luis Clay Mendez about the recent presidential search, the Senate moved to Old Business.

IV. Old Business

B. Zahlan: I've asked Bud Fischer and Luis Clay Mendez, who were our faculty representatives on the presidential-search committee last year, to give us a report about the search. At the end of last year [regarding the search], we didn't know what was going to happen, so I thought we need to have closure on this, to look back at this search process and find out how that search ended, or stopped, and what these two people, who went through the process, have to say about the process, and what we think we've learned from that, as well as what should happen in the future. Fischer: After the search ended, and at the final meeting of the search committee, the committee was told to go into recess until sometime late in the spring of next year [2003]. It was my understanding that it would be the same committee. We were asked to serve again by the Board of Trustees. Everybody agreed to serve again, except the two students who were leaving (and they would be replaced). Zahlan: Would you say a drawback to the search was that it didn't start earlier? Fischer: I don't think it was a drawback because I think we were [conducting the search] at the same time as everybody else. I think the thought process is to get out there earlier, and if you could offer somebody the job earlier it's hard, if you have a job in hand, to turn it down and wait for somebody else. That would really, certainly help us because we weren't late; we were kind of right in the dead middle with everybody

else, so the plan is to start a little bit earlier. Scher: So the logic of extending the interim president's contract for two years was so we could start the search procedure earlier? In other words, the decision was it's too late to start the search, to hire someone to start a year from now? Fischer: I can't answer that because we weren't in the contract thing, but that's my assumption at this point. While two years was good because it allowed us to keep consistency during the bad time we're facing at this point, it also allows us to get everything in a row to do the search again the way we're supposed to. Clay Mendez: It was expressed that by waiting two years there would be less chance of the same people applying and we would have a fresh batch of candidates. However, I must say we had a very good pool of candidates. Fischer: I agree. Zahlan: So were you, as members of the search committee, surprised by the outcome of the search? Clay Mendez: The search committee was not privy to any of the reasoning behind the BOT's final decision. The last we knew, as a committee, was we had sent forth to the BOT three viable candidates, and the entire committee had subscribed to those three candidates; then all of a sudden the search was aborted and we found out at our last meeting the search had been cancelled. Toosi: Only one candidate was offered the job. If it was a good pool of candidates, why did the success of the search depend upon only one candidate? Fischer: I guess the BOT found them to be unacceptable. I mean, the way it ended was we gave a presentation [to the BOT] of how the search had been conducted, how we had gotten down to the people we got to, what were their strengths, what were their weaknesses, spent a good half hour, forty-five minutes with the BOT, they asked us questions, and then we were excused from the BOT meeting. That was the last we saw of the candidates. One of the last questions of us was "Do you find all these three [candidates] acceptable?" We said, "Yes," and that was when we left the room. I have no idea what discussion took place in that room after we were excused from the BOT meeting. Clay Mendez: It was interesting that four members of the search committee were on the Board of Trustees. Dilworth: The search committee was excused from the BOT meeting, but the four committee members on the BOT were not excused because they served in another capacity. Ogbomo: There is another problem that the name of the person offered the position was announced. When a search is going on, you don't announce the selected candidate's name until the candidate accepts. When you announce that person's name and he turns you down, you can't then go to the second person. Fischer: I don't think that leak was done by the BOT or anybody on the search committee. I think it was done by the press. The press actually called each candidate and said, "Have you heard?" Two said, "No," and the other one said, "No comment." That pretty much left you with knowing who the first choice was. Toosi: We don't have information that would provide answers to many questions we have today, but my goal is to prevent the same kind of search result from happening again. So, in order to have answers to those questions, I propose that we invite members of the Board of Trustees to visit with the Senate. Scher: Do we want to specify, either Robert Manion, as the chair of the search committee, or... Carwell: When Manion was here in the spring, he said he'd be happy to come back sometime. Clay Mendez: One reason for having Manion discuss the search with us is the fact that he participated in both, as the chair of the search committee and as a member of the board, so he would be able to answer questions about what took place. Fischer: I don't know what you're going to learn because I'm guessing they're going to say that's personnel and that's confidential what went on in their discussion. If I'm them that's what I'm doing. Carpenter: Discussion of the process is not discussion of personnel. Fischer: Right, but I mean I'd like to know; I mean I'm with Luis; I wish I was a fly on the wall that day after we had spent that time with them [Board of Trustees]. Scher: We may not learn much from a discussion [with BOT members], but it will express a sense of frustration over what happened, or a sense of bewilderment, about the process. Fischer: I'd love to hear the expressed bewilderment. Scher: So even if they don't offer us any information, I still think [such a discussion] would be a useful thing. Zahlan: There is the possibility that they'll refuse to come, so that would also be information. Ogbomo: I also want to note the way Lou Hencken was treated by the Board of Trustees leaves much to be desired.

