

ACADEMIC SENATE MINUTES
Wednesday, October 27, 2004
(Approved)

Volume XXXVI, No. 4

Call to Order

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

Roll Call

Senate Secretary Borg called the roll and declared a quorum.

Approval of Minutes of September 29, 2004

Motion XXXVI-16: By Senator Koutsky, seconded by Senator Brockschmidt, to approve the Academic Senate Minutes of September 29, 2004. The minutes were unanimously approved.

Chairperson's Remarks

Senator Crothers: The IBHE Big Picture Meetings are a series of meetings wherein IBHE representatives discuss with various constituencies priorities and other issues important to the university. In the past, these meetings have been held on university campuses throughout the state. The meetings, to the best of my knowledge, now occur in Springfield, so we do not have that direct input. I had the opportunity a few weeks ago to moderate a debate between College Republicans and College Democrats. I hope that the excitement and enthusiasm shown at that debate turns out to actually carry over to election day on November 2; it would be quite remarkable to see college students substantially participate in the upcoming election.

Senator Bragg: In my opinion, the change in the location of the IBHE Big Picture Meeting is not a precedent. The IBHE currently has an Interim Executive Director who has some family health issues that require his being in Springfield. I believe that that was the major reason why IBHE representatives did not travel to campuses this year, but I don't think that that signals any significant change in their procedures.

Student Government Association President's Remarks

Senator Rinker: SGA was very much involved in Homecoming events last week. Since my freshman year, I have seen a significant increase in the number of students that participate in these events. SGA is currently looking at ways to get more involved in the Fine Arts events on campus. We are looking at ways to promote these events in order to increase student involvement. Senator Koutsky met with the County Clerk today and will report on that meeting.

Senator Koutsky: The County Clerk has signed onto a resolution passed by SGA concerning voter registration. The resolution is a letter that contains seven requests to ensure that students are not disenfranchised in any way in the upcoming election. Students who are registered to vote do not necessarily have to have their voter registration cards in order to do so. They will need, however, to present a photo ID and a piece of mail indicating their local addresses. Over 3,000 students have registered to vote.

Administrators' Remarks

President Al Bowman: I would like to first compliment the students on all of the election activities in which they have promoted and participated in on campus. I have been here almost 30 years and I really don't remember an election in which the students have been this involved. I would also like to thank and compliment the students who worked on the Homecoming Program this weekend. It may not seem an important event to those of us who are on campus, but Homecoming is extremely important to our alumni. Every year we invite back graduates of the

institution and it seems like the number has been growing in recent years. We hosted the Class of 1954; that class has endowed a scholarship for students that we will be announcing very soon.

Yesterday, I toured the College of Fine Arts Centennial and CVA Complex. The reason for the tour was to get a better visual understanding of the challenges that that college faces. Its facilities are in terrible need of repair. We have asked the legislature for \$150 million in renovation funds for this area. Obviously, that won't happen tomorrow, but there are some significant needs there and I would like for us to be in the best position possible to get those projects funded. At the Board meeting on Friday, we are asked for approximately 11% more in state resources than we received this year. If that were to happen, we would still be three percent below where we were in 2002. It is difficult to know where the Governor's priorities will lie and what the ultimate outcome will be.

The Comprehensive Campaign continues to make good progress. We are closing in on the \$87 million mark. I am very optimistic about surpassing our goal of \$88 million.

Senator O'Donnell: Are there any possibilities for emergency repairs in CVA and Centennial West?

President Bowman: The Dean of CFA is drafting a memo to document the most dire needs. We will discuss those with our facilities people and try to reach at least a temporary solution to get us through.

Provost John Presley: I have some numbers from the Office of Enrollment Management and Academic Services to share with you. Our freshman applications for Fall 2005 are up 20%. We have received almost 4,000 applications and admitted 1,900 students. At this point, the academic profile for admitted students is running about the same as last year; it is a very strong profile. Applications received from minority applicants are up 26%. We have admitted 23% more from that group than last year and their admitted student profile is even stronger than before. We have 55 students who have been called up for military service at this point. Enrollment Management is will extend the expiration dates for certain services as a courtesy to those students. We will do all we can to ease those students' reentry into college and to make sure that they are not disadvantaged due to their military call up.

On October 6, the General Counsel for the Office of Executive Inspector General for the State of Illinois indicated to ISU's General Counsel that he believes that state employees wearing campaign buttons to work is a violation of the State Officials and Employees Ethics Act. To me, that is clearly counterintuitive and contradictory of the fundamental right of free speech. That opinion was delivered in a telephone conversation and our General Counsel has written to the General Counsel for the Executive Inspector General asking for that opinion in writing. In the meantime, I urge you to exercise your rights to free speech.

Senator Simon: I would ask the President and the Provost to communicate to deans and thereby to department heads that there is this policy of making every effort to be flexible with students called to the military. Sometimes the inflexibility happens at a lower level.

The President and Provost agreed to do so.

