

ACADEMIC SENATE MINUTES
Wednesday, August 27, 2003
(Approved)

Volume XXXV, No. 1

Call to Order

Chairperson Lane Crothers called the meeting to order at 7:00 p.m.

Roll Call

Senator Borg called the roll and declared a quorum.

Approval of Minutes of May 7, 2003

Motion XXXV-5: By Senator Rinker, seconded by Senator Rice, to approve the Academic Senate minutes of May 7, 2003. The minutes were unanimously approved.

Chairperson's Remarks:

Senator Crothers: Thanks to President Bowman for the Senate dinner held before the Senate meeting. We have a fairly active year before us. The General Education program is up for review, which includes a review of the Foundations of Inquiry course. The Consensual Relations Draft Policy will eventually come before the Senate. The Administrative Affairs and Budget Committee is considering a suggestion of holding Senate meetings in the afternoons rather than in the evenings. I began the process last year of having lunch with Senate members in order to become acquainted with each of you. I intend to continue to extend those invitations to those with whom I have not yet met. The parking passes distributed to Senate members this evening are for free parking in the Bone Student Center parking lot during Senate meetings only.

Student Government Association President/Student Body President's Remarks:

Senator Meister: Welcome back to campus. The Student Government Association will host the Illinois Board of Higher Education Student Advisory Committee meeting at ISU on October 4, 2003.

President's Remarks:

President Bowman: I, too, extend, my welcome back to everyone. For those of you who are new to the Senate, this is an interesting deliberative body. It is a statement about the values of this University to have students sitting at the table with faculty and staff and working on matters that are of critical importance to the University. The transition in the President's office has been very smooth. We have obviously had our challenges with the budget this spring and over the summer. Despite the gloomy news, ISU has managed these budget cuts in an exemplary fashion. In some areas, we are doing better than other public universities, particularly on the capital side. We captured a significant amount of money from the State for building new structures and to rehabilitate some of our older buildings. The University has done a very good job of reaching out to our legislative supporters. We are in a tough year and next year probably will be another difficult year, but with good planning and a lot of hard work, I think we will still be able to move forward. I want to express my appreciation for the support and expertise of ISU's four vice presidents, Vice President and Provost John Presley, Vice President Stephen Bragg, Finance and Planning, Vice President Helen Mamarchev, Student Affairs, and Vice President Susan Kern, University Advancement. I would like to encourage everyone that if you have a concern or an issue, by all means, contact me. I always have time to talk to you.

Provost's Remarks: Will postpone remarks until the Budget Session.

Vice President of Student Affairs' Remarks:

Senator Mamarchev: This year's student move-in was the most successful ever. Student Affairs has been very busy with various small groups and task forces looking at a restructuring of our division so that we are better able to respond to the Governor's intent of lowering non-academic administrative costs. Student Affairs is also currently reviewing the long-range housing and dining plans. Our housing and dining centers are 40 to 50 years old. We also have a task force looking at how to bring the student center back into the Bone.

Vice President of Finance and Planning's Remarks:

Senator Bragg: The State has finally released the funds for the Schroeder Hall renovation project. The construction on the College of Business building is moving along at a significant pace. We are looking at a completion of major construction in the spring. We are finishing up the Julian Hall project. It encompassed a great deal of mechanical and electrical work while people stayed in the building. We brought that project in under budget and almost a year ahead of schedule. We have completed the Facilities Condition Index, which catalogs in great detail the infrastructure improvements that are needed to every facility on campus. We have a great backlog in deferred maintenance. We saved money on air conditioning this summer, but natural gas prices are increasing. Please pass the word about energy conservation. We are looking to expand Parking and Transportation Services. Our long-range goal is to develop a shuttle system around campus. As a first step to this, we have assumed responsibilities for Nite Ride and Late Nite Ride. Most importantly, we have negotiated a contract with the Bloomington/Normal Transit System to provide free access along any of the transit routes to all students, staff and faculty of ISU.

Senator Fowles: Is it free to faculty and staff at all times on all the routes?

Bob Nuckolls, Director of Parking and Transportation Services: It is free for any faculty, student or staff member for any transit system fixed route. The Nite Ride is available free of charge as well.

