

Faculty Caucus Minutes
April 25, 2007
(Approved)

Call to Order

The Senate Chairperson called the meeting to order immediately following the Senate meeting.

Approval of Faculty Caucus Minutes of 2/21/07

Motion: By Senator Coleman, seconded by Senator Borg, to approve the Faculty Caucus Minutes of February 21, 2007. The minutes were unanimously approved.

Advisory Item:

04.06.07.01 ASPT Clarification: Consideration for Associate Professor Promotion During Fourth Year (Mike Plantholt/University Review Committee)

Following the February 21, 2007 Faculty Caucus meeting, the University Review Committee further revised its language concerning promotion to Professor from Associate Professor during the fourth year of service as an Associate Professor. The revised language presented to the Caucus at this meeting read as follows:

“Ordinarily an Associate Professor must have served fulltime for at least four years as Associate Professor at Illinois State and have completed at least ten full-time years as a faculty member at the college or university level. Review for promotion to Professor may occur in the tenth year of service and/or the fourth year as Associate Professor; promotion to Professor may take effect in the next year. Faculty who hold...”

Senator Alferink: I am puzzled as to how to interpret the revised language. If I interpret as I think I am supposed to, the ten years of service is no longer serves any function in this document. Is that correct? You have to have served four years as an Associate Professor and if you have done that, it does not matter if you have served ten years on the faculty.

Professor Plantholt: That is not the intent here. As you remember, on February 21, this was approved by the Senate, but a number of senators expressed confusion and did not understand that you could be reviewed the year before you were eligible and then be immediately promoted. A number of people thought that you had to have *finished* four years as an Associate Professor before being reviewed for promotion. So, after going back to the URC, we tried to make it clear that you did not have to wait until after the fourth year, but could start that review process *in* the fourth year and also, as the rules were in the past, in your tenth year of service.

Senator Alferink: But it is an “and/or”.

Senator Crothers: The first sentence makes that reading less complicated. The first sentence says, “Ordinarily, an Associate Professor must have served fulltime for at least four years as an Associate Professor and completed at least ten years full-time years as a faculty member at the college or university level.” The rest of it is just saying that “Review for promotion to Professor may occur in the tenth year of service and/or the fourth year as Associate Professor.” Are you saying that one is in contradiction of the other?

Senator Alferink: I just find them confusing, personally.

Professor Plantholt: It was a little tricky to write because maybe the tenth year or maybe the fourth year comes first. So, there are different situations in which one is going to be the situation that holds you up. That is why the “and/or” is there. Still, there is the rule that you need the ‘at least ten years’ and the ‘at least four years.’

Senator Borg: Is the key point here four years as Associate Professor at Illinois State or its possible to be an Associate Professor elsewhere? For example, is it possible from someone to be ten years elsewhere and four years as an Associate Professor here?

Professor Plantholt: Before this came before the Senate, it had always been ten years as a faculty member at the college or university level. So that could include service elsewhere. The change that was being implemented here was that it previously said four years as Associate Professor, but now we changed it to four years as an Associate Professor at Illinois State University. The four years has to be at ISU. That was the change that was voted on before.

Senator Borg: Might I suggest that **“Review for promotion to professor may occur in the tenth year of a faculty member’s university service and the fourth year as Associate Professor at Illinois State University.”**

Senator Crothers: I am becoming increasingly worried. We are trying very hard to recruit highly influential people. We hire someone at the Associate Professor level. A year and a half later, they, for example, publish extraordinary work, and we tell them it is two and a half years before they can be a Professor because they have not been at ISU for four years.

Provost Presley: The word “ordinarily” and the word “may” are the important words there. I have the same concern that you do. We want there to be guidelines for the average person going through the process, but I want it to be flexible enough for those who do extraordinary work.

Senator Smith: It seems that the first sentence stipulates the rules quite clearly. So, if we could find away to get rid of the second sentence, that would perhaps be desirable. So, my suggestion is that we would add “prior to” to that sentence. It then would read, “have completed at least ten full-time years as a faculty member at the college or university level **prior to review for promotion to professor.**” End of paragraph.

Professor Plantholt: That would change the meaning. Right now, you can be reviewed in your tenth year. You do have to have finished the tenth year.

Senator Mallory: If I may clarify. The first sentence specifies your requirement for service and the second sentence specifies when you may come up for review. Correct?

Professor Plantholt: That is correct.

Senator Borg: Perhaps we can accept Senator Smith’s suggestion and add **“reviewable in the ninth year”**.

Senator Kalter: I suggest that we eliminate “and” in “and/or” and put a comma after Associate Professor to say, **“Review for promotion to Professor may occur in the tenth year of service or the fourth year as Associate Professor, whichever comes last.”**

Provost Presley: I have another suggestion that will hopefully clarify this. **“Review for promotion to Associate Professor, therefore, may occur in the tenth year and promotion to Professor may take effect in the next year.”** Does that make the relationship between the two sentences more obvious?

