

Academic Senate Executive Committee Minutes
Monday, October 13, 2008
(Approved)

Call to Order

Senator Holland called the meeting to order at 4:00 p.m.

Present: Farzaneh Fazel, Dan Holland, Susan Kalter, Jacqueline Krug, Kathleen Lonbom, Ted Mason, Marielle Ruscitti, Matt Spialek, Ed Stewart, Provost Sheri Everts

Absent: Paul Borg, President Bowman

Approval of Executive Committee Minutes of September 29, 2008

Motion XXXX-20: By Senator Stewart, seconded by Senator Krug, to approve the Executive Committee Minutes of September 29, 2008. The minutes were unanimously approved.

Distributed Communications:

09.29.08.01 ***From Academic Senate Office: Administrator Selection and Search Policies – Policy on Review Cycle (Dist. Administrative Affairs and Budget Committee)***

Senator Holland: In regard to the Administrator Selection Policy, you may remember that there was a bit of contention about how to select people for the committees. Because of that, it was placed on a shorter review cycle. It has now been three-years and it is up for review again. The big change that was made three years ago was that they wanted to change it from all of the constituencies selecting their own representatives to the constituencies selecting a pool from which the representatives would be chosen. Everybody, except the faculty, thought that that was just fine, so that is what happened for everybody except faculty, who still select their own representatives.

Senator Fazel: I think it concerned tenure and tenure track and then there were amendments made on the Senate floor also for non-tenure track faculty.

Senator Holland: I believe that they chose their own, too.

The Administrator Selection and Search Policies document will be forwarded to the Administrative Affairs and Budget Committee for review and/or revision as the committee deems appropriate.

10.03.08.01 ***From Sheri Everts, Provost: Chief Information Officer Search (Senate Communication 10/22/08)***

Provost Everts: Actually, in conjunction with the memo, since we don't necessarily have a search procedure outlined for this new position, it may be something that the committee would like to look at as well. Can you make it fit the category, "Academic Affairs Administrator Other Than Department/School Chair/Director" (Administrator Selection and Search Policies, Section G, page 7)?

Senator Holland: Yes, I think that we could do it that way. Is this at the vice president's level?

Provost Everts: Probably not. They would probably report to the Provost.

Senator Holland: You don't have vice presidents that report to you?

Provost Everts: No.

Senator Holland: So assistant vice president?

Provost Everts: Assistant vice presidents do, but not vice presidents, so I think that that Section G would fit. I think that Illinois State is one of the only universities in the country that does not have a Chief Information Officer. We

could not find in the EDUCAUSE level guide, in regard to similar universities, any other universities of this size without a Chief Information Officer.

Senator Stewart: Is this basically for PR for the university?

Provost Everts: In essence, the Chief Information Officer would take care of all of the different aspects of technology.

Senator Lonbom: How is this different from what Mark Walbert does?

Provost Everts: The reason that this came from both Vice President Bragg and from me is that there is a technology component within both branches of those vice presidencies. As the structure now exists, there are portions and pieces; there is a Mark-like person in Vice President Bragg's office as well. This would be the opportunity for one individual to have all of those individuals reporting to one person and they would all be moving forward in step. This was, in essence, what they asked for in the technology plan. There was some disagreement about how to make that happen and move forward. It is an interesting structure here. Generally, there is a Chief Information Officer and anyone associated with technology reports through that person. Then there is the assurance that issues that are of primary importance for the entire campus associated with technology are put on the agenda every week so that we have a focus and are able to move forward in this important area.

Senator Lonbom: So this person would report to you and Vice President Bragg?

Provost Everts: Probably to the Provost.

Senator Stewart: So this would go to the Administrative Affairs Committee?

Senator Holland: Basically, this is a communication to the Senate to say the position is open and we are going to hire somebody, hopefully.

Senator Lonbom: What is your timeline?

Provost Everts: We don't anticipate that it will be exactly like traditional searches, for example, a dean's search, because generally these individuals are associate CIOs now. They can actually give notice and be free from their contract prior to July 1, so we are hoping to move forward as quickly as possible.

Senator Stewart: Are you going to hire somebody from the university?

Provost Everts: There will be a national search; I am hoping that individuals from the campus will apply for the search. They already know what is going on and trust is an important factor as well.

