

**Faculty Caucus Meeting**  
**November 18, 2009**  
**(Approved)**

***Call to Order***

Senate Chairperson Dan Holland called the caucus to order immediately following the Senate meeting.

***Approval of Faculty Caucus Minutes of September 23, 2009***

**Motion:** By Senator Dawson, seconded by Senator Stewart, to approve the Faculty Caucus Minutes of September 23, 2009. The minutes were unanimously approved.

***Faculty Survey (Senator Holland)***

**Senator Holland:** Before we start on Provost's Everts report on authorized faculty searches, I wanted you to take a quick look at this survey. This is something that was brought to me by a fellow senate chair from the Council of Illinois University Senates. There is an informed consent because it is a survey being done by another university trying to get faculty's interpretation of various things. We are being asked to write one sentence about a given word or concept and the word that we are supposed to write about is what we think of plagiarism or what you interpret plagiarism to be. If you will write that and return it to me, I will mail it back and we are done. You will have the eternal gratitude of Dr. Woodward at SIU. You do need to sign the informed consent.

***Report on Authorized Faculty Searches (Provost Everts)***

**Provost Everts:** For fiscal year 11 hires, 41 searches were authorized to be conducted in fiscal year 10 totaling \$2,517,208 from the Academic Impact Fund. These searches will bring the number of tenure/tenure-track FTEs to an all-time ISU high of 710. As we have tracked those numbers, the previous high was in 2004. That number has been basically about 690 or 680. In 2008, it was 694 and now 710. So while many universities aren't giving that kind of report tonight, I think that that is excellent news for Illinois State. We wish it were more, but I think 41 searches is excellent news. Of the 41 searches, 7 were authorized from non-reappointment or tenure denials, per AIF guidelines. It should be noted that department/schools have two years to complete the search process before the position is reclaimed to AIF. The 32 reclaims for retirements and resignations were factored into the formula to determine available funding. Per the revised AIF guidelines, every position is a new position, so retirements or resignations are not held as open or unfilled lines that affect the allowable funding available for the tenure-track positions. I have additional details if you would like the numbers associated with colleges. College of Arts and Sciences, 14 authorized searches; CAST, 7; CFA, 6; COB, 4; COE, 7, Mennonite College of Nursing, 3; and no positions were authorized this year for Milner Library.

**Senator Glascock:** Does that replace the faculty that left the previous year?

**Provost Everts:** Not completely. Because of the non-reappointment or tenure decisions, there is a two-year window there. So in some cases, that is not a direct replacement immediately. The departments and units have two years. Again, since all lines are new, it is not necessarily a replacement of those retirements.

**Senator Glascock:** Do you know what that number was?

**Provost Everts:** I do not have that with me, but I would be happy to get that to Senator Holland. You want retirements at the end of 2008?

**Senator Holland:** Are you looking for retirements, non-reappointments and for people who are just leaving?

**Senator Glascock:** Yes.

**Provost Everts:** The total number exiting by college for 2008?

**Senator Glascock:** Yes.

**Senator Dawson:** I am just getting into understanding more about the AIF. As you call these new positions, will there be any layoffs of non-tenure track that may be covering those particular classes?

**Provost Everts:** That is not anticipated. Again, I want to underscore how healthy Illinois State is in this regard. One, 41 positions is more than most institutions nationwide. We are not looking at any layoffs. We are not looking at any furloughs, etc. Again, in regard to President Bowman's beginning discussion, the fact that we have planned, in essence, for what has not been anticipated very well by some institutions has set you on this course.

**Senator Fazel:** How was the decision made in terms of how many faculty per college?

**Provost Everts:** There is actually an algorithm associated with the allocations. So that is determined by lines across colleges, equitable, but strategically associated with the analysis of the department's productivity measures, student demand in majors, review of college priorities, enrollment issues and then an appraisal of program reviews submitted by departments. I would also add and I wanted to mention the budget hearing time, because that is very much folded into this process and we are folding it in more and more as we move forward. So I think the fact that Vice President Layzell will be there in March for a campus overview as we head into those college presentations associated with each of these categories I think will be very helpful as well.

**Senator Holland:** This is a plug for any of the colleges that are currently undergoing or will be undergoing a program review in their eight-year cycle. This is where it really becomes critical to make sure that your chairs and whoever is on the departmental committee that puts that together that they make a case as to what you are doing with the money, why you need more money. If you can make a very strong case, it will really improve your chances of getting additional faculty.

**Provost Everts:** I can't underscore that enough. I thought the questions were excellent at the March meeting and those were very helpful in the decision-making process as well.

**Senator Kalter:** With respect to Senator Dawson's question, the report that you gave to our committee basically had a flat budget for non-tenure track funding. I think there was maybe half a position down. I just wanted to clarify about the algorithm, because that's a mathematical term, but it sounded to me from the list that you went through that that includes both quantitative and qualitative judgments and it also includes both teaching productivity and other kinds of productivity shown by the department, like scholarly and service.

**Provost Everts:** Absolutely.

**Senator Thompson:** There was a concern in the College of Education that there were three positions that were decided at the last minute not to award. Can you comment on those at all?

**Provost Everts:** I can't tell you if there were decisions made not to award. It may be communicated that it seemed that that was the case, but the decisions were associated with these different categories, so I think there might have been expectations that surely there would be more. That's a case I ran into in every college, so it may be that, for example in the College of Education, surely we will have 10.

