

ACADEMIC SENATE MINUTES
(Approved)

December 12, 2001

Volume XXXIII, No. 8

Call to Order

Chairperson Curt White called the meeting to order at 7:00 p.m.

Roll Call

Senator Crothers called the roll and declared a quorum.

Approval of Minutes of November 28, 2001

Senator Razaki: In my comments contained in the minutes of November 28, 2001, the percentage of money kept by administration should be stated as .8%, not .85%.

Motion XXXIII-64: To approve the Senate minutes of November 28, 2001, as revised per Senator Razaki's comments. The minutes were unanimously approved.

Chairperson's Remarks: None

Vice Chairperson/Student Government Association President's Remarks:

Senator Kording: We want to welcome a new student senator, David Stokes, to the Senate. He is replacing Senator Wright. The Student Government Association (SGA) is going to be working hard over break. We have a number of staff members staying here to do the work of compiling the data from two statistically significant surveys that we have been working on: one is student and faculty feedback on the downtown renovation project for the Town of Normal and the other is regarding a preliminary student interest assessment that SGA conducted regarding a new campus recreation center. We will receive that report from the Student Referendum Committee on the 11th or 12th of January. Depending on the outcome of the report, we may ask the SGA Assembly to place a referendum on the ballot regarding a new recreation center. Also, we have sent a letter to the Academic Senate, President Boschini and Athletic Director Weisenburger regarding the issue of racially stereotypical mascots used by other universities and whether or not ISU should or will continue to compete with those schools who use such mascots. This issue comes to us from the Native American Student Association, which is an ex-officio member of the SGA.

Senator White: The Executive Committee will, in all likelihood, simply receive your document as a communication unless we see a need to forward it to another committee or unless you request that it be forwarded to another committee.

Senator Kording: We are simply sending it to the Senate for the Senate's information.

Administrators' Remarks:

- **President Boschini:** I thank everyone who has been involved in the search for a new Director of Diversity and Affirmative Action. That search committee is chaired by Dr. Turco. I would appreciate it if everyone would get involved and come to the meetings with the last two candidates. Happy holidays and thanks for all of your work this semester.
- **Provost Al Goldfarb:** I want to first thank the Senate for all of the hard work its members have done

during the fall semester. I know that there has been an unusually heavy agenda and the agenda has been made heavy because of all of the activity connected to many of the initiatives in *Educating Illinois*. I hope that all of our students do well on their exams and I wish everyone a good and healthy break.

· ***Vice President of Student Affairs:***

Senator Mamarchev: One word says it all: commencement.

· ***Vice President of Finance and Planning***

Senator Bragg: I, too, wish each of you happy holidays. We are continuing to try to get more information from the State on the current budget matters and the economic shortfall. I will be attending a meeting this Friday of the Bureau of the Budget, Central Management Services and the Board of Higher Education where we will attempt to get more specific information about the group health insurance shortfall. If we do receive more information, we will place a link to such information from the ISU home page under "Frequently Asked Questions".

Committee Reports

· ***Academic Affairs Committee***

Senator Borg: I would like to thank the committee members for all of their hard work, especially our five student members who have contributed wonderful questions and comments all semester. We discussed new policies for the education programs on campus and we will be making our recommendation to the Senate on those. There is one action we are going to move tonight and we have asked that we postpone discussion and action on the University Mission Statement this evening.

· ***Administrative Affairs and Budget Committee***

Senator Wells: The committee met this evening prior to the Senate meeting. We discussed three issues. One of them was initiating our first steps in the Presidential period of commentary, which essentially will be taken up with a mass e-mailing at the beginning of the semester to the campus community. The second issue was our continuing discussion of the issue of University regulation governing freedom and particularly student protests. In the process of doing this, we have made connections with some other groups on campus that are concerned with the same issue. For our meeting at the beginning of next semester, we will have much more direct information from them and will be able to bring it as an information item early next semester. The third item we discussed was a new request from a senator asking about a change in the academic calendar to make Thanksgiving break a weeklong break, rather than a two-day break. We are still in the information collection stage at this point. We are attempting to ascertain the apparent costs and benefits as well as the committee's role in this issue. That will also come up as an information item early next semester.

