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Spring 2-17-1999

## Senate Meeting, February 17, 1999

Academic Senate  
*Illinois State University*

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**ACADEMIC SENATE AGENDA**  
**TIME: 7 P.M., Wednesday, February 17, 1999**  
**PLACE: Circus Room, Bone Student Center**

*Call to Order*

*Roll Call*

*Approval of Minutes of 2/3/99*

*Chairperson's Remarks*

*Vice Chairperson's Remarks*

*Student Government Association President's Remarks*

*Administrators' Remarks*

*Committee Reports*

*Action Items:*

*Information Items:*

02.10.99.01 Academic Dean Responsibilities  
02.08.99.01 ASPT Revisions

*Discussion*

Senate Ad Hoc Committee Report

*Communications*

*Adjournment*

**If you no longer have use for your interoffice mailing envelop, please return envelope to the Senate office (mail code 1830) or return them at each meeting.**

*Meetings of the Academic Senate are open to members of the University community. Persons attending the meeting participate in discussion with the consent of the Senate. Persons desiring to bring items to the attention of the Senate may do so by contacting any member of the Senate.*

**ACADEMIC SENATE MINUTES**  
**(Approved)**

**February 17, 1999**

**Volume XXX, No. 9**

**Call to Order**

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

**Roll Call**

Secretary Curt White called the roll and declared a quorum.

**Approval of Minutes:**

**Motion XXX– 69** by Senator Noyes (seconded by Senator Garner) to approve the minutes of February 3, 1999. Approved unanimously.

**Chairperson's Remarks**

**Chairperson Paul Borg:** "Citizens' Agenda for Higher Education" contained is in the packets for review. The Administrative Affairs Committee approved the Academic Calendar for 2002-03.

A faculty caucus will be held on Wednesday, February 24 at 7:00 p.m. in Centennial East 229. The topic will be the Faculty Salary Compensation Plan.

President and Chairperson Borg have established a Task Force on Internal Government Structures as both President's Select Committee and Ad hoc Committee reports suggested that they do. The charge that will be given to the committee is to "propose a structure of internal governance for ISU that embodies the principles and concerns detailed in the reports of the Select Committee on Governance and the Senate Ad hoc Committee on Shared Governance. The Task Force will consider the current university governance structure including the Academic Senate, Civil Service Council, Administrative/Professional Council, and Student Government Association to decide whether to modify it or propose some new structure. The Task Force will submit a report to the President, the Academic Senate, Civil Service Council, Administrative/Professional Council, and Student Government Association by May 3, 1999. Members of the Task Force will remain available to advise the President, Academic Senate, Civil Service Council, Administrative/Professional Council, and Student Government Association in the process of adopting a new or revised system." The members of the committees are: Chairperson Borg, Senator Brook, Senator Goldfarb, Senator Razaki, Senator Reid, Pamela Cooper, Ron Fortune, Michael Gorsuch, Ed Hines, Chris Horvath, Cecil Jagodzinski, Charles McGuire, Kathleen McKinney, Patrick O'Rourke, Larry Quane, Sharon Quiram, Paul Schollaert, Roger Tarr (Chair). A large number of the members were also members of the two governance committees. Any changes that the Task Force proposes will need to go through the Senate Constitutional amendment process and be coordinated with the other governance bodies involved. The Senate Ad hoc Committee on Shared Governance suggested a campus-wide referendum; such a referendum could be an issue the Senate deals with once the Task Force proposes a governance model.

**Vice Chairperson's Remarks**

**Vice Chairperson Michelle Brook:** The student session with Dr. Rex Cottle, presidential candidate, is February 19<sup>th</sup> at 2:30 p.m. in the Student Services Building, Room 375. She encouraged all students to attend.

Student elections are March 2, 1999. She encouraged everyone to vote.

Senator Brook will be on the Task Force for internal governance structure. She encouraged students to send her their views on shared governance and changes that they would suggest via e-mail. She will be working with the student senators and members of SGA to work toward constructive changes.

**Student Government Association President's Remarks:**

**Senator Brown:** Excused absence.

**Administrators' Remarks**

- **President Strand:** Excused absence.
- **Provost Goldfarb:** The groundbreaking for the new Performing Arts Center was held on February 16. Hopes are that the project will be completed within a two-year time span.

A significant number of Minority Scholars in Residence have been on campus during February. Unfortunately, Anna Deveare Smith was cancelled last week as part of the Living Ethics series. Senator Goldfarb is working to reschedule her performance this semester.