Senator Hampton: We have students in theatre who are in our buildings until 11:00 p.m. For the past two years, we have been asking for a Nite Ride stop near there. In the pamphlets distributed, I don't see that there is a stop at the Centennial building or the new Center for the Performing Arts.

Mr. Nuckolls: The closest stop would be the Watterson stop, but I will take your suggestions into consideration as we expand.

Senator Fazel: What is the source of funding for this project?

Mr. Nuckolls: It comes from parking permits and parking fines.

Committee Reports: The internal committees of the Senate elected committee chairpersons:

Academic Affairs Committee Chair: Senator Joe Armstrong – The committee will continue its review of the General Education program.

Administrative Affairs and Budget Committee Chair: Senator Marian Hampton

Faculty Affairs Committee Chair: Senator Roslyn Wylie; Senator Mike Fryman, Secretary

Planning and Finance Committee Chair: Senator Barbara Kurtz

Rules Committee Chair: Senator Jim Coliz

IBHE-FAC Report

Senator Jerich: The June Illinois Board of Higher Education-Faculty Advisory Council Report and the August Board of Higher Education minutes are on the Senate web site. The proposed Seventh Goal for the *Illinois Commitment* is alive and well. It is hoped that it will be adopted at the September Board of Higher Education meeting. Ellen Carnes, the Chairperson of the School of Accountancy at SIU-C, was elected as the new FAC Chairperson. I was elected to represent all public universities as a member of the Executive Board of the FAC. We will be meeting next week at Northwestern University.

Senator Jerich's Illinois Board of Higher Education FAC Reports can be found at:

[/committee.html](#)

Honorary Degree Nominations

President Bowman: You have a ballot and vitae before for three nominees to receive Honorary Degrees at our Founders Day celebration in February. The nominees are: Sean Hayes for Doctor of Arts; General H. Norman Schwarzkopf, Jr. for Doctor of Humane Letters; Bob Costas for Doctor of Humane Letters. Through a variety of sources across campus, these three individuals were nominated. Sean Hayes is an ISU alumnus, probably most famous for his work with *Will and Grace*. General Schwarzkopf is a retired U.S. military officer. Normally, this discussion would take place in executive session. However, per the advisement of the University's General Counsel, this discussion must take place in a public forum.

Senator Crothers: The President is asking for the Senate's endorsement of these candidates. The actual selection is made by the President. This is not a formal election of the nominees.

Senator McGinnis: We had a total of five candidates for this particular award. One of the problems is that we are not getting very many nominations. I would like to encourage everyone that if they know of good candidates to please submit those individuals' names. These were the committee's top three candidates.

Senator Kurtz: I was rather disappointed in the list of nominees. There are two people from the entertainment industry and one from the military. There is no nominee imminent in the sciences, arts or business fields closely associated with the academic mission of the University.

Senator McGinnis: We are not getting a lot of nominations for this award. We send it out to the deans, chairs, graduate coordinators. We put it in the *ISU Report*, the *Alumni Newsletter*. We send it to the Provost's staff and to the VPs.

Senator Crothers: When does the call for nominations go out?

Senator McGinnis: I think later this semester.

Senator Reid: Since this is an Honorary Degree, we should consider someone really special to whom we give this degree. Given the list, I would propose that we give no one the degree this year.

Senator Crothers: I think that the proper mechanism under the established procedure would be to vote no endorsement and anyone who would agree with Senator Reid should do the same.

Senator Rice: Do these awards cost the University any money and if so, where does that money come from?

President Bowman: There is a minimal cost. Primarily, it is involved in travel. I believe that the President's

office picks that up.

Senator Crothers: There is no monetary award with the Honorary Degree.

Senator Rice: I don't think that we should just consider the two candidates as just being in the entertainment industry. We have a nice Arts Department at our University and it is part of the academic system as well.

Senator Reid: My comments have nothing to do with being against the entertainment industry. I just don't believe that these particular representatives of the entertainment industry are artistically worthy of this type of award.

Senator DeSantis: In the absence of nominations from the larger university community, can the committee itself make recommendations for this list?

Senator McGinnis: Yes, we can, although typically the committee does not.

The Senate cast endorsement ballots and the ballots were collected and returned to President Bowman. The President usually comes back to the Senate and reports the number of endorsements. The decision to award nominees an honorary degree rests with the President.