Senator Crothers: I have about four proposals now. I think it fair to say, Professor Plantholt, that we are not clear.

Professor Plantholt: The idea of the second sentence is that you can be reviewed the year before you are actually eligible to be promoted.

Senator Crothers: Perhaps we need to come up with plain statements that say that.

Senator Ellerton: Professor Plantholt may have just suggested an appropriate wording.

Senator Crothers: That may be true. I get a sense that this body is still not sure that this language is saying what you intend it to say. What I think I am hearing is a recommendation for a striking through entirely and in plain language, with simple, declarative sentences, saying what you are trying to achieve.

Professor Plantholt: So, let me clarify what I need to take back to the URC. At the last Faculty Caucus, the following wording was approved:

". . . served full time for at least four years **as associate professor** at Illinois State and have. . . "

So, I assume that that revision will go through and I assume that the URC will consider the additional language again next year.

Senator Crothers: That is correct.

Action Items:

Election of Panel of 10 Faculty Nominees

The Faculty Caucus elected following faculty members to the Panel of Ten:

Radheshyam Jayaswal, Biological Sciences
 Susan Sprecher, Sociology and Anthropology
 Christopher Horvath, Philosophy
 Patricia Jarvis, Psychology
 Bruce Hawkins, English
 Ronald Meier, Technology
 *Ken Smiciklas, Agriculture
 Kevin Zhang, Economics
 Nancy Lind, Politics and Government
 Anthony Amorose, Kinesiology and Recreation

***Kathleen Conley, Milner Library, was elected to the Panel of Ten; however, she resigned in May 2007. Therefore, Ken Smiciklas, the next runner-up, replaced her.**

Election of Faculty Nominees to the External Committees of the Academic Senate

The following faculty members were elected, as a slate, to the following External Committees of the Senate;

there were no additional nominations:

Athletic Council (5 openings)

Christy Bazan, CAST	2007-10
Jeri Beggs, COB	2007-10
Bryan Hosack, CAST	2007-10
Lauren Lowell, CFA	2007-10
Cheri Toledo, COE	2007-10

Council on General Education (3 openings)

Bruce Hawkins, CAS (Social Sciences)	2007-2010
Sean Walton, Milner	2007-2010
Gary Weilbacher, COE	2007-2010

Honors Council (3 openings)

Greg Ferrance, CHEM, CAS	2007-10
Dawn McBride, PSY, CAS	2007-10
Sarah Williams, Milner	2007-10

Library Committee (1 opening)

Fusan Akman, CAS	2007-10
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Reinstatement Committee (3 openings)

Lori Adams, CFA	2007-10
Sylvie Bouriaux, COB	2007-10
Lynn Kennel, Mennonite College of Nursing	2007-10

SCERB (3 openings)

James Cunningham, Milner	2007-10
Steve Landau, CAS	2007-10
Michelle Vought, CFA	2007-10

SCERB Grievance (2 openings)

Jack Howard, COB	2007-10
David Marx, CAS	2007-10

SCERB University Hearing Panel (8 vacancies/4 filled)

~~Conley, Kathleen~~ Retired May 2007

Chris Hamaker, CAS	2007-10
Christine Kubiak, Milner	2007-10
Marla Reese-Weber, CAS	2007-10
Janet Wilson, CFA	2007-10

Service Award Committee (3 vacancies/1 filled)

Kerry Tudor, CAST, 2007-2009

Student Center Advisory Board

No volunteers for this committee.

University Curriculum Committee

Jean Standard, CAS, 2007-10

Diane Dean, COE, 2007-2010

Carlyn Morenus, CFA 2007-2010

(COB Vacancy)

Election of Senate Faculty Campus Communication Committee Representative

Senator Kalter was unanimously elected to serve on the Campus Communications Committee. Her term of service will be 2007-2009.

Election of Senate Council for Teacher Education Representative (Term: 2007-08)

Senator Conant was unanimously elected to serve as the Senate's representative on the Council for Teacher Education. His term of service will be 2007-2008.

Election of Foundation Board Representative

Professor Joe Armstrong, the current faculty representative on the Foundation Board, was re-elected unanimously to continue to serve in this role. His term of service will be 2007-2010.

Election of Academic Freedom, Ethics and Grievance Committee Faculty Nominees

There were five nominations for the six vacancies on the Academic Freedom, Ethics and Grievance Committee. The five nominees, as follows, were elected to serve on the committee:

Christopher Horvath, Philosophy

Eros DeSouza, Psychology

Steven Landau, Psychology

Temba Bassoppo-Moyo, Curriculum and Instruction

Jack Glascock, Communication

Adjournment