Vice President of Finance and Planning Steve Bragg: The Board, at its October meeting, approved the northwest zone chiller project and the transfer of funds—bond revenue proceeds from our latest bond issue—from the parking ramp to the long-range housing and dining plan. Some of you may be contacted by our external auditors. They are on campus now finishing our fiscal year 2004 finances and compliance audit. They are also talking to most of the senior officials at the institution and a random sample of other people about the existence of fraud. They have no specific information about Illinois State University; this is simply the result of a new accounting standard that has been promulgated, both for public institutions and private institutions, that charges all auditors to be more aggressive about looking for instances of fraud.

Committee Reports

Academic Affairs Committee

Senator Reid: The committee first considered the Certificate for the Director of Special Education proposal that was taken off of the Consent Agenda. We have agreed to ask that a detailed accounting of costs be given to us, particularly concerning whether or not the course will require additional funds in the future. We also began to work in more detail on the Distance Education Report.

Administrative Affairs and Budget Committee

Senator Gamage: The committee extensively discussed the Administrator Selection Policy, as well as several other policies. We plan to submit the Selection Policy as information item at the next Senate meeting.

Faculty Affairs Committee

Senator Wylie: Dr. Schoenwald was our guest this evening and he assisted in our consideration of the faculty ombudsman position. We have formed a subcommittee to finalize our recommendations.

Planning and Finance Committee

Senator Plantholt: The Planning and Finance Committee's revised Organizational Change Policy is an information item tonight. The committee agreed to appoint Billy Lim from the ITK Department as our representative on Academic Planning. Joe Rives, speaking as a representative of the NCA Special Emphasis Coordinating Planning Committee, discussed with us the planning models that are currently used by the four vice presidential units. We talked about the need for further discussion on University priorities and also on long-term financing models in a situation where state funding has decreased.

Rules Committee

Senator Hammel: The Committee discussed the Mass Electronic Communications Policy with Dr. Mark Walbert, Associate Vice President of Technology. The committee is considering adding an appeals aspect to this policy that would address denied requests for the use of our mass electronic communications on campus. The committee also submitted to Dr. Walbert minor revisions concerning the subject lines for mass e-mails. The committee continues its discussion on revisions to the Faculty Code of Ethics.

Action Items

Honorary Degree Committee Elections:

Election of Senate Faculty Representative: Marian Hampton was unanimously elected by the Senate as the Senate Faculty Representative on the Honorary Degree Committee for the 2004-2005 term.

Election of Senate Student Representative: Craig Kauzlarich was unanimously elected by the Senate as the Senate Student Representative on the Honorary Degree Committee.

Ratification of SGA Election of Student Representative: The Senate unanimously ratified the election of Derek Halfar by the Student Government Association as the SGA Honorary Degree Committee Representative.

Information Item:

10.22.04.01 Organizational Change Policy – Revised (Planning and Finance Committee)

Senator Plantholt: The Organizational Change Policy is a policy on the review cycle. The committee felt that the previous policy was quite confusing and thus revised the policy to a simple statement: "All pending significant organizational changes at the University will be communicated to the Academic Senate Executive Committee, which will determine if Senate participation is appropriate."

Motion XXXVI-17: By Senator Plantholt, seconded by Senator Borg, to move the policy to action. The motion was unanimously approved.

Motion XXXVI-18: By Senator Plantholt to approve the Organization Change Policy as revised.

The Planning and Finance Committee emphasized that though the policy states that all pending significant organization changes at the university will be communicated to the Senate, this communication may not consistently occur. One of the roles of the Chairperson of the Senate is to facilitate this process. Senator Crothers noted that there is also an obligation on the part of the administration and University leaders to bring these items to Senate.

The Senate unanimously approved the policy as revised.

09.25.03.01 University Curriculum Committee Policies and Procedures – Revised (Academic Affairs Committee)

Senator Reid: The revised University Curriculum Committee Policies and Procedures, as submitted this evening, is a document that the Senate received in September 2003. Because Academic Affairs was working on a number of major issues, such as General Education, it was not considered previously. The UCC has proposed a new set of revisions, but those revisions presuppose the ones we have before us now. The vast majority of the revisions are editorial in nature, such as the elimination of references to the Office of Undergraduate Studies. Other revisions concern the exception of the 124 hour credit hour limit for programs. As that issue will come before the Senate as a separate item, we can approve this set of revisions and consider the 124 hour exception at a later date. At this time, the Academic Affairs Committee recommends no changes to the revisions submitted by the UCC.

Motion XXXVI-19: By Senator Reid, seconded by Senator Kauzlarich, to move the UCC Policies and Procedures, as revised, to action. The motion was unanimously approved.

Motion XXXVI-20: By Senator Reid to approve the revised UCC Policies and Procedures. The motion was unanimously approved.

Communications:

Team Excellence Awards Committee

Senator Frank Waterstraat was unanimously elected by the Senate to serve on the Team Excellence Awards Committee for the term 2004-2006.