Advisory Items:

Golf Fees Report

Senator Winchip: The 2002-03 Faculty Affairs Committee met with the manager of the ISU golf course and he provided a very justifiable reason for the fees being the same for ISU faculty, staff and students as they are for the public, primarily to be competitive with the public golf courses here in the community. As a result, he has been looking at other means of providing advantages to faculty and staff, including payroll deductions.

05.01.03.02 Green Team Annual Report

Senator Kurtz: I am somewhat disappointed with this report. Many of the action items have no progress at this time. What are the plans for this group to address the substantive issues that are under its charge?

President Bowman: The group is going to continue working. I think we should have a representative of that group provide the Senate with a report and give feedback about their progress. I will extend that invitation.

Senator Kurtz: How are the members of this team chosen?

President Bowman: There are representatives from the four vice presidential areas so that we cover all pieces of the campus.

Senator Kurtz: I would have appreciated seeing some of the more active campus environmentalists included on the team. I think that the fact that it is driven by administrators raises some problems.

President Bowman: There are faculty on the team from Environmental Health, but this representation may not be broad enough. There is certainly nothing to prevent us from expanding the size of the committee and bringing in some additional voices.

Senator Crothers: There is no representation on the team from the Senate. Additionally, one of the prominent environmentalists on campus was a member, but chose to leave due to some of the frustrations you

are addressing.

The Green Team Report can be found at: <http://www.greenteam.ilstu.edu/>. Click on “Green Team Committee”.

07.07.03.01 Surveillance Equipment Usage

President Bowman: Stated that he would notify the Senate when additional surveillance equipment is installed on campus. He added that we have had various security problems at the University residences this summer, so something may have to be done there. Typically, the President’s office would not come back to a public body and indicate precisely where the surveillance would take place, but would simply inform the Senate that if and when it is done, it would be done cautiously and in accordance with the law.

Communications:

Student Government Association Advisement

Suzette Zompetti, Office of Student Life, is the new advisor to the Student Government Association. She invited anyone with student issues or concerns to feel free to contact her.

Congressional Campaign

Senator Crothers: Advised the Senate that he was the ISU point person for Tari Renner’s congressional campaign. Mr. Renner is in Congressman Weller’s district. Senator Crothers invited anyone who wanted additional information about the campaign to contact him.

Milner Book Sale

Senator Burk: The Friends of Milner Library will sponsor a book sale on Wednesday, September 3, 2003 from 9:00 a.m. to 4:00 p.m. in the Bowling and Billiards Center.

Budget Session:

Provost Presley: Over the summer the vice presidents and I worked on a communication to present to the Senate to describe the most recent \$10 million reallocation. We are still working on this communication and it will probably be finished tomorrow or the day after. I will put it on the Provost’s web site.

For the three most recent fiscal years, the University has accommodated \$16 million in reductions or reallocations, while at the same time assuming an additional \$18 million in new spending requirements, that includes salary increases, Medicare increases, legal costs, utility increases, etc. This \$34 million set of obligations represents about 23% of the beginning fiscal year 2002 general revenue and University income fund base, so that is quite a dislocation. The University met these cuts and obligations by reducing budgets, by reallocating resources from other funds and generating new revenue. About 44% of the \$34 million comes from new revenues, most of which is new tuition revenue. Another 33% comes from internal reallocation, while 23% comes from actual budget reductions.

Beyond the magnitude of these cuts and the obligations the University has assumed, the manner in which they occurred has much to do with how they were met. Most of the budget reductions were announced with very little notice and were spread in “relatively small increments over time”. The same is true for many of the obligations we assumed. As a result, it was not until well into this period, mid fiscal year 2003, in fact, as we anticipated the 03 budget, that a concerted effort was made to shield our core mission of instruction and to articulate a philosophy of one University that must spread the cuts and obligations across all fund sources. As you no doubt remember, then President Boschini asked the vice presidents to prepare a plan designed to reduce expenditures by \$10 million over the course of the next two years in anticipation of the decreases that

we have, in fact, seen in State support for the University. That plan has been finalized for year one and the necessary adjustments, including layoffs, have begun.