· ***Faculty Affairs Committee***

Senator Deutsch: I would like to thank the members of the Faculty Affairs Committee, who worked very hard during the past semester. The Faculty Affairs Committee met weekly normally and considered a number of issues. We met last week to try to figure out what to do about the report on non-tenure track faculty (NTT) that was created last semester and hasn't gone anywhere yet. We have a two information items on the agenda this evening.

· ***Planning and Finance Committee***

Senator Kurtz: I, too, should like to thank my fellow members of Planning and Finance. It has been a difficult semester. We have met two hours weekly for the entire semester and it has, despite everything,

been a pleasure to work with you all. The Planning and Finance Committee did meet tonight and finalized its set of recommendations on collegiate restructuring. We will be putting together our final report and we hope to get it to the Provost shortly.

· ***Rules Committee***

Senator Reid: The Rules Committee met this evening. We continued discussion on the Academic Freedom/Ethics and Grievance Policy for the new committee. The students have requested that the faculty meet alone to work on that document since this is primarily a faculty issue.

· ***IBHE-FAC Report***

Senator Crothers: The Faculty Advisory Committee is now the Faculty Advisory Council. This was our annual meeting with the Director of the IBHE, Keith Sanders, in Springfield. As we know, we have been asked to return 1% of our budget. If you recall the budget debate last year, the State predicted that it would receive \$900 million in new revenue. There wasn't actually any evidence that it was going to receive that money and now we are about \$450 million short. The other issue, as Senator Bragg mentioned, is one of insurance costs. The major insurance plan for universities and several other groups has a shortage of about \$100 million; that is, we are spending about \$100 million more in benefits than we are we taking in in premiums. Of that, they are guessing that the public university's share is approximately \$44 to \$45 million. Apparently, they are going to ask for that amount from Illinois' twelve public universities. Moreover, they are projecting to have at least double the shortfall next year in the insurance fund and it is likely that the State at that time will deduct the shortage from the base budget for higher education. In the long-term, they are considering whether we should go into a self-insurance model.

On another note, 50% of the students in the State of Illinois failed the Prairie State Assessment Exam, which assesses academic achievement in high school. The U.S. is 14 out of 16 in the industrialized world in terms of pay for teachers. We are the state with the largest gap between poor and rich school districts on spending with a range of \$4,000 to \$16,000 per student annually. The IBHE is going to put forth a proposal to encourage college prep curriculums in all high schools. Illinois has the lowest minimum high school graduation requirements of any state in the U.S. Many school districts are resisting this initiative because of the cost.

In order to address the shortage of teachers, the IBHE is sponsoring a scholarship program. If a student in higher education works toward a teaching degree in a high-demand field, that student may receive \$1000 as a freshman, \$2000 as a sophomore, \$3000 as a junior and \$4000 in the senior year. If that individual remains in teaching for five years, he or she will not have to repay those monies. However, if the graduate does not remain in teaching for that length of time, the grants will be considered loans.

Regarding faculty pay raises, the IBHE is considering a $3 + \frac{1}{2} + \frac{1}{2}$ system. Last year, the allocation for faculty retention was $3 + 2 + 1$. They are projecting \$500 million in new revenue for the State in the upcoming year. Of that figure, \$100 million in new money would possibly go to higher education, most of which would have to go for SURS and IMAP (Illinois Monetary Assistance Program). They are not budgeting for deferred maintenance, new programs or much in the way of grants other than IMAP. ISU's physical plant expansion project, however, is in a fundable position I believe. "Thirty and Out" for those nearing retirement has been passed by the House and the Senate in an amended form, so it appears that that program may become permanent.

The Budget Subcommittee continued to discuss limiting the amount of money that the State of Illinois gives to private institutions from the public education budget. We suggested language for our draft budget document that would cap the absolute value of the student's higher education need at the public universities highest tuition cost. However, that measure was not approved by the committee. The Council will meet again in February at the University of Illinois at Urbana-Champaign. Senator Crothers' entire report can be found in the IBHE section on the Academic Senate web site at [/committee.html](#).

Senator Reid: Senator Bragg, given that the increase in health expenses has been incredibly fast in recent years, does this mean that ISU is going to continue to pay for the shortfalls in insurance?

