

FACULTY SENATE MINUTES FOR September 2, 2003 (Vol. XXXII, No. 2)

The 2003-2004 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 Coleman Hall 3556 and on the third-level bulletin board in Booth Library. Note: These Minutes are not a complete verbatim transcript of the Senate meeting.

I. Call to order by Chair David Carpenter at 2:00 p.m. (Library Conference Room, Booth Library)

Present: J. Allison, R. Benedict, D. Carpenter, D. Carwell, L. Clay Mendez, L. Comerford, R. Fischer, B. Lawrence, W. Ogbomo, J. Pommier, S. Scher, J. Stimac, M. Toosi, J. Wolski. Guests: Tim Martin, John Hohenadel, Kathlene Shank, Alan Baharlou, Nackil Sung, Diane Schaefer, Ronan Bernas, Peter Loewen, Andrew Methven, Blair Lord, Les Hyder, Jim Johnson, M. Butt, Glen Hild.

II. Approval of the Minutes of August 26, 2003.

Motion (Ogbomo/Allison) to approve Minutes of August 26, 2003. Yes: Carpenter, Carwell, Clay Mendez, Fischer Lawrence, Ogbomo, Pommier, Scher, Stimac, Toosi, Wolski, Allison, Benedict, Comerford. Passed.

III. Announcements:

- A. Convocation 2003: Dr. Jean Wolski, Wednesday, September 3 at 7:00 p.m.
- B. Fall Gathering scheduled at Campus Pond Pavilion, 12 September at 4:00 p.m.

IV. Communications:

- A. Email message (25 August) from Les Hyder re: IBHE/IAAOA conference on diversity
- B. Email message (27 August) from Alan Baharlou re: Attending Senate Meeting of 2 September
- C. Phone conversation (27 August) with Interim President Hencken re: Naming Facilities
- D. Phone conversation (27 August) with Dean Lasky re: His report to the Senate on 9 September
- E. Rick Sailors re: faculty representation
- F. Diane Schaefer re: Discrimination Complaints Procedures
- G. President's Council re: Revised Agenda, September Board Meeting

V. Old Business:

- A. Committee Membership:
 - 1. Nominations Committee: Wolski (Chair), Carwell, Pommier
 - 2. Elections Committee: Lawrence (Chair), Comerford, Monipallil
 - 3. Student-Faculty Relations Committee: Scher (Chair), Benedict, Clay Mendez
 - 4. Faculty-Staff Relations Committee: Allison (Chair), Ogbomo, Toosi,

VI. New Business:

A. Recruitment and Retention of International Faculty. A. Baharlou spoke about the importance of attracting and keeping the best of human resources. We're a country of diversity, and EIU should institute a plan to meet this goal. Lord said in a year or two he'll tackle these issues in order to develop procedures and policies that provide opportunities to foreign faculty. Search committees have been hesitant to consider foreign faculty (Baharlou). Since 9/11 entry into the U.S. has become more problematic, and the Patriot Act has made acquiring visas more difficult (Lord). For some foreigners, visas are renewable yearly and finite. Family members can not work in the U.S., and there are no social security benefits, as the eventual return to their native countries is assumed (Loewen). EIU did not sponsor foreign faculty for permanent U.S. residency. A university must sign form I-140 "Petition for Alien Worker" (Loewen). Why can't the university sign the form? (Lawrence). EIU never has had a policy, and functioned on ad-hoc decisions only. However, EIU in 2002 supported H 1B requests (finite), and is considering ways of serving as sponsor (Lord). What should the Faculty Senate do? What action should we take? (Scher) We could formally request that the Provost develop such a policy. What if the Provost leaves? We should have a formal statement from the Faculty Senate (Ogbomo). Dr. Larry Williams was helpful to foreign faculty, who after seeking Provost's signature must hire a lawyer. This can cost \$5,000 (Sung). In 1994 no one knew what to do. Some seek Outstanding Professor route for visa, which required international exposure. Total cost was \$20,000. EIU should have an immigration lawyer available to faculty (Bernas) As much as 8% of candidates for positions may be international. There are less problems with visiting professors (Toosi). Key elements have been explored today: 1) legal support for visa related problems and 2) support services for international faculty. International exchanges should also be pursued, i.e., Fulbrights (Butt).