Addendum to the Agenda: Mennonite College of Nursing Dean Search

Senator Holland: There is a question about an administrative search going on right now. We can either talk about it now, since we are already talking about administrator searches, or we can put it off until the end.

Senator Fazel: Let's go ahead.

Senator Holland: This has to do with Mennonite College of Nursing. They are somewhat unique. If you read the search guidelines for college deans (search committee compositions in the Administrator Selection and Search Policies), there are four tenure/tenure-track and one non-tenure track. Note that it says, 'one non-tenure track faculty from the same college elected by the college, one AP staff member from the college from a list of four names provided by the AP Council, one civil service staff member from the same college from a list of four names provided by the Civil Service Council, two students from a list of ten provided by SGA, one administrator to serve as secretary and a chair chosen from the Panel of 10'. This is where it gets interesting: 'one current or former department chair or school director from that college and two tenure/tenure-track faculty at large, who may or may not be from the college for which the dean candidates will be screened'. I believe that the Provost gets to choose those two.

There are two issues. One is that there is no department chair in MCN since the college is one department. The other is that because they have so many non-tenure track faculty, they are asking for more non-tenure track faculty representation. I have probably received at least ten e-mails about this. The NTTs were actually asking for three tenure/tenure-track and two non-tenure track faculty, I guess to keep the same number of five. I am a little uncomfortable reducing the tenure-line representation, but I wouldn't mind adding another NTT into the mix.

Senator Fazel: How many faculty do they have? It might be hard for them to have four tenure/tenure-track. Is that an issue?

Senator Holland: When you are searching for a dean or department chair, I think that you will get plenty of faculty participation. Those positions affect your day-to-day life significantly. I think that they have at least as many non-tenure track as tenure-track. They have a lot of NTTs because they have a lot of very specialized courses for which they want to bring in a person to teach one class, so it makes a lot of sense for them. It is an issue that they do want to address over the next few years as their re-accreditation comes around.

They are asking for special dispensation, essentially, in order to have more non-tenure track representation. Also, shall we just replace the department chair with a non-tenure track? I am perfectly happy to agree with the NTT.

Senator Fazel: I agree. If half of them are NTTs, they should have more representation. Did they ask for three?

Senator Holland: They originally asked for three tenure/tenure-track and two non-tenure track. It is basically just adding an NTT. I don't know what we want to do about the department chair.

Ms. James: Dan, I would just like to say that decisions such as this are not usually made at this level. They go to committee and then to the Senate.

Senator Fazel: How urgent is this?

Provost Everts: I am trying to move as rapidly as possible with a July 1 hire. At this point, we are just preparing the letters. They have not gone out. We could wait a time to adjust the numbers. Dan, I think that I mentioned to you that when I spoke with the college council, they brought this point up and I asked if they would contact you.

Senator Holland: They certainly did. I was hoping to get back to them with some kind of feedback, but I suppose that we could send this to Administrative Affairs. I don't know that this requires a vote. So we will have the Administrative Affairs and Budget Committee take a look at that one.

Provost Everts: Do you think it would be appropriate to go ahead with the letters that we are not contemplating changing at all. In essence, what we are contemplating is adding a person, which would not actually change any of the other letters. I understand that sometimes it takes a little time to get those back.

Senator Holland: These are letters appointing people?

Provost Everts: The letters, in each case, are slightly different in format. Nancy is drafting the letters now as to who they go to and the request associated with that.

Senator Holland: I think that the only change would be adding an NTT.

Provost Everts: Right, in essence, the committee would be looking at adding one person.

Senator Fazel: And also dropping one current or former department chair?

Provost Everts: I don't know if we can do much with that one, can we?

Senator Holland: I guess it could be a current or former dean.

Senator Fazel: Do they have a former dean at Mennonite?

Senator Holland: Is the former dean back yet?

Provost Everts: In January, as I understand.

Senator Stewart: Could the current interim dean serve?

Provost Everts: I suspect the interim dean may be a candidate.

Senator Holland: There is a former dean, but there is only one. I don't know how well that would work. It is something for the Administrative Affairs and Budget Committee to take a look at.

Note: Also see the Milner Bylaws discussion section for further suggestions on the composition of search committees.

10.07.08.01 *From Richard Durbin, U.S. Senator: Textbook Costs Memo (Excerpt of Senate Minutes of 11/13/00 Included) (Senate Communication 10/22/08)*

Senator Holland: We have a Senate communication from U.S. Senator Dick Durbin about us trying to figure out ways to bring textbook costs down.