Senator Bragg: I must emphasize that this is pure speculation on my part. We have no indication from the Board of Higher Education, the Governor's office or Central Management Services of any direction that they might take in the future. The average health care cost per public employee in Illinois increased 16% last year. The health insurance premiums that we pay are a lot lower than that the average amount that we spend on health care. My speculation is that you will see increased employee contributions for group health care in the future.

Senator Crothers: Director Sanders predicted that at least some of those costs would be coming to the universities as structurally based budget cuts.

Senator Boschini: It is my conjecture that we will end up paying for these increased health care costs and that we will pay even more next year when it is for the whole year. It is my contention that if we are going to have to start paying institutionally for any part of health insurance that the State now pays, then we should be able to choose our health service provider. At this time, even if we have to start such payments, we must pay it to the Central Management System, which chooses our insurer. I am certainly going to advocate for this change. This would, however, require a change in legislation.

Senator White: I want to thank Senator Crothers for his very detailed reports, which he does with a lot of precision and energy for us.

Action Items:

10.15.01.02A Proposed Admission Requirements (for students entering in fall 2003)
(Academic Affairs Committee)

Motion XXXIII-65: by Senator Borg, second by Senator Albrecht, to adopt the proposed admissions requirements.

Senator Borg: We have here again this evening Dr. Adams, who has offered to help answer questions. To summarize, the revisions are aimed at making the admission criteria more flexible, allowing more components to be taken into account and aiming for higher quality students.

Dr. Steve Adams, Director of Admissions: I thank the members of the Senate for inviting me here tonight. It has been a pleasure to work with Senator Borg and the other Academic Affairs Committee members. This proposal is more than an admission policy to the University. This policy is making a statement about ISU and I think it reaches out to those perspective students, as well as to the counselors and the parents, not only in Illinois, but throughout the Midwest. It says that ISU is definitely a school on the rise. I think this policy, when implemented, will indicate that message in a very effective and efficient manner.

Friendly Amendment:

Senator Wheeler: I would like to offer a friendly amendment to Senator Borg and Senator Albrecht to add "geology" to the fourth point under College Preparation on the first page of the revised admission requirements. I am making this request on behalf of Senator Armstrong, who is unable to attend this evening.

Senators Borg and Albrecht accepted the friendly amendment.

Vote on Proposed Admission Requirements: The Senate voted unanimously in approval of the admission requirement revisions.

Action Items:**01.23.01.01C Revision of University Mission Statement (Academic Affairs Committee)**

Senator White: The proposed revision of the University Mission Statement has been removed from the agenda for this meeting. It will return to us, whether in its present or a different form, as an action item early next semester.

Information Items:**11.18.01.01 Employment Policies:****06.08.01.12A Employment in Excess of Full-Time Assignment Policy (Faculty Affairs Committee)****06.08.01.13 Secondary/Outside Employment Policy (Faculty Affairs Committee)**

Senator Deutsch: These employment policies were formulated by the Provost's office. When they came to Faculty Affairs, we made a few revisions. The first document, the Employment in Excess of Full-Time Assignment Policy, explains what a full-time assignment is and what employment in excess of that is. It also defines what an "overload" is. In Faculty Affairs, discussion centered mainly around the statement in the paragraph entitled "Faculty". The statement reads: "The maximum faculty teaching assignment during a regular academic semester involves 12 credit hours." It seems that there is no document which makes a direct statement of that sort. That is followed with "Adjustments are made to accommodate for research projects, advising, administrative service and other responsibilities" to make it clear that a 12-hour load is not the *standard* load, but the *maximum* load at ISU. Apparently, the standard load is about nine hours.

The Secondary/Outside Employment Policy details the policy concerning all varieties of outside employment, including consulting and private practice. We looked at other documents from other schools and this document seems to be completely in line with those. In any case, although a number of members of the Faculty Affairs Committee had some doubts about certain aspects of these policies, the committee voted unanimously to urge adoption of these policies. I will now defer to Senator Goldfarb who can field some of the questions.