The Faculty Salary Compensation Plan will be discussed at the faculty caucus on February 24. Senator Goldfarb will also bring forth the issue of the administrative adjustment processes – the percentage of dollars being used from the ASPT process.

Senator Goldfarb has discussed with the Senate the identification of ISU's distinctive qualities as part of the Strategic Plan process. He has also been working on this issue with the Civil Service Council and will work with the AP Council in the upcoming week. Information gathered will be shared with the Senate. At that point, Senator Goldfarb would like to discuss putting together a Strategic Planning Group composed of faculty members and student members from the Senate, a dean and department chair, a member of the AP Council, and a member of the Civil Service Council.

It was discussed at the Board meeting on February 15 where to go next with the Fisher Committee Report. The Board clearly wanted the campus to provide some direction in relation to distinctive qualities and an agenda of excellence.

Senator Goldfarb had previously discussed with the Executive Committee re-titling positions of Associate Vice President for Instruction and Dean of Undergraduate and the Associate Vice President for Research and Dean of Graduate Studies to eliminate the title of "Dean". The titles would be changed to the following: Associate Vice President for Undergraduate Studies and Instruction and Associate Vice President for Graduate Studies, Research and International Studies. (International Studies has recently been reassigned to report to Associate Vice President of Graduate Studies.)

Both Executive Committee and Senate had no objection to the changes. Senator Goldfarb stated that it is currently unclear how the positions are structured, to whom these individuals report, and the expectations of the positions. He will clarify that the positions have the Associate Vice President line structure and report to the Provost.

**Senator McCaw:** Referred to the Executive Minutes about the allocation of student recreation fees for the construction of a football facility.

**Senator Bragg:** Stated that the funds for the football facility would be from the recreation *facilities* fee.

**Senator Boschini:** Clarified that several years ago, a 10-year plan was established for allocation of the fees in that fund – for two years, fees would be used for the golf course, two years would be for a football facility, two years for recreation and two years for athletics.

- **Vice President Boschini:** No remarks.
- **Vice President Bragg:** The Governor in his address today recommended a record budget for Illinois Higher Education. The increase is close to \$2.4 billion. The budget includes an increase over last year of \$137 million in operating funds. The Governor has asked the Illinois Board of Higher Education to work with colleges and universities to allocate the budget; and therefore, ISU will have an opportunity to participate in the details of the allocation decisions. Also recommended is \$161 million in capital funds. This will be allocated for about 21 projects including Schroeder Hall renovations. \$12 million was requested for that project, 10% (\$1.2 million) of which will be used for planning of the project. This year the planning for Schroeder Hall will occur and the actual renovation will occur a year later.

#### **Committee Reports:**

*Academic Affairs:* Senator Walters reported that Academic Affairs met with the Budget Committee this evening. Both committees approved the Major in Arts Technology proposal. The Academic Affairs Committee also approved the deletion of the sequence in General Family and Consumer Science.

*Administrative Affairs:* Senator Clark reported that committee members discussed the comments that have been sent to them on the President during this period of commentary. The committee will submit its final report as prescribed in the Policies and Procedures Manual. Administrative Affairs Committee met with Student Affairs and discussed a parking needs proposal to meet the needs for students coming on campus in the evening. One issue at hand is making a large number of reserved spaces on campus no longer reserved after 5:00 p.m. However, based on a survey of how many parking spots are actually used after 5:00 p.m. in reserve, there will be a number of *sections rather than individual spaces* maintained after 5:00 p.m. just for those with reserved tags. Those with reserved tags will be able to park in any of the red and green lots as well. Senator Clark stated that Parking Services and the Business and Finance Division are working together on meeting the needs of students, faculty and staff. If anyone has comments on parking issues, they should forward them to Senator Clark or Senator Bragg. Parking Services will bring back responses to the next meeting.

**Senator Razaki:** Asked if there would be a reduction in the cost of reserved spaces since they would no longer be reserved after 5:00 p.m.

**Senator Bragg:** This aspect is being considered. The policy objective proposed is to increase access for students for evening classes without severely disrupting existing parking for faculty and staff.

**Senator Razaki:** Noted that with a change in policy, it may be difficult for faculty who teach evening classes to find parking spaces near their classes.

**Senator Clark:** Responded that even though a faculty member's specific reserved space may be in use by someone else after 5:00 p.m., the faculty member had the opportunity to park in any empty reserved space or anywhere else in the red and green lots.

**Senator McCaw:** Even though there are no reserved spots in the northwest parking areas, there is still a need for access by faculty to those spaces.