Motion (Toosi/Carwell) to invite Nate Anderson and Robert Manion to discuss the presidential search with Eastern's Faculty Senate. Yes: Benedict, Brandt, Canivez, Carpenter, Carwell, Dilworth, Fraker, Clay Mendez, Monoppallil, Ogbomo, Scher, Toosi, Wolski, Zahlan. **Passed.**

Clay Mendez: Serving on the presidential-search committee was the most difficult assignment I've ever undertaken here at EIU, and I was a member of another presidential-search committee and a member of the VPAA-search committee. [During the most recent presidential search], I made a lot of vehement objections to the procedures. Confidential concerns preclude my being able to talk about my first set of concerns and

objections, but my second set of objections dealt with what I perceived to be blatant violations of the Illinois Open Meetings Act, ranging from discussions that were done in executive sessions, to secret votes, and I made a lot of objections, to the point that I even read the Illinois Open Meetings Act to the search committee. Another set of objections that I voiced was, because my previous objections were never registered in the [search committee's] Minutes, that the Minutes seemed to be sanitized. One time I made a motion that my objections appear in the Minutes, but my motion was not seconded. I hope these same situations are not repeated in the second search. Zahlan: Do both of you [Fischer and Clay Mendez] feel that there weren't enough faculty on the search committee, or that there were too many Board of Trustees members, that the committee itself was flawed? Are you suggesting that? Fischer: It was a discussion topic. I think at the end maybe that committee, which was put to be small so we could get to an end, needed to maybe grow a little; but I think that'll be something that will come back sometime in the spring. Zahlan: Do you think that the same committee will be called again, and do you think it is desirable that that be the case? Clay Mendez: The previous presidential-search committee, on which I served, didn't have the Board of Governors represented. It was truly the voice of the university. This [most recent presidential-search committee], because of the fact there were four members of the BOT on it, who ultimately voted twice on it, I thought was very top-heavy. Carpenter: An article in one of the newspapers last spring indicated that the BOT would be adding more members to the previous search committee. Will the BOT be adding to that search committee? Fischer: Yes. There was talk about greater diversity, greater numbers. The search committee really went through some tough times together and came out the other end with what they thought were the best candidates for the job. Fraker: There seems to be an implication that there was a sub-power group, made up of people from the Board of Trustees, that when they went into their own session they carried more power. Fischer: I don't know what happened. We walked in, gave our presentation; we handed them the names [of the three selected presidential candidates], and then we walked out and we found out exactly what you found out. I thought when we walked out [of the BOT meeting] that we'd made a pretty good case, but they had the final say. Fraker: It seems to me that there were certain criteria that the BOT in general had that the candidates didn't meet. It seems that the BOT had a different set of criteria than the search committee had, but both groups needed to be on the same page. Clay Mendez: The explanation the BOT gave [for not offering the presidency to more than one of the three candidates] was "good fit" or "not a good fit," but that's an intangible, and we were not privvy to how the BOT arrived at that perception. Fraker: The members of the search committee, who were members of the BOT, should have had a sense of what the whole Board's idea of a "good fit" was, and that's why they were on the search committee, to represent the Board; but if the candidates they were representing [before the BOT] were turned down, then they didn't have their fingers on the pulse of the whole board.