Senator Goldfarb: When the policies were developed, there were a lot of questions about how do we define issues of buyout, extra pay, grant assignment, overload and other issues that have become much more complicated in recent years. Senator McGinnis can speak to the fact that federal authority actually expects us to have such documents in order to be able to explain why people get certain kinds of payments for grant assignments and we did not have any very clear documents in this arena. The documents were not exactly developed in the Provost's office; they were developed by the Provost Advisory Council (PAC), in which the Senate Chair is involved. These policies were revised a number of times by PAC; actually, we have been working on this well over a year in terms of trying to develop these definitions so that there would be greater clarity for the campus and also some consistency.

Senator White: We will first discuss the Employment in Excess of Full-Time Assignment Policy.

Senator Reid: I have mostly wording questions. On the first page, you have "chairperson/administrative/professional. This should be changed to "administrative professional" in both policies unless there is a group called "professional". My second wording question is why does it say that this it is a document about "academic employees", which the policy refers to on the first page, when it also deals with administrative professionals, some of whom play an academic role and some of whom do not? Shouldn't this document be about "academic and administrative professional employees"?

Senator Goldfarb: You are correct on both accounts.

Senator Reid: On page two, you refer to "academic professionals". What are academic professionals?

Senator Goldfarb: I assume that should be academic and administrative professionals. We need to look at editing the policy.

Senator Reid: "Overload" is defined as "an extension of an academic employee's primarily responsibility." But then in the next sentence it says "in the case of faculty". If we are saying of case faculty, then it means only part of the academic employees. What other academic employees are there other than faculty to whom this would apply?

Senator Goldfarb: Again, I think we dropped the AP and we shouldn't have.

Senator El-Zanati: There are some departments in which a faculty member's *regular* full-time load is 14 hours. For example, the Mathematics Department has several employees whose regular load is 14 hours. When we approve this and it becomes 12 hours, money needs to come from somewhere to pay for the extra two hours. Where do you propose that money is going to come from?

Senator Goldfarb: Should we approve this policy, I would expect that those departments that have people who are teaching in excess of the 12 hours would make requests through the budget process and we would try to support those requests. Our goal first is to make certain that we have an appropriate workload for all of our employees.

Senator White: We move now to the Secondary/Outside Employment Policy.

Senator Crothers: I have learned that state law requires us to get permission to work outside of ISU. Is anyone else as incredibly insulted as I am that because I work for ISU, it owns 100% of my time?

Senator Deutsch: That question came up in the committee's discussion in the context of the specification that one can only work one day a week, 24-hours, at secondary employment. There are other universities that have faculty that do a lot of consulting and their policies do not specify any particular hour limit.

Senator Lindblom: Was this policy precipitated by fact that it is a state law?

Senator Goldfarb: The policy was precipitated for two reasons; one is clearly that we have to have some policy that keeps us in line with state expectations. Then there was also the desire to have a policy in terms of outside employment that we could present to granting agencies. These two are tied together.

Senator Lindblom: Was there any controversy on the committee regarding the phrase "and to prevent abuses of the University's resources?"

Senator Deutsch: No.

Senator Lindblom: I will also ask if it is absolutely necessary that full-time tenure track faculty receive prior written approval from the chairperson and dean before accepting outside employment in every case, no matter how small the amount of outside employment time is.

Dr. Sharon Stanford: Yes.

Senator White: Do state statutes make exceptions for reading fees and royalties, etc?

Dr. Stanford: The state statute requires it if you are receiving compensation for nongovernmental consulting or research.

Senator Reid: You use in the faculty section "tenured/tenure-track". We have been moving away from that because tenure-track is used both to mean everyone and just probationary. Should we change that to tenure and probationary?

Senator Goldfarb: I would prefer that.

01.26.01.02A Revisions to Milner Bylaws (Rules Committee)

Senator Reid: You have before you the proposed revisions to the Milner Library Faculty Council Bylaws. The faculty council is their equivalent to the college councils. The changes are underlined. Besides the small change of changing "guidelines" to "policies" as you will note, a number of these changes were motivated by the need for consistent assessment of units within the University.

The revised Milner Bylaws will come before the Senate as an action item at the next Senate meeting.

Communications:

Search Committee for Dean of College of Arts and Sciences

Senator White: We received a letter from Professor Roger Anderson, Chairperson of the College of Arts and Sciences Council, regarding a decision made by the Executive Committee of the Senate and he asked permission to express his concerns to the Senate as a whole.

