The regular meeting of the Faculty Senate Executive Committee was called to order at 2:30pm on Thursday, September 27, 2018 in the Magnolia Room of the Morris University Center by President Nastasia.

Present: Sorin Nastasia, Marcus Agustin, Jocelyn DeGroot-Brown, Shadrack Msengi, Laurie Rice, Wai Cheah, Dan Segrists, Ed Navarre
Absent: None
Guests: Nancy Lutz (UPBC), Mackenzie Rogers (Student Government)

Guest Speakers:
Mackenzie Rogers, Student Government President, was the guest speaker. She shared information on herself and reviewed the makeup of the Student Senate. The Student Senate worked with the Cougar Cupboard to design reusable bags that would allow for anonymity for students accessing the Cupboard, and they are also trying to see if a donation program could be created that would offer a discount on parking tickets. One of the largest student complaints is parking, and they have been exploring the possibility of a parking garage. They would like to see an improved non-traditional and transfer student orientation as well as pushing mental health and counseling services awareness. They would like to add a student wellness and mental health representative to their executive board. President Rogers suggested a social gathering of the senates to get to know each other.

She answered questions about the Cougar Cupboard, and there was discussion on what could be done to assist with transfer student orientations.

Announcements:
Staff Senate President Gretchen Fricke will be a guest at the October 25, 2018 meeting, and Jamie Ball will also be attending that meeting to speak about the sexual harassment panel.

Shadrack Msengi will serve as the Faculty Senate representative on the search committee for the new Associate Provost position.

Consideration of Minutes:
The minutes for the September 27, 2018 were approved as written.

Unfinished Business:
The OMA designee for the Faculty Development Council will be Elizabeth Cali.
The proposed Faculty Senate and Faculty Association leadership meeting was discussed and a handout distributed about the roles of the two bodies. It was suggested that questions about the grievance procedures go through the Welfare Council, and the topic will be brought up at their next meeting. President Nastasia called for a vote on whether to hold a meeting. With one in favor, two abstentions, and five opposed the proposal failed.

The membership of the Salary Equity Committee was posted to SharePoint and is attached. It was determined that the election representatives for the individual schools would need to be contacted to find out who was chosen to serve on various committees. Committee membership updates should continue to be sent to President Nastasia.

**New Business:**
Jamie Ball was unable to attend the meeting to discuss a possible process to recruit faculty members as sexual harassment panelists. The form has been shared for review and is attached, and the topic will be taken up at the next Executive Committee meeting.

**Reports:**
The next UPBC meeting will take place on October 26, 2018.

The Rules & Procedures Council may not be meeting as there is no pressing business.

President Nastasia posted a report to SharePoint, and it is attached.

**Public Comment:**
There was no public comment.

**Adjournment:**
The meeting adjourned at 3:21pm.

Submitted by Anne Hunter, University Governance
FACULTY SENATE EXECUTIVE COMMITTEE
Magnolia Room, Morris University Center
October 11, 2018 – 2:30pm
AGENDA

I. CALL TO ORDER

II. GUEST SPEAKERS
   a. Student Body President Mackenzie Rogers

III. ANNOUNCEMENTS
   a. Guest speakers for October 25 FSEC meeting: Staff Senate President Gretchen Fricke
   b. Shadrack Msengi, the Chair of the Faculty Development Council and a faculty member from the School of Education, Health, and Human Behavior, has agreed to serve as Faculty Senate representative on the search committee for the new Associate Provost.

IV. CONSIDERATION OF MINUTES
   a. September 27, 2018

V. UNFINISHED BUSINESS
   a. OMA Designees for Councils
   b. Proposed Faculty Senate and Faculty Association leadership meeting and proposed Faculty Senate and Faculty Association open forum for all faculty to discuss system issues and implications on SIUE
   c. The membership of the various FS committees

VI. NEW BUSINESS
   a. Jamie Ball from the Office of Equal Opportunity, Access, and Title IX Coordination will discuss a possible process to recruit 5 additional faculty members as sexual harassment panelists

VII. REPORTS FROM COUNCIL CHAIRS
   a. UPBC – Nancy Lutz
   b. Faculty Development Council – Shadrack Msengi
   c. Curriculum Council – Laurie Rice
   d. Rules & Procedures Council – Wai Cheah
   e. Welfare Council – Dan Segrist
   f. Graduate Council – Ed Navarre
   g. Past-President – Marcus Agustin
   h. President-Elect – Jocelyn DeGroot
   i. President – Sorin Nastasia
VIII. PUBLIC COMMENT

IX. ADJOURNMENT

The next FSEC meeting will be Thursday, October 25, 2018 at 2:30pm in the Magnolia Room, Morris University Center
The Faculty Association - SIUE presents

THE ESSENTIAL AND PERMANENT ROLE OF A FACULTY SENATE

First, an example: In their 1st contract, the new UI-Chicago tenure-line faculty codifies the Senate role...