Senator Fazel: I think I read that textbook publishers are supposed to let the faculty know how much the books will cost. Just recently, this law (the College Textbook Affordability Act) was passed. I ask the vendors each time that they come, 'how much will this cost?' Their response is, 'we don't have that information.' When I read this memo, I thought, this is good to know and helpful in making those decisions. The cost is not the most important thing. The quality of the book is most important, but it's better if it's in paperback, for example, as opposed to a hard cover.

Senator Holland: I recently heard on the news that if they can get the edition just prior to the newest edition, the cost difference might be as much as \$200.

Senator Stewart: How much control do we really have over the cost of books?

Senator Holland: This seems to be saying is that we are supposed to give the price so that students can decide whether to take the class or not. If you have two sections and one is using a less expensive book, then you will take the one with the less expensive book.

Senator Krug: And it gives them a chance to buy it online instead, which can take longer, because you have to wait for books to come by mail.

Senator Holland: That does make a huge difference.

Senator Fazel: I think that if they have to disclose the price to faculty and they believe that faculty will consider the price in choosing the book, it is going to have an impact from a business perspective.

Senator Holland: I did notice that in the excerpt from the minutes on the back of the memo that it says that the minutes are for the meeting of November 13, 2008. I guess you meant 2006.

Ms. James: I will check that; I know that it was a long time ago.

The excerpt of the minutes mentioned in the discussion above was from the minutes for the Executive Committee meeting of November 13, **2000**, rather than 2008. Senator Durbin's memo and the excerpt of the minutes, which contain a brief discussion by the Executive Committee about the cost of textbooks, will be distributed to the Senate as a Communication Item on October 22, 2008.

10.09.08.02 *From Sandra Roe, Milner Library: Milner Library Bylaws-Revised (Dist. Rules Committee)*

Senator Holland: Our next communication is the bylaws from Milner Library. They made one revision under the membership section. Previously, faculty were required to be here at least a year; now they may serve on the Milner Library Faculty Council as soon as they walk in the door.

Senator Lonbom: Yes, that is the idea.

Senator Holland: How many faculty are in Milner?

Senator Lonbom: I think there are approximately 30, but I am not certain about that number. The Mennonite College of Nursing conversation always intrigues me. We have two associate deans, but we have no chair.

Senator Fazel: So maybe in the Administrator Selection Policies document, we need to address those two cases separately.

Senator Lonbom: Does Mennonite have associate deans?

Senator Holland: They have an associate dean. Perhaps we could replace the department chair with the associate dean.

Senator Lonbom: Our associate deans serve the equivalent of a chair; we have one for public services and one for technical services. Dane Ward chairs our DFSC.

The Milner Bylaws will be distributed to the Rules Committee for review and/or revision as that committee deems appropriate.

10.09.08.03 *From Susan Kalter, Administrative Affairs and Budget Committee Chairperson: School Designation Procedures Questions/Recommendations*

Related Documents:

10.09.08.04 *Academic Senate Minutes Excerpts: Discussions Concerning School Designations*

10.09.08.05 *School Designation Guidelines Approved by Former Provost Al Goldfarb on 10/2/00*

10.09.08.06 *School Designation Guidelines Revised by Academic Senate's Academic Affairs Committee and Approved by the Academic Senate on 3/30/05*

Senator Holland: There is lots of documentation, thank you very much, Cynthia, about how we designate schools and about whether anybody has to do anything except for the Provost's Office. After going through this, it does seem to be advisory only.

Ms. James: The most recent school designation was not presented to the Senate as an Advisory Item; it was just reported by the Administrative Affairs and Committee during their committee report. I think that the documentation shows that in the past, it has been presented as an Information Only Item, which is now called an Advisory Item, to the full Senate.

Senator Holland: If there are budgetary changes, then it is a programmatic change. Then, I think, it would go to the Academic Affairs Committee.

As the Executive Committee agreed that the school designation requests were Advisory Only Items, the School Designation Guidelines and the accompanying documentation will not be forwarded to the Rules Committee for further consideration.

10.09.08.07 *From Academic Senate Office: AFEGC Policy Revision (Editorial Revision Only to Committee Composition)*

Senator Holland: It appears from the next document that in the Senate *Blue Book*, we have removed the part about the NTT faculty members because the AFEGC does not really apply to NTT faculty any more since they have their own grievance process through the union. So we just need to delete this section (Section III, D) in the online policy. Would we actually need to bring that to the Senate since this is editorial?