Prof. Anderson: The College Council has asked me to speak to the Senate about the process that we are going through in trying to constitute the Dean Search Committee for CAS. A motion passed by the Senate Executive Committee, Motion XXXIII-59, has influenced this process. What that motion did in essence was add non-faculty members to the search committee and change the balance between elected faculty members on the committee and other committee members. It necessitates procedures to elect non-tenure track faculty, AP and civil service members, diminishes the role of elected faculty members on the committee and has delayed the search process.

On October 25, 2001, the College of Arts and Sciences Council passed a motion asking Provost Goldfarb to constitute the dean search committee immediately. In response to our motion, Provost Goldfarb informed the Council that we could begin the process to elect CAS faculty members to serve on the search committee. This process was finalized on December 3, 2001. At the present time, the search committee, as defined in the

University Policies and Procedures, is in place. It consists of the elected CAS faculty members and faculty members appointed by the Provost, two elected students from CAS, the administrative secretary and the non-voting chair. However, there is concern as to whether we should proceed to prepare an advertisement without having the full committee constituted, which would require adding the additional members required by the Executive Committee motion. There is no precedent for election of non-tenure track faculty, civil service and AP employees to a dean search committee. Additionally, the Council is in agreement that for an academic position, the majority of the voting members of the search committee should be elected tenure-track faculty members from the College of Arts and Sciences.

The College Council has no objection to adding the other interest groups to the search committee. However, given the increased role of non-tenure track faculty in the search committee, the College Council calls upon the Senate to approve the addition to the search committee of a tenure-track person from each of the three divisions within the college. It is my view that everyone involved in this process has acted in the best interest of the college. Our difficulty seems to lie in the area of making changing in the selection process that have no precedent, which has resulted in delays and changes in the balance of representation on the committee.

Senator Goldfarb: I appreciate Prof. Anderson coming to the Senate this evening. I have been in constant communication with the College Council as well as the chairperson of the Elections Committee in CAS and the dean. The process was slowed down for better or for worse by a decision to wait and see whether there would be recommendations on restructuring. At this point, we do have the committee together as recognized in the University policies. I would encourage the committee to communicate electronically, if they are unable to meet, and see if we can come to an agreement on the job advertisement in order to get it placed before the end of the semester. That will be our number one task.

Senator White: Is this the first time you have made such a request to the Executive Committee and the first time a search has gone forward with these additional members?

Senator Goldfarb: No, the Senate Executive Committee has approved such additions before.

Senator White: So there was precedent and it has gone forward successfully in the past in other colleges?

Senator Goldfarb: Yes, it has. I made the recommendation to the Executive Committee as I have done in the past that we allow other constituents to be involved in the search process.

Prof. Anderson: Is the first time that the non-faculty persons have been *elected* or were they were appointed in the past?

Senator White: The non-tenure track faculty individual is not a non-faculty member. That individual is a member of the faculty.

Senator Goldfarb: I am not certain if this was the first time such representation was elected. I think each college made that determination on their own.

Senator White: Senator Goldfarb, would your preference be that the Executive Committee discuss this issue again?

Senator Goldfarb: I think we need at least to provide some guidance to Arts and Sciences.

Prof. Anderson: I think the problem isn't that we have to add these people. I think that is fine. The problem is that the notice was very short and that this delays the process. We are concerned that we may not attract good external candidates if we do not getting the process moving quickly.

Senator White: I think Senator Goldfarb was trying to point out that you already have a committee that has been formed in keeping with the policy. That committee may meet now and put together an ad before these others members have joined.

Senator Goldfarb: We will try to move the process along. The other issue is representation and the balance of the committee and I think we do need to discuss that.

Senator Razaki: Are the non-tenure track, civil service and AP representatives voting members or non-voting members?

Prof. Anderson: They are voting members.

Senator Razaki: Then I strongly support Prof. Anderson's position that for academic positions, the majority of votes should come from tenure/probationary-tenure faculty members.

Senator Landau: Will it be necessary with this larger committee to add tenure-track faculty to ensure that they continue to represent a majority?