Recruitment and retention of international faculty impacts our recruitment and retention of foreign students (Lawrence). Because of changes in government policies, we had a 10% decline in international student enrollment. The problem is that the U.S. government has the ultimate say in who gets to stay. We are also losing qualified personnel, like Allison Witt. (Lord)

Motion (Lawrence/Ogbomo): The Faculty Senate should consider the following resolution for our next meeting: **Whereas the recruitment and retention of international faculty is of serious importance to the university, Be it resolved that the faculty request that Eastern Illinois University's Provost develop by spring semester, 2004, an internal governing policy (IGP) to increase support and clarify procedures for providing tenure-track faculty permanent U.S. residency, and to forward such policies and procedures to the Faculty Senate for discussion.**

B. Frank McCormick and Bailey Young spoke about Phi Beta Kappa and next week's visit of its executive secretary, Dr. John Churchill. The process of becoming a chapter takes patience. Since 1988 EIU has applied every three years. Things are moving in our direction. B. Young is preparing the extensive application for Washington. He's met with all the chairs in the College of Arts and Sciences and Jane Lasky. There are certain specific categories that need to be met, like faculty salaries, academic programs, physical facilities, opportunities for student research, etc. If EIU makes the first cut, we will get a thorough site visit by 2-3 people in 2004. What were our failings before? (Stimac) Certain changes have improved EIU's standing: higher ACT scores, better salaries, a solid foreign language requirement, physical facilities. They liked our core philosophy, with a solid liberal arts foundation. The Provost's office is strongly supportive of Phi Beta Kappa's goals (Lord). It is a good recognition tool for our best students (Scher). What are the benefits of membership? (Pommier). It's a stamp of excellence on our programs. Only 300 schools have it. (McCormick) What's the cost? (Toosi) It costs \$2,000 to apply. Membership will probably result in increased salaries, greater number of scholarships, improve the technological infrastructure and promote an enthusiasm for learning, with nationally distinguished scholars visiting our campus. (Young)

C. Senate Discussion re: Chairs' membership on faculty committees/councils. Why talk about chairs? They are faculty according to the constitution. (Fischer) The Council of Chairs wrote a letter to Interim President Hencken asking him not to implement the results of the referendum vote, and he didn't want to disenfranchise such an active group. (Shank) Administrators are out of touch, chairs are most political playing groups. As faculty we should want to see them involved in the election process (Toosi). Chairs are appointed from the faculty and often return to the faculty. If they wish to serve, we should let them. (Ogbomo) Leaders can be inspirational, like Dr. Baharlou. (Pommier) Most of the relationship between faculty and chairs has been good, not adversarial. (Allison) Chairs do what faculty do: teach, do research, and caught in between. (Methven) Denying voting privileges was never an issue: just serving. Their position can change according to their own interests. (Carwell) Faculty are welcome to Council of Chairs meetings. (Baharlou) The issue is with the nature of the position. Chairs are selected by deans, not faculty, and many decisions rest with them. (Comerford) Chairs are faculty resources with an administrative assignment. Chairs would not go against the faculty. (Lord) Some faculty may feel trepidation serving with a chair in the same committee. (Benedict) On the flip side, chairs may feel uncomfortable voting against opinions of deans and VPs. (Comerford) Chairs' serving is problematic, especially in the Faculty Senate. (Allison) It's disenfranchising that chairs can vote but not serve. There's a contradiction there. (Butt) It's not controversial. Students can vote for president but cannot run for the office. (Carwell) Point of Order: There's no motion on the floor to sustain the discussion. Perhaps we should initiate a new referendum. (Allison) Motion (Fischer/Pommier): to remove the item from future agendas. Consensus was to postpone the vote until next week.

VII. Adjournment: Meeting adjourned at 4:05 p.m.

Future Agenda Items:

Phi Beta Kappa; Faculty Representation of Board of Trustees; WEIU Hiring/Expansion Plans and Mission; Facilities Naming Procedures; Shared Governance for Academic Technology; International Programs; Evaluation of Administrators; Community Service Programs and Opportunities; EIU Foundation; Faculty Participation in Establishing Fund-Raising Priorities. **Request of Faculty: Please send to Dr. Carpenter or any other senator, issues and concerns you would like the Faculty Senate to focus on this year.**

Respectfully submitted,

Luis Clay Méndez