Senator Lonbom: In speaking about the differences between Mennonite and Milner, and I don't know if this has any bearing here, but I believe that the NTT faculty in Mennonite are non-union.

Senator Holland: I think that all NTT faculty are union members.

Senator Lonbom: They aren't in Milner. I would have to check on Mennonite, but, for some reason, I am thinking that they are not. So I don't know if that changes this or not.

Senator Holland: We would need to find out about that. It has been my understanding that they were all union.

Senator Fazel: Are they designated as NTT faculty?

Senator Lonbom: Yes, but they are not part of the union.

Senator Fazel: I thought that there was no choice.

Senator Holland: Yes, I thought that there was no choice at all because we have one NTT faculty who did not want to be a union member but they told him that he had to be or he had the choice of donating the union dues to something else for union members.

Ms. James: Could it be like the Civil Service Council in which some personnel are exempt?

Senator Lonbom: That is a good sort of parallel, but, Dr. Everts, could you check on that?

Provost Everts: Absolutely.

Senator Fazel: So, should we vote on the editorial revision?

Senator Holland: We would have to wait until we get further information.

10.09.08.01 *From Academic Senate Office: Council on General Education Representation Discussion and Ballot/Bio*

Senator Holland: The next one is also a fairly interesting issue about putting people on the Council for General Education. We had Ameer Adkins from Mennonite, who is the associate dean there now and in an AP position, as a nominee, but the vacancy calls for a faculty member. This was actually brought up by a member of the Rules Committee (at the Faculty Caucus Meeting on 8/27/08) as to whether she is eligible to serve. In conjunction with Ameer Adkins, we also have the Fine Arts Representative, Shari Zeck, who is also in an AP position right now. She originally came in as faculty.

Senator Fazel: What kind of AP position does she hold?

Senator Holland: She is the Arts Technology Program Director.

Ms. James: Her bio is on the reverse of the ballot. She is a director, but she still teaches.

Senator Holland: Yes, she still teaches. I am assuming that Ameer Adkins also still teaches.

Senator Fazel: If you recall, at one time almost all of the administrators were teachers. President Boschini continued to teach. The Provost was teaching. That was basically the thing to do, so the mere fact that somebody is teaching does

not make them a faculty member who is supposed to be representing faculty. I think that we have discussed that chairs are considered faculty, but that is about it. Associate deans and deans are not considered faculty.

Ms. James: This is a little different because she is a director.

Senator Stewart: But she is not the director of a school. ORAT (Office of Research in Arts Technology) really doesn't really have a place that it resides because it is actually in the three schools of the college. They are neither theatre, music nor visual art; they are kind of all of those. It is has been very confusing with budgets in terms of accreditation. They want it to be some place, but it is one of those entities where they are dealing with technology in the arts, which means all of the arts. They are not a school; they are not a college; they are just floating among the three schools. So she is a teacher.

Senator Holland: And a director of a program?

Senator Stewart: Yes, just like Linda Willis-Fisher is the coordinator of our art ed program.

Senator Holland: Is that an AP position that she is in now?

Senator Stewart: She is a faculty member.

Senator Fazel: I think that that would be similar to a chair if she is directing a program.

Senator Stewart: It's so amorphous that we don't even know.

Senator Holland: So, it sounds like Shari is not much of an issue.

Senator Stewart: She would be a great person to serve on CGE.

Senator Holland: Ameer Adkins still is an issue, but the Rules Committee has indeed come up with a solution.

The Rules Committee Chair informed the Dean of Mennonite College of Nursing at the Senate meeting of October 8, 2008 that there had been no nomination of a faculty member for the college's vacancy on the Council on General Education. Per the Senate Bylaws, Section 2.6B, if no faculty nomination for a vacancy is made within ten working days, the Rules Committee will select a nominee from among other qualified nominees without regard to collegial representation. Once a nominee is found, the election will be held by the Faculty Caucus.