Board of Trustees October 22, 2004 Report Excerpt – Graphs:

(1) Percentage of Full-Time Departmental Faculty by Tenure Status, 1994-2004

(2) Percentage of Full-Time Departmental Faculty by Rank, 1994-2004

Senator Crothers: The graphs of the percentage of full-time departmental faculty by tenure status and percentage of full-time departmental faculty by rank were a part of the packet submitted to the Board of Trustees on Friday, October 22, 2004. The top graph indicates the percentage of faculty in the various tenure ranks—tenured faculty, faculty eligible for tenure and faculty ineligible for tenure. The bottom graph indicates the percentage of faculty by rank and illustrates the fact that the institution has a disproportionately high number of Assistant Professors.

Provost Presley: The actual number of Assistant Professors is 277, of Full Professors is 233 and of Associate Professors is 198. There are also 122 Non-Tenure Track Faculty. The actual number of tenured faculty is 434. 270 faculty members are eligible for tenure and 126 are ineligible. The totals are different because the graphs depict snapshots of the faculty at various points in time.

Senator Parette: Have you compared these figures to our benchmark institutions?

Provost Presley: I don't think that we have looked at other institutions in terms of rank and tenure distribution.

We tend to look at them in terms of salary. However, the rank and tenure distribution can be easily obtained.

Senator Reid: In the second graph, is the switch in parallelism between Assistant Professors and Full Professors, which took place between 1999 and 2001, due to a greater number of retirements or to other factors?

Provost Presley: Since FY1999, we have had 176 resignations and 162 retirements, so the retirements are probably responsible for a great deal of that. Resignations would tend to be at the other levels.

Senator Reid: Would we expect retirements to continue at the same rate?

Provost Presley: I am told that the horizon for the early retirement packages is coming to a close, so there will no longer be that inducement. However, I don't have the age distribution of the faculty.

Senator Reid: Is this a long-term problem?

Provost Presley: No matter what happens with the retirements and resignations, it is very hard to resist the pressure to hire at a lower rank, particularly given financial constraints. The constant tendency is for experienced people to leave and for us to look for replacements at the Assistant Professor level, so I think that this is a long-term issue.

Senator Crothers: The replacement rate is also a part of that mix; the question of how quickly we can replace faculty can vary over time.

Senator Wang: What is the general impact on instruction of the increase in the number of Assistant Professors? Secondly, what is the replacement rate for this year?

Provost Presley: I don't know the replacement rate if you are talking about from this point forward. We have actually added fulltime tenure-track faculty—from 665 in FY99 to 707 in FY05.

Senator Jerich: To what extent is a faculty member's commitment to service honored in the decision for promotion?

Provost Presley: That is an issue for the ASPT committees in the departments and colleges to consider.

Senator Jerich: Currently, are there ratios, within any college or department, between tenured, tenure-track and non-tenure track faculty that are exacerbated? If that is the situation, how does it affect the general profile of any particular college or department?

Provost Presley: There are departments in which the ratio of junior faculty to senior faculty is disproportionate. In those situations, on the dean's recommendation, we attempt to hire at a senior level.

Senator Jerich: I am more concerned about departments that rely heavily upon temporary personnel.

Provost Presley: It is the same dynamic. The chair and the dean make a case and we try to "privilege" the department when we make authorization decisions.

Senator Adams: Do you have statistics for these same years for part-time faculty?

President Bowman: I have those numbers going back to the year 2000, as well as the fulltime Non-Tenure Track Faculty numbers since 2000. The number of fulltime Non-Tenure Track Faculty has decreased from 169 in 2000

to 124 in 2004. The number of part-time NTTF has dropped very slightly, from 265 in 2000 to 255 in 2004.

Senator Smith: It seems that all of these numbers are supposed to add up to approximately 100% vertically.

Provost Presley: The numbers don't add up exactly because these are snapshots at different points in time.

Senator Smith: In 1996, the total percentage seems closer to 115%. Just for the sake of observing some sort of real trend in the data, someone might care to revise these figures.

Senator Hammel: Has there been any discussion of perhaps a minimum mix of ranks of Associate, Assistant and Full Professors? Perhaps we should identify programs that don't meet a minimum requirement and give those departments additional support.

Provost Presley: I think that is something that has to be done discipline by discipline. We have disciplines here that are so new that it is almost impossible to find Associate or Full Professors in them. I take your point that it might be an interesting exercise, but I am not sure that it is an exercise that would lead to a payoff worth the investment.

Senator Riegle: Do we have data going back farther, for example, back 20 or 30 years?

Provost Presley: I am sure that we do.

Senator Riegle: Has the burden of credit hour production shifted by rank?

Provost Presley: We actually sort credit hour production by department and not by rank. I think that credit hours have been stable for the last several, probably because of the stability of the General Education Program and the relative stability of enrollment. These graphs are not a sophisticated statistical representation. We depict this information in this year-by-year representation in the report to the Board of Trustees so that the Board may assess if tenures, sabbaticals and promotions have changed appreciably. I think that the shifts are the effect of the very successful hiring at the Assistant Professor level and to the very large number of retirements. I don't think that it is the promotion and tenure process at all that is causing this.

Senator Adams: In the second chart, I would like to see the Non-Tenure Track Faculty identified as "Non-Tenure Track Faculty" instead of "Other".

Provost Presley: I agree with you. When I started working with this, I was unsure of the local terminology.

Adjournment

[ATTENDANCE/MOTIONS](#)