As part of the institution's mandate to protect its central academic mission as much as possible, Academic Affairs bore only 48.45% of the budget reductions rather than the much higher percentage that you might have expected based on the size of the division budgets. The other three divisions have accommodated appropriated funds reductions well in excess of their proportions of the total appropriated funds base. I will describe to you what the other divisions did.

In 03, the Division of University Advancement reduced its general revenue and service accounts budgets by \$109,000 and the personnel budget was reduced by 4½ positions. In 04, their budget was reduced an additional \$125,000 and four additional positions were eliminated. Operations budgets in that division have been reduced by over \$100,000. In addition to these appropriated funds reductions, the foundation budgets and earned income accounts, which University Advancement relies on for operating funds, have also been reduced--the Development Office, the Ewing Cultural Center and the Chicago office operations, for example.

The Division of Student Affairs has seen its already minimal appropriated funds budget further reduced. In total, appropriated funds account for only 6% of that division's budget, with agency funding, that is, student fees, accounting for 19%, and room and board charges accounting for the remainder. To date, the Division of Student Affairs' appropriated funds budget has been reduced by \$467,000 in 03 and 04. The division has chosen to take three-quarters of its cuts in administrative personnel, since operating budgets have been depleted over the years. This reduction includes administrative professional positions and civil service positions. Many of the reductions in force were the result of positions left vacant and of retirements; however, some staff members were notified that their positions were eliminated or reduced to part-time.

Operational budgets for Student Affairs were reduced by almost \$100,000 during this period. These reductions will result in reduced programs and services for students. Hours of operations for dining centers, student health services and the Bone Student Center have been reduced also as a result of these reductions in staff and operating budgets. Peer mentor programs in Student Counseling Services and student health services have been cut and the number of programs for students in student organizations has been reduced. At the same time, the Division of Student Affairs is committed to maintaining and improving the conditions of its programs, services and facilities and they have embarked on an ambitious reallocation plan that will generate funds for these initiatives through further personnel reductions. Some of these reductions have been dedicated to a long-term plan for improvement of residence hall facilities, dining centers and the Bone Student Center. In fact, the 7% increase in room and board charges effective this fall semester is dedicated to this long-term plan.

The Division of Finance and Planning has absorbed over \$1 million in appropriated funds reductions in fiscal years 03 and 04. Like the Division of Student Affairs, it has taken three-fourths of its reductions in personnel as operating budgets have been seriously eroded by more than a decade of cuts and no increases. Several units, such as the Comptrollers Office and the police department, were already among the most under-staffed units at Illinois public universities prior to this latest round of budget reductions and other units have seen staff levels decline by 20% or more. The division continues to review which services are absolutely critical to the University and which may be reduced or eliminated.

While expenditures for maintaining the University's appropriated funds facilities are booked in the Division of Finance and Planning, they really are expenditures made on behalf of the entire University. Maintaining our academic facilities is critical if we are to achieve the goals established in Educating Illinois and in our division. Facilities Services to date has protected the University's budget lines for deferred maintenance and,

as you may have heard at the Trustees' meeting, they hope to continue to do so. With almost \$500 million identified in maintenance needs for the entire campus, it is critical that deferred maintenance be done.

In the 2004 Academic Affairs reductions, these are the categories and amounts that were involved. First, administrative operations were reduced by a total of \$1,996,163. This included reductions in contractual obligations, travel, commodities, equipment, books, telephone expenses, auto expenses, awards and grants. Second, administrative personnel expenses were reduced by \$1,314,244. This included AP positions, civil service positions and student hourly workers. Much of this reduction was achieved with vacated positions or open positions, but a small number of people in Academic Affairs have been notified of lay offs, of reductions from full-time to part-time or notified that fiscal year 2004 will be their last year of service in certain AP positions. Third, holding open positions vacant allowed a reduction in Academic Affairs personnel expenses of \$1,535,458, including some summer expenses, non-tenure track positions and graduate assistant positions. This also includes eliminating personnel variance dollars used for teaching and research positions. This third category, which represents shifts in our instructional capacity and in our ability to support graduate studies in particular, was undertaken after extensive consultation with deans, who also consulted with department chairs and school directors, but this particularly remains a concern of ours. Of course, we all regret that any such action was necessary and no reduction in instructional capacity can be undertaken without at least some concomitant effects on academic quality.