Proposed Agenda for Academic Senate Meeting on October 22, 2008:

Call to Order

Roll Call

Approval of Minutes of October 8, 2008

Guest Speaker: State Representative Dan Brady

Chairperson's Remarks

Student Body President's Remarks

Administrators' Remarks:

- ***President Al Bowman***
- ***Provost Sheri Everts***
- ***Vice President of Student Affairs Steve Adams***

- *Vice President of Finance and Planning Steve Bragg*

Committee Reports:

- *Academic Affairs Committee Chairperson: Senator Stewart*
- *Administrative Affairs and Budget Committee Chairperson: Senator Kalter*
- *Faculty Affairs Committee Chairperson: Senator Borg*
- *Planning and Finance Committee Chairperson: Senator Fazel*
- *Rules Committee Chairperson: Senator Solberg*

Action Item:

07.24.08.01 *Council for Teacher Education Bylaws – Revised By CTE (Rules Committee) (Previously Distributed to Senate as an Information Item: See Senate Packets of 10/8/08 for this Document)*

Communications:

10.03.08.01 *Chief Information Officer Search (Provost Everts)*

10.07.08.01 *Textbook Costs (Memo From Richard Durbin, U.S. Senator) (Excerpt of Senate Minutes of 11/13/00 Included)*

Adjournment

Senator Holland: Representative Dan Brady will be our guest speaker on October 22nd.

Senator Mason: What will he talk about?

Senator Holland: It is a tradition that hopefully every year he comes and talks to us about what's going on in Springfield. Last year, he did not come, but the previous two years, he did.

Ms. James: Dan, maybe we should encourage the Senate Liaisons to maybe ask faculty if they have questions for him, because sometimes he would come all the way from Springfield and there would just be silence.

Senator Holland: We can definitely ask him about a constitutional convention and the prospect of increased taxes for supporting public education.

Senator Stewart: And lowering property taxes.

Senator Fazel: Are property taxes up to them?

Senator Stewart: I think that they can recommend a rollback on property taxes and an increase in state taxes.

Senator Holland: That would be good for us and bad for the community colleges because they have their own taxation.

Motion XXXX-21: By Senator Mason, seconded by Senator Stewart, to approve the proposed Senate Agenda for October 22, 2008. The motion was unanimously approved.

Additional Discussion Topics:

Dress Code: Academic Affairs Committee Discussion

Senator Stewart: I have a kind of a procedural question from the Academic Affairs Committee. We have been wrestling with the dress code issue and several members, mainly faculty members, would like to proceed collegially and maybe draft a letter to Marketing making a few suggestions on fine tuning the wording in the dress code rather than creating a whole new policy. I don't know if we need to create a policy about dress codes. The infinite detail in dress for women's costuming versus men's was one troubling aspect. The linking of academic grading with

nonacademic issues, like dress, was another concern. One of the things that came up in discussion, particularly from the students, was 'give us a brief power point presentation on appropriate business wear. Occasionally, when there is a guest speaker or when we are giving a presentation, we can put on the professional costume, but everyday in class is a little petty.' Those are the kinds of the ideas that came up and what that has that to do with academic learning in the area; it doesn't seem like it is that necessary. It is more like a faculty issue rather than a student issue. It seems like it would be better to just bring those up politely in a letter as a collegial suggestion rather than bringing it up to the Senate.

Senator Lonbom: I am curious. I can't remember how this came to your group. Was it because there was a problem and students brought it here?

Senator Stewart: Yes, students brought it up. I think that they wanted it looked into as a policy. In one of the areas of rules of faculty obligations to students (within the Faculty Code of Ethics) is that students shall not be graded on nonacademic issues. That was one of the big ones. Then in the Student Bill of Rights, which came after the dress code issue so you can't do it, but they have a clause in there to take care of it.

Senator Mason: There was, in our constitution, a Bill of Rights that explicitly stated that students shall be free from any mandatory dress code, but when Marketing imposed this dress code, we found that our constitution had no support to it. It was not recognized by the university in any way. One of the last things that Dave Horstein did last year as Student Body President was to revise our constitution. It now says that no mandatory dress code shall be established without the input of students. President Bowman signed off on that one, but before that, there was nothing to support 'no mandatory dress code'. Another of the things that Dave did was to write a letter to the Academic Senate to have them start looking into this issue. So that is how it got to the Academic Affairs Committee.

Senator Stewart: The education units on campus have what we call disposition concerns, which this might fall into. If a student really has an issue with dress and hygiene that are truly distracting, then it could be handled as a disposition concern, rather than an academic issue. Some people pointed out that it is down to the fine detail. For example, in the winter, the (female) students can't wear boots that are warm and comfortable and that protect their feet. They have got to wear a certain kind of pump. That is kind of a ridiculous thing.