Prof. Anderson: There will five tenure-track faculty and five that are non-tenure track, which would be the two students, one non-tenure track faculty, one civil service employee and one AP employee. Therefore, the tenure track faculty will not constitute a majority.

Senator Landau: You indicated that there was a representative from the three divisions in the college. Where are the other two coming from?

Prof. Anderson: They were appointed by the Provost.

Senator Landau: Will it be possible to have another election so that the tenure-track faculty would be in the majority?

Prof. Anderson: The Council's suggestion would be that we use the runner up from each of the divisions.

Senator Landau: I am concerned that you would have additional faculty representatives who may not have earned a majority of votes.

Senator Kording: Who is going to make this decision?

Senator White: A decision, either right or wrong, has been made by the Executive Committee of the Senate at the request of the Provost. The only body that can undue a decision made by the Executive Committee is the Executive Committee.

Senator Kording: So Prof. Anderson's request that three additional tenure track faculty be added is going to be decided by the Executive Committee?

Senator White: We will take this up at the next Executive Committee meeting.

Senator Kording: If the faculty are going to get more representation, then the students would like that as well.

Senator El-Zanati: I see no reason why the Executive Committee made such a decision. It seems like it should be Senate business rather than Executive Committee business to make a decision like this!

Senator Lindblom: I would like to second Senator Landau's concern about simply adding the second round of vote getters. If we are going to add newly elected faculty, we need another election.

Senator White: I think that the members of the Executive Committee understand that there are strong concerns and will act accordingly at the next Executive Committee meeting.

Curricular Proposals Approved by the Senate

11.16.01.15 Minor in Comparative Literature Approved by Senate on Consent Agenda on 11/30/01

11.20.01.01 Sequence in Musical Theatre Approved by Senate on Consent Agenda on 12/3/01

11.20.01.02 Minor in Exercise Science and Fitness Approved by Senate on Consent Agenda on 12/4/01

Campus Crime and Security Report:

Senator Hampton: I want to call to your attention the Campus Crime and Security Support, which under crime statistics for ISU lists no hate crimes against males or females that were anti-male or anti-female and no anti-male homosexual hate crimes in the year 2000 when in fact there was a crime against one of our students. I also know that there have been other incidents that would constitute hate crimes or at least harassment that have been reported presumably to the Student Affairs Office. We are worried that these statistics are being put forth as accurate when in fact they are inaccurate. There are only two discrimination reports mentioned.

Senator Bragg: It is a federal mandate that we supply this report to the Justice Department every year and I believe that the technical definition for reporting the crimes is that actual charges must be filed. You are certainly right. There have been incidents on campus, reported to the police and Dr. Mamarchev, and we do follow up on those rigorously. However, I think that there is the legal definition that unless charges have been filed, we cannot report those statistics. I will check on that, make sure that that is the right definition, and respond back to you at the next Senate meeting.

Senator Hampton: I appreciate that. Certainly charges cannot be filed if you don't know who you are filing them against.

Senator Mamarchev: Dr. Bragg is right. That is precisely the problem. The incident that you referred to actually happened in the Town of Normal as opposed to being on the University campus, so they were in charge of the police investigation. I believe that they gave it a good faith effort, but their leads only went so far and they were unable to identify the alleged perpetrators. We have followed up in any case that students report to us; we have encouraged them and physically taken them to the ISU police station and asked them to file reports. We are working very hard with our ISU police to identify these kinds of behaviors toward anyone who is a part of our University community.

Senator Boschini: I will look into this further. We ourselves cannot determine how we fill out the Federal Crime Report. We are given specific instructions on what goes in each category. Since that incident did not happen on campus, we were not permitted to report it. I know that that specific incident was reported in the Normal crime statistics for the year.

Executive Session:

10.29.01.02 Selection of Distinguished Professors

Motion XXXIII-66: By Senator Fowles, second by Senator Razaki, to move into Executive session. The motion was unanimously approved.

Adjournment

Motion XXXIII-68: To adjourn. The motion was unanimously approved by standing vote.

FACULTY CAUCUS:

Senate Chairperson Position Discussion

Election of Replacement Executive Committee Faculty Member

Adjournment

Academic Senate

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Microsoft Excel
Worksheet