**Senator Clark:** Asked that if there were parking concerns that have not been considered, those issues should be e-mailed to him and he would forward them to the appropriate person to generate a response.

Budget Committee: Met with Academic Affairs Committee and agreed with the approval of the Major in Arts Technology proposal.

Faculty Affairs: No report.

Rules Committee: Discussed the process of allocating places on external committees for Milner and Mennonite College of Nursing. The committee will bring proposals to the Senate.

Student Affairs: Met with Administrative Affairs and discussed the parking proposal. Student Affairs will meet with Administrative Affairs again before the next Senate meeting.

**Action Item:**

**Information Items:**

**02.10.99.01 Academic Dean Responsibilities**

**Senator Varner:** What salary provisions are there for Acting Deans and how will their salaries change when they return to a faculty position?

**Senator Clark:** The Acting Dean will negotiate for salary. The Acting Dean portion of the document merely gives the Provost the authority to get somebody in the position, but he or she must still negotiate on salary. The salary for returning to a faculty position would still be covered by number 1.B. in the section on compensation in the document.

**Senator Varner:** Stated that she thought it would be better to specify what the expectations for compensation are. Some people keep whatever compensation they had been receiving after they step down as an Acting Dean and others don't.

**Senator Clark:** The document does allow for some negotiation. In item B1, page 2, "in no case shall the monthly salary of the individual be reduced by more than 15%" when they return to a faculty position. This gives a certain amount of negotiation room.

**Senator Nelsen:** Certain benefits like vacation and sick days are lost when returning to a faculty position from an acting position in many cases. He stated he thought this information should be included in the document. Senator Nelsen also inquired about the evaluation portion of the document that referred to the Administrative Selection Section of the Policies and Procedures Manual. He asked if this Manual was in place at this time.

**Senator Clark:** The Policies and Procedures document will be implemented as soon as the Dean Responsibilities document is approved as the Deans' document is associated with that part of the Policies and Procedures document.

**Senator Newgren:** If the Acting Dean's salary when returning to a faculty position is negotiable, then the document should specifically state that this is case so that there is only one interpretation.

**Senator Clark:** Stated he would take back to the committee the concept of placing under compensation a reference to "Deans and Acting Deans" so that it would be clear that when an Acting Dean returns to a faculty position, their salary, too, could not be reduced by more than 15%.

**Senator Razaki:** Did not believe that the Deans and Acting Deans should be placed together on the salary issue. He questioned if Deans and Acting Deans should have the same type of compensation.

**Senator White:** Stated that there was some disjunction between the role of the Dean as described in the Deans' Responsibilities document and that described in the ASPT document. The Dean does not appear to have a formal role in *independently* reviewing and evaluating departmental performance in the new ASPT document, which seems to be the language in the Dean Responsibilities document. Senator White asked if the committee would consider language to more accurately reflect what the Dean actually does.

**Senator Clark:** Now that we have a workable ASPT document, the committee can address this issue before the next Senate meeting.

**Senator Noyes:** A great deal of inconsistency now exists regarding the policy on evaluations. Some Deans report to committee members with which that Dean is working and the faculty is not given the same type of information. This has been a problem for 25 years at least. Did the committee review any such documents and are they consistent from one college to another?

**Senator Clark:** The committee wrote the document on policies and procedures that will go into effect once the Dean Responsibilities document is approved. The Senate approved the policies and procedures document a year ago but it will not go into effect until we have a description for Deans that has been approved. The Policies and Procedures Manual is on the Provost's web page under "Drafts".

### **ASPT Revisions**

**In attendance, Dr. Paul Walker, Chair, University Review Committee**

**Senator White:** Asked about the oversight of recommendations for salary (page 9). His understanding of the intent of the document is that salary adjustments are strongly merit driven. There is a lot of pressure on departments to not simply spread the money across the board. Every department is going to make a good faith effort to do that, but his understanding also is there is an assumption that somebody is going to do oversight on that and it was not entirely clear to him from the document who was going to this. He did not see any enforcement mechanism.

**Dr. Walker:** On page 24, it talks about who has the ultimate authority to grant the adjustments. The Deans and the CFSC end up approving the recommendations made in the department.

**Senator McCaw:** Stated that page 9, section C3 also referred to oversight of salary adjustments by CFSCs.

**Dr. Walker:** Stated that the committee could clarify the responsibility of the dean in the oversight of salary adjustments.

**Senator Newgren:** Asked about the time period for applying for tenure. Would a faculty member be eligible to apply for tenure at the end of the period of time specified in the document, or shall they have served that amount of time when the application for tenure is approved (approval may take up to a year)?