If you are working in an office, as my wife does, for example, you can take off boots at your desk and change your shoes there. Students don't have that. There are no lockers in the College of Business building. There is no desk that you can sit at and park your boots temporarily.

Senator Lonbom: Is that policy posted anywhere publicly?

Senator Stewart: It is on their website, I believe. Part of the problem is that it gets down into too much detail and I think just a simple 'dress in a way that is not distracting' might have been enough. It gets real picky when it comes to women's wardrobe in a way that it does not for men's, so there is a discriminatory kind of bent to it, which is a little troubling to me.

Senator Fazel: So the committee's recommendation is to write a letter?

Senator Stewart: Well, several of them want to, but I was hoping that Paul Borg would be here so that I could ask him about the best way to proceed. We are not sure where to take this at this point. There are many issues that we are concerned about. We would like to address those, but we are not sure that we want to impose a policy and tell faculty members in another area, 'we know better than you', but we also have an obligation to the students, and to equity, to do something. So we know that we need to do something, but the question is 'how far do we go?'

Senator Holland: I am still concerned about dress codes popping up anywhere else. I was hoping at some point to have some kind of definitive statement about dress codes at ISU. Is it going to be piecemeal across the university or are we going to say, 'this is not an academic issue and you can't be graded on it'? Clearly, there are exceptions.

Senator Stewart: It is a disposition issue rather than an academic issue; it doesn't have anything to do with the

content of the subject matter, but it does have to do with how you interact with colleagues. If a student had to give a presentation in class, their demeanor, the way they look, the way they dress, the way they carry themselves, the way they enunciate and project, those are all part of a professional presentation. It is a legitimate academic issue in that case, but just for sitting there in class, we doubt the veracity of the statement that it has to do with an academic issue.

Senator Fazel: I think that the challenge is, 'who makes that decision?' and do we want to tell faculty 'no, you can't.' Depending on the course and depending on certain requirements, they should be able to make that judgment. If it gets to this extreme, then it turns into a problematic issue. It is a fine line.

Senator Stewart: If there is going to be a policy, is it my committee that would have to draft it or would that be the Rules Committee?

Senator Lonbom: You are talking about drafting a policy for a college?

Senator Stewart: For the university.

Senator Holland: A university-wide policy regarding dress codes.

Senator Lonbom: And such a policy does not exist right now and you are saying that it shouldn't exist?

Senator Holland: I don't know whether it should exist or not, hence, the discussion.

Senator Stewart: We are talking about middle class values being imposed on people.

Provost Everts: What was the document, again, that you mentioned that the President signed last year as a place to start?

Senator Mason: Our new constitution. The language is 'no mandatory dress code shall be established without the input of students', but the Marketing BET dress code was already established before President Bowman signed our constitution.

Senator Fazel: Even if it is in the student constitution, is it actually binding for faculty? Someone on the Senate told me that the students have passed this, but it does not mean that faculty have to follow it because the Senate did not approve it.

Senator Mason: President Bowman signed a Memorandum of Understanding. I don't have the exact language, but it somehow tied it to the ISU Constitution. So it made it almost like a supplement (to the university constitution).

Senator Stewart: It was a mistake for that policy not to involve the stakeholders in the first place, because we know that in the area of education, if you want educational reform to truly happen, it has to come from the teachers up, not from the administration or federal government down.

Senator Holland: They basically said that the faculty voted to have this, but they did not get the students involved.

Senator Mason: I can send to Cynthia the old and the new constitution, or at least the Bill of Rights that was in it, and I will also send her the Memorandum of Understanding that President Bowman signed.

Senator Stewart: Our major stopping point is this grading on nonacademic issues. That is a hard one to get past.

Senator Holland: I am assuming that Marketing is saying that it is an academic issue.

Senator Lonbom: Did they pattern that after other universities?

Senator Ruscitti: No other university has this. It is in every syllabus of every marketing class (at ISU) above 230 that

you have to dress up.

Senator Lonbom: But there is no comparison to another university?

Senator Stewart: I think that some law schools say that you have to wear a suit to class.

Senator Ruscitti: But that's a law school.

Senator Holland: Some of my nephews went to boarding schools and they had to wear a coat and tie to every class.