V. Communications

- a. Internal Governing Policy #12, re: hiring administrators
- b. Minutes of President's Council (26 June 2002)
- c. Minutes of President's Council (3 July 2002)
- d. Minutes of President's Council (17 July 2002)
- e. Eastern Illinois University Intercollegiate Athletic Board 2001-2002 Annual Report

VI. Old Business:

A. Committee Reports

1. **Executive Committee:** Zahlan: The Senate's Executive Committee (Zahlan, Brandt, Carpenter) met with Interim President Hencken and Provost Lord on 27 August 2002. Interim President Hencken's announced goal to increase enrollment has been realized, with the highest number of entering freshman in Eastern's history. The interim president says that standards were maintained while admitting students, and he credits the high number of enrollees to the enthusiasm and activities of the recruiters and everyone who pitched in with that. Scher: How many more freshman are there this year than last year? Lord: Traditionally, the university doesn't release those numbers until after the tenth day of any given semester. Deedrick: We put seven hundred more freshman through orientation this year than last year. Zahlan: Interim President Hencken also said he wants the recruiters to work just as hard for next year, but he's not intending it to be for such a large freshman class. Fraker: Has there been a discussion about what is the optimum number of students enrolled at Eastern? Zahlan: A big discussion. Lord: The high-water mark of about five years ago was too large for the physical capacity,

the human-resource capacity and the financial capacity of the institution. Where we were a year ago was probably too low in all those dimensions, and we need to be somewhere in the middle. We're moving toward the middle now, and I really do want a sense of what an appropriate enrollment for Eastern is. Zahlan: On September 10, 2002, Interim President Hencken and all the vice presidents will attend the Senate's meeting and we'll have a chance to talk with them about some of these issues. Fraker: How much of this freshman increase was driven by economic considerations in this crunch time? Lord: We had thirty per cent more applications, and if students meet certain criteria they're deemed admissible. We may want to talk about whether we want to have more of a portfolio analysis, like that done by more selective institutions.

2. **Elections:** Benedict: As designated alternate for Ping Liu, on Council of Graduate Studies, Waldo Born will serve on that council during this current, Fall term, while Liu is on sabbatical.
3. **Nominations:** Canivez: John Pommier has agreed to serve on the Judicial Board, the vacancy created by Diane Schaefer's resignation. Motion (Canivez/Dilworth) to appoint John Pommier to the Judicial Board.
Yes: Benedict, Brandt, Canivez, Carpenter, Carwell, Dilworth, Fraker, Clay Mendez, Monippallil, Ogbomo, Scher, Toosi, Wolski, Zahlan. **Passed.**

The Senate requests the names of individuals interested in being appointed to fill the following vacancies:

One 3-year term (ending Spring 2005) on Financial Aid/Grants Committee

One 1-year term replacement for Lynn Curry on Council for Faculty Research—Humanities Area

One position Bus/App. Sciences on Library Advisory Board (3-year term ending 2005, first year as alternate)

One position COEPS on Library Advisory Board (3-year term ending 2005, first year as alternate)

4. **Student-Faculty Relations:** No report.
5. **Faculty-Staff Relations:** No report.
6. **Faculty-Development Steering Committee:** No report.
7. **Other Reports:** None.

VII. NEW BUSINESS:

1. Faculty Concerns and 2. Topics and Plans for Faculty Forum. Zahlan: I propose to send out an e-mail query to all faculty about those concerns they would like Faculty Senate to focus upon, as well as concerns to have as topics of the next faculty forum.
2. Zahlan: Bud May will attend next week's Faculty Senate meeting to discuss with us grants for research and creative activity.

VIII. **Adjourn:** Meeting adjourned at 3:52.

Future Agenda Items: Council for Faculty Research and Internal Funding for Research and Creative Activity; Fund-raising Structure, Plans, Campaigns (External Affairs); Honors Program; Electronic Infrastructure; Enrollment Management.

Respectfully Submitted,
David Carpenter