I hope we have minimized the effects of these reductions on our ability to perform our mission and I think that we have done so. Moreover, I think that these reductions were planned and taken in accord with the budget priorities expressed by the Academic Senate and its Planning and Finance Committee. In order to spare the resources of classroom teaching units, proportionally larger reductions were taken from the technology area and its reserves and personnel, from Milner Library, its personnel budget, but not its acquisition budget, and from administrative offices.

As difficult as this process has been, I am very grateful for the hard work and the advice of deans, directors, chairs and others in this process. I will in all likelihood rely on such advice and consultation on this matter in the future. Year two of our planned \$10 million reduction will see another \$584,000 being reallocated from Academic Affairs' expenses. I will ask everyone in Academic Affairs to continue to be vigilant in looking for ways in which we can reduce expenditures while minimizing the effects of these reductions on academic quality. I thought that it would be appropriate to begin this year's budget sections of the agenda with as specific and forthright of a discussion of what actions had been taken as possible.

Senator Razaki: One of the suggestions that has been made is that all academic administrators should also be teaching. Is the University going to ask deans and chairs to be teaching more?

Provost Presley: There has certainly been no organized discussion of that, but I think that is a reasonable thing to suggest to many people. It is more symbolic than a real dollar issue. There is probably more teaching that goes on among assistants and associates than one might think.

Senator Razaki: I don't know if it is just a symbolic issue, especially during the summer. If you have a lot of academic administrators teaching, then it is not part of the nine-month regular salary for faculty members and the strength of the summer school offerings could be improved.

President Bowman: Some department chairpersons and college deans are regularly in the classroom. That discussion has been started in my office. I began the discussion first with Helen Mamarchev. We started talking about people in Student Affairs who had advanced degrees who could make a contribution in the

classroom. It's a conversation that I plan to have with all of the other vice presidents.

Senator Razaki: I was very unhappy when over the summer the *Pantagraph* issued an article about certain salary increases on campus. What bothered me was that I had specifically asked the question on the Senate floor if there were administrators who had received salary increases and the answer that I always got was that 'yes, but they were more like salary adjustments'. I was given the impression that it was not really the upper level administrators. Then I found out that one administrator received a \$7,000 or \$8,000 salary increase, which is probably a higher increase than any of the faculty members got. I would like to know why it was done. The reason that was given to me before was that it was to match the market or make a counter offer. This is no time to be matching counter offers.

President Bowman: I don't know if we can discuss the specifics in open session. When I was in the Provost's office, I did a matching offer for that individual for a number of reasons that are personnel related. The comment about a \$7,000 or \$8,000 raise this year I don't think is accurate.

Senator Razaki: No, it was the previous year.

Senator Crothers: I would like to concur that this discussion cannot go on in open meeting. Moreover, I am not at all convinced that the President is obliged to tell us.

President Bowman: Lets go back to it in a general sense. Having sat in the Provost's Office last year, I allowed a small number of matching offers to go forward. For the most part, those were faculty positions for people that for various reasons we wanted to retain. It was not done widely. It was done very carefully and most of them were focused on faculty positions.

Senator Crothers: What is the forecast for mid-year rescissions and long-term structural reallocations at the State level?

Senator Bragg: There are many rumors that there will be a mid-year rescission, but nothing has been confirmed. The revenue is not coming in as projected by the Economic and Fiscal Commission or the Governor's Office of Management and Budget. Those rumors are largely from fairly low-level staff that don't have access to decision makers in the administration, so it is hard to know how to take them. It is probably prudent for us to plan to keep some of our resources until we get a better read later this fall semester of what the revenue picture looks like. The Governor, on three occasions over the summer, announced that he was very confident in fiscal year 2004's budget, but he was very worried about fiscal year 05 and 06.

Senator Winchip: What is the status of the hiring freeze?

President Bowman: The hiring freeze continues for civil service and AP positions. It does not affect faculty hiring. The tenure-track search cycle will continue. I don't believe that the Provost's office has come to a decision on the number yet. We are allowing a small number of exceptions to the freeze for critical positions.

Senator Jerich: What are the budget implications for the non-tenure track faculty? Will their course loads increase?

Provost Presley: That will be under negotiation in the bargaining agreement process.

Adjournment

ATTENDANCE/MOTIONS