Senator Ruscitti: That's a private institution; they are allowed to do whatever they want.

Senator Stewart: If they dealt with it in another way besides a grade and if it were not so fussy and fastidious about what women wear, then it would be ok to make the recommendation that this is a professional class and you should dress accordingly.

Senator Fazel: General guidelines, basically?

Senator Stewart: Yes, general guidelines. I suggested to him (Dr. Longfellow, Marketing Department Chairperson) that he have some students dress in a variety ways, take a lot of pictures and post examples on the website of what acceptable attire might be. In our discussion with him at our committee meeting, it seemed very reasonable that what they were asking was 'just don't look grubby', but in the documentation, it sounds picky. There are problems in the description and there are problems in the execution.

Senator Holland: Is a professor standing at the door marking people off?

Senator Stewart: Some do and some don't. It was discussed in the committee meeting by Dr. Longfellow that it is not a dress code, per se, but it is a professional conduct grade that has to do with how you act collegially. You are to speak respectfully. Some people said that there was shouting and swearing in class, but they do not lose points. However, if you come to class in boots instead of pumps, then there goes your grade. It is only 10% of the grade.

Senator Ruscitti: That is a letter grade.

Senator Stewart: But you would have to lose every single point available to you, which would mean coming to class in your pajamas and flip-flops every day to lose 10%.

Ms. James: I think that the students said that they had already had these negotiations and I think that it was Paul first, or was it you Dan, who first said that there needed to be a definitive statement.

Senator Holland: I would like to see a definitive statement, but it is not entirely up to me as to whether we have a definitive statement or not. I have just been very uncomfortable with all of these issues raised.

Senator Stewart: Just because you are going into Marketing, it doesn't mean that you are going to wind up wearing a three-piece suit in your profession.

Senator Ruscitti: Even major Fortune 500 companies don't dress up to the extent that the Marketing Department wants us to dress up.

Senator Stewart: So it would probably fall onto my committee to create some kind of definitive statement about dress code? That is our charge.

Senator Fazel: At the same time, the Rules Committee revises the ethics document (Faculty Code of Ethics), which talks about grading not being related to anything nonacademic, so I don't how to bring the two together.

Senator Holland: At some point, you will have to rectify it with Rules. What's next on your agenda? Rules doesn't have a whole lot.

Senator Stewart: There are several things. We have the tenure deadline on prerequisite courses. We have about three or four things.

Senator Fazel: At the same time, you have already discussed this and you have talked to Dr. Longfellow. If it goes to the other committee, on the other hand, then they will have to reinvent the wheel.

Senator Holland: I think that you should have at least a draft to go to Rules. I don't like to pick fights with departments.

Senator Stewart: Neither do I, but perhaps (we need to create) a draft of guidelines for dress codes.

Provost Everts: The letter that you suggested, which does stay away from picking a fight, offers the feedback that you have received from students.

Senator Lonbom: You have been asked, from you said, by students for the Senate to look into this. So it's not like you are just going out and randomly picking a fight.

Senator Stewart: Another concern was the amount of time that is going to be devoted to paying to attention to what students are wearing. That is going to take time away from the real academic issues that are being taught.

Senator Fazel: What happens if you are not dressed according to the dress code?

Senator Ruscitti: It depends on the teacher. It varies. I got five points taken off my overall grade by one of my professors because I came to take a test in jeans and a button-up blouse.

Senator Fazel: So the blouse was ok, but the jeans were the problem?

Senator Ruscitti: Yes, so I got 5 points taken off my overall grade. Some teachers don't really care that much; some teachers care a lot. It just depends on the teacher.

Senator Stewart: So we have four points: 1) the nonacademic issue; 2) the gender bias that exists in specificity of costuming; 3) the uneven application of the rules; 4) the large amount of attention that would be devoted to that rather than actually teaching the class. So we have to phrase that in a polite way, such as, 'while we applaud your attempt to bring civility to the classroom' and then maybe 'consider disposition concerns rather dress'.

Senator Ruscitti: It is funny how that same teacher takes two points off for not showing up to class, but will take five off if you don't show up in business attire.

Senator Stewart: I don't know if I want to get into that kind of detail in the letter at this stage.

Senator Holland: If you actually create a policy, these same discussions will have to happen with the entire Senate.