**Senator Thompson:** It wasn't the College of Education, in particular, that didn't get them at the last minute?

**Provost Everts:** No and again, this is only my second year here, but each and every time, I would like to award everything that the colleges ask for, but of course we don't have the numbers to be able to do that. So we also have determined, for reasons that are quite obvious to all of you, people who are not retiring in the numbers that we sometimes had anticipated prior to, for example, September of last year, so that also affects the number of positions we are able to award. But I think that there is an expectation sometimes on the part of the college that surely there will be this many, so I suspect that was the case in regard to 10 positions in the College of Education.

**Senator Bonnell:** Because Milner did not receive any allocations for FY11, I am really concerned about our ability to serve the students. We are hoping in FY12 that we receive allocations for tenure lines and if there is anything that you can share to help along with that as we transition from one dean to another.

**Provost Everts:** I don't anticipate that that would be the case again in the following year. Milner had two positions that were authorized last year, which I thought was a very healthy number and so that was also part of the discussion. But I would also say and underscore again how important those March meetings are and I can remember specifically Senator Kalter's question of the library dean associated with what would occur if those tenure-track lines were not granted to the library. I listened very carefully to the answers that each of the deans gave to that question and so that is an important aspect of those presentations.

**Senator Conant:** How often is the algorithm that is used to determine how these tenure lines are distributed looked at and revised?

**Provost Everts:** Often. Again, please note that it is a lengthy list. If you like, I can get you all of those categories, but it is also a notion of months of discussion associated again primarily with students' needs as well. So how those are presented in regard to each and every college is slightly different, but in regard to the algorithm, we do look at that, since I have been here, monthly.

**Senator Fazel:** We would appreciate having the algorithm so that we can prepare for the next March meeting.

**Provost Everts:** Absolutely.

**Senator Holland:** Regarding the library, because they have been getting this additional allocation to buy new resources, as recommended by the Finance and Planning and Faculty Affairs Committees, I think that there was some concern that they were not getting tenure lines because of that. One would hope that they are not correlated.

**Provost Everts:** No, they are not being punished for that.

**Senator Kalter:** There is talk in our college that drastic reallocations of non-tenure track funding might

happen as we transition out of the old AIF policy into this second or third year where we are under the new policy. There was something like a freeze of the dollars going into one year. I was just wondering if you can give any kind of indication about that. Is that a decision that is dean by dean?

**Provost Everts:** It sounds like in Arts and Sciences that that may be a discussion that is happening at the dean level. What we are looking at in regard to tenure-track positions is a steady growth and what we are looking at for NTTs, as you mentioned earlier, flat. Again, there may be college decisions specific to goals, strategies, etc., that may impact you more directly, but that are not necessarily coming from the Provost's office.

**Senator Dawson:** One of my reasons for asking that is because I get colleagues that ask me, 'Am I on a line that is funded by AIF or am I more permanent?' The question is becoming more urgent and I don't quite know how to answer that.

**Provost Everts:** They are permanent. So I don't want them to think that if they are on an AIF-funded line, it's not permanent. It is; it's just the fund, in essence, and it sounds like it might be useful as we go forward with the budgeting 101 piece, that Mardell Wilson from the Provost's office will be doing, that she builds in some of these pieces associated with AIF. One, the original purpose and then also some of the changes associated with restructured guidelines, or really the conversations that occurred over the last couple of years associated with those guidelines, that that might be helpful.

**Senator Dawson:** Some of the information that goes out causes them to think that they are placeholders until the tenure-track search is done. So they are asking, 'Am I a placeholder or one of the regulars?' There is really no good understanding of that.

**Provost Everts:** We will address that as well.

**Senator Kalter:** I am a little concerned with the idea of saying, yes, they are permanent. There are obvious union considerations on status, but my understanding of a non-tenure track position is that one of the reasons we don't like to have a lot of them is because there is no job security. If the whole AIF is reallocating instructional capacity dollars and tenure-track funding towards the areas of highest need, however that is defined, I am wondering if we want that language of permanent in our vocabulary. I also share the same concern that Senator Dawson has regarding people who have been here for long periods of time...

**Provost Everts:** Who feel like placeholders?

**Senator Kalter:** I think that is coming out of the old AIF. When a faculty member left a vacancy in a particular department, it used to be thought of as a vacancy that would be filled eventually. Before that, that didn't go into a central pot, but the department had control over it. So that person was taking another person's job temporarily to do just do the teaching capacity and then could potentially not be rehired or reappointed the following the year. That doesn't mean that that person wasn't reappointed within that department on variance dollars or some other way, but what I am concerned about is putting across an impression to all of our non-tenure tracks that everything is ok. If there is some way to look towards projections of where the dollars are likely to be shifting, that might be a better way to talk about this so that people can be somewhat secure but know that this is about instructional capacity.

**Provost Everts:** And as planful as possible. Also, in regard to your question, the notion that anything is permanent in higher education is interesting. So in that regard, it is really that notion of we are in very good

shape and in many respects we control our own destiny. So in that respect, it leads me to be more secure in that regard, but as secure as we are in higher education.

**Senator Bonnell:** You mentioned that Dr. Mardell Wilson is preparing a budget 101. Is that for the symposium on teaching and learning?

**Provost Everts:** Yes, and we may do it in additional areas as well. Barb Blake will be doing a joint session with Mardell, so it will not be only Academic Affairs in regard to issues perhaps specific to AIF funding, etc., and the process, but also the campus view in regards to expectations there.

### ***Adjournment***

The motion to adjourn was unanimously approved.