**Dr. Walker:** Will ask the committee to clarify the language to include a time line.

**Senator Nelsen:** Asked if there was any consideration to having the college faculty vote as to the appropriateness of the CFSC College Standards (page 11, E1); a majority vote of an individual department is required for *DFSC* guidelines.

**Dr. Walker:** The committee will consider this.

**Senator White:** Asked about having provisions for merit departments and possibly even merit colleges. This brings forth the question of where the money will come from. Senator White suggested that if there was a proposal to amend the ASPT document to increase the percentage of money for equity adjustment in the Provost's office, he would be much more open to it if at least some part of the money was going to be used for identifying merit departments.

**Dr. Walker:** The assumption of the committee has been that dollars available for shifting between colleges and departments should come from reallocation and not from the raise money because the raise increment amount is so small. When we talk about the administration equity proportion, that is outside of ASPT. The majority of faculty want to keep as much as possible of the raise increment money appropriated from the State within the ASPT process. Currently we have 20% that is outside of ASPT. Our committee has proposed that we keep a minimum amount in administrative equity (4%) and certainly the Senate has the opportunity to recommend a different amount if they so chose. Because it is relatively a small amount of money that administration would be trying to shift between colleges, it probably wouldn't even address merit for departments; therefore, the committee felt that it would be appropriate to come from allocation elsewhere. Faculty Affairs could address this outside of the ASPT process and make recommendations to the administration.

**Senator Goldfarb:** The way to address merit departments and colleges would be through reallocation. This may be a signal to administration to look at this issue.

**Senator Nelsen:** Asked the committee to consider raising the 4% for salary adjustment to 10% of the *total* money used in a fiscal year for salary increases and to stay away from the concept of new money allocated from the State. There have been occasions when the number of dollars allocated through reallocation and other sources greatly exceed the number of dollars that come from the State.

**Dr. Walker:** This may be a more difficult issue to address. Dr. Walker stated that he did not want to hold up approval of the document on that discussion. However, the ASPT document could be amended at anytime if an agreement was worked out between Faculty Affairs and the administration.

***Discussion:***

**Senate Ad hoc Committee Report**

**Senator White:** Asked if it was the Ad hoc Committee's opinion that a new structure for shared governance is needed or is the option of keeping and changing the basic governance structure that we have now equally viable.

**Senator Reid:** The committee did not have a chance to discuss this in detail due to time constraints. They deferred the issue to the Task Force on shared governance.

**Senator Goldfarb:** Stated that there was a good deal of consistency between the President's Select Committee on Governance's report and the Senate Ad hoc Committee's report. He felt that this was a very positive outcome in terms of the work that both groups had done.

**Senator Craddock:** Asked if the results from the Task Force would be voted on in a campus-wide referendum.

**Chairperson Borg:** This was a recommendation by the Senate Ad hoc Committee. In the charge that the President and Chairperson Borg developed, the necessity for a referendum is not given to the Task Force. Once the Task Force finishes its charge, the process then goes to the Senate; the Senate may choose to insist upon a referendum.

**Adjournment: Motion XXX-70:** By Senator Razaki, second by Senator Clark. Motion approved unanimously on a standing vote.

February 17, 1999

Date: 2/17/99			
		Approval of Minutes	Adjournment
Names	ATTENDANCE	Motion 69	Motion 70
		Unanimous	Unanimous
Baumgartner	X		
Blum	X		
Borg	X		
Boschini	X		
Bragg	X		
Brook	X		
Brown	EXCUSED		
Campbell	X		
Clark	X		
Craddock	X		
Day	X		
Garner	X		
Goldfarb	X		
Grasso	X		
Hammond	X		
Hazelton	ABSENT		
Hillman	X		
Jerich	X		
Kuchyt	X		
Kurtz	X		
MacDonald	X		
Mannion	EXCUSED		
McCaw	X		
Molina	ABSENT		
Nelsen	X		
Newgren	X		
Noyes	X		
Otsuka	X		
Paszkeit	ABSENT		
Peagler	ABSENT		
Poulakidos	X		
Razaki	X		
Reid	X		
Schmaltz	EXCUSED		
Schwartz	X		
Short	X		
Siegrist	ABSENT		
Strand	EXCUSED		
Strickland	X		
Timmerman			
-Lugg	EXCUSED		
Van Draska	X		
VanVooren	X		
Varner	X		
Walters	X		
Waple	X		
Wells	X		
White	X		
Williams	X		
Zielinski	EXCUSED		