Senator Ruscitti: If they can prove that the GPAs of Marketing students have improved since they established this, then I will be completely fine with it, but I don't believe that it makes a difference. I have not improved my academic standards or my performance whatsoever.

Senator Stewart: It hasn't changed the students' civility or the attendance rate. That would be a hard study to do and they should have started that before they imposed the dress policy.

Student Adjournment

Motion XXXX-22: The students adjourned, but before the faculty members and the Provost moved on to discuss the

Faculty Caucus Agenda and officially adjourned, their discussion continued concerning the dress code.

Continuation of Dress Code Discussion:

Senator Holland: Where did we leave that? You are going to try to create a definitive statement or write letter?

Senator Stewart: We probably need to do both.

Senator Holland: If we write a letter first and they back off a bit...

Senator Stewart: One of the things that the students brought up is that if we just handle this in-house and they back off, then there is going to be another situation and we have no hard, fast rule.

Senator Holland: That is why I wanted a definitive statement. I can't actually envision anybody else creating a dress code.

Senator Stewart: Graphic Designs is playing with the idea, specifically the professor who teaches Graphic Design 5, which is a class that they take just before they graduate. They are all seniors and they all getting ready to go out into the business world. However, they are rolling out of bed and going to class without showers and a lot of them are still in their pajamas and their fluffy slippers. It is not a very professional situation in a class that is supposed to be very professional.

Senator Fazel: So what do we do?

Senator Stewart: Tell them to bathe and dress appropriately.

Senator Fazel: A faculty member and I were talking about this and I was told that they were thinking about imposing a dress code. I said that can't be true, absolutely not. Then it happened and it was such a shock, but the majority of the faculty in the department approved it. In your letter, maybe you could also recommend the things that they should not wear or do, such as wearing pajamas or not brushing their hair.

Senator Holland: I was really opposed to this last year because students were not given advanced knowledge.

Senator Fazel: Senator Ruscitti lost points off an exam.

Senator Stewart: She lost 5 points off the exam.

Ms. James: From her overall grade.

Senator Stewart: It is supposed to be that only 10% of your grade is involved in professional conduct and you can't take the overall grade and take points off it. Only 10% of your points can be earned by dressing and behaving professionally. So what we were told at the Academic Affairs Committee meeting is apparently not what's going on.

Senator Holland: So that is another issue for you.

Senator Stewart: They have not thought this through, the way I am looking at it.

Senator Holland: Hence, the statement saying that you can't do it.

Senator Stewart: I think that it is unwise.

Provost Everts: I have trouble telling faculty what they can and cannot do when they have had a vote. That is my difficulty with this entire piece.

Senator Stewart: We have to.

Senator Holland: As long as it is for an educational reason, or a safety reason, or wearing a uniform or something along those lines, I have no problem with that.

Ms. James: Since it is applied arbitrarily and, perhaps, if faculty know about these problems, they may no longer be in favor of the dress code. Perhaps they may want to vote again on the issue.

Provost Everts: It sounds like the problem lies in terms of how it's understood.

Senator Fazel: I know of a few faculty who did not vote for this and they do not enforce it. I feel that this is a really mixed message for students.

Senator Stewart: Like I said, an academic issue would be a presentation, a guest speaker or going to clinicals. Those are all legitimate reasons to require students to dress appropriately.

Senator Holland: I also don't want to get into laundry lists of exactly when you have to dress up and when you don't.

Senator Stewart: It's for their benefit as future professions to go to an interview, to get and maintain a job. So it really comes down to a matter of choice. We can tell you what you need to do. We can show you examples of what it means, but it comes down to 'are you serious about employment in this area?' and if you are, then you dress appropriately in these circumstances, but to deal with points and to mandate if for attending class, that just seems to me going overboard.

Ms. James: Sheri, I understand what you mean when you say that the faculty have decided, but if you make a wrong decision, even if the majority is in favor of it, maybe it has to be overruled at some point.

Senator Stewart: If it is unfair and capricious.

Provost Everts: It sounds very difficult for a student to make a decision to not come to class because that will hurt their grade less than coming and being inappropriately attired, if that is accurate. Again, it is hard to determine.

The discussion concerning the dress code will continue in the Academic Affairs Committee.

Faculty/Provost Adjournment

Motion XXXX-23: The faculty members of the Executive Committee and the Provost approved the proposed Faculty Caucus Agenda of October 22, 2008 and then adjourned.