Article XI. Governance

The Union retains the exclusive right to negotiate and reach agreement on wages, hours, and terms and conditions of employment for the members of the bargaining unit. The parties to this Agreement recognize and support the role of the Faculty Senate as established by the University of Illinois Statutes such as its general responsibilities in areas including but not limited to:

(a) curriculum policy and curricular structure,
(b) requirements for degrees and granting of degrees,
(c) policies for recruitment, admission and retention of students,
(d) academic policies relating to students,
(e) reviewing and proposing changes to the statutes, and
(f) academic freedom.

The above list of Senate responsibilities is not inclusive of the Senate’s full role as provided in the University of Illinois Statutes and is not intended to expand or limit that role ....

This Agreement is not intended to expand or limit the faculty role in governance as provided in the University of Illinois Statutes. No faculty member will be penalized for legitimate participation in University governance.

Source: http://uilcunitedfaculty.org/contracts/

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Faculty Senate =

Shared Governance by Faculty in traditional areas of academic concern – curricula, degree requirements, etc.

Only representative members join, elected from the entire full time faculty. All policies and decisions are advisory to the administration.

“Shared governance” includes:

- Advising the administration on policies for faculty evaluation, salary, promotion, tenure, recruitment, employment, retraining, development, rights and responsibilities, general faculty benefits, discipline, severance, leave of absence.
- Advising the administration on resolving Grievances.
- Advising the administration on standards and policies, undergraduate curriculum & program changes, General education, Evaluating the Chancellor and Provost, Rules and Procedures for Faculty Senate, Professional Development workshops, EUE and TEAC Awards, Honorary Degrees, Ombuds.

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Faculty Association =

Equal Decision Making on employment-related matters (salaries, benefits, terms and conditions of employment)

All full time faculty may join. Officers are elected. Faculty Association has a legally binding contract the administration cannot ignore: they must meet and negotiate with the FA or face legal action.

“Equal Decision Making” gives faculty a fully informed, equal voice on all mandatory subjects of bargaining: Wages, Benefits, Terms & Conditions of employment. Administration must fully answer FA questions or face legal action. Also allowable for bargaining: workload, class sizes, and the impact of administration-proposed changes.

Our administration can and does overrule FGC decisions more times than is justified by the facts. This underscores the need for arbitration as a last avenue of appeal – or better to have a chilling effect on unwarranted reversals.

CASE-STUDY: INCORPORATING FACULTY SENATE RESOLUTIONS INTO A BINDING UNION CONTRACT

A previous SIUC FA union contract proved how effective cooperation between a faculty union and a faculty senate can be. The contract incorporated an SIUC Faculty Senate resolution that specifies types of remedies available to the JRB (the Judicial Review Board, equivalent to SIUE’s Faculty Grievance Panel) in Tenure and Promotion cases. It provides that the campus chancellor treat the decision of the JRB “in the same manner as s/he treats similar decisions of the Provost and Vice Chancellor.”

Source: siuefa.org for access to entire 2007-2010 SIUC FA contract
Sexual Harassment Appeal Panel Nomination

SIUE’s Sexual Harassment Complaint Procedures provide for the opportunity for any case involving an allegation of a violation of the University’s Sexual Harassment Policy to be appealed to a Sexual Harassment Panel. For each case for which an appeal is requested, a panel of three faculty and staff members is convened to review the case, conduct a hearing, and reach a conclusion.

In order to be prepared to serve the needs of the University community, the Office of Equal Opportunity, Access and Title IX Coordination is seeking nominations for additional panelist. Interested nominees will be asked to participate in a brief interview and all chosen panelists will be provided with training to prepare them for their service. Faculty and staff who wish to volunteer as panel members may use this form to indicate their own interest.

Name of Nominee:
Nominee’s Title/Position:

Name of Nominator:
Nominator’s Title/Position:

Please describe the qualities that the nominee possesses which would enable them to serve effectively as a member of the Sexual Harassment Appeal Panel.

Please describe any experiences (professional, educational, etc.) that the nominee has which may support their preparation for work as a Sexual Harassment Appeal Panel member. Click or tap here to enter text.

Please note any known limitations on the nominee’s availability to serve as a panel member (routine work-related travel, anticipated sabbatical periods, etc.)
Salary Equity Committee Roster

2018 - 2019

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
</tr>
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<tbody>
<tr>
<td>Carolina Rocha</td>
<td>CAS</td>
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<tr>
<td>Marie Klopfenstein</td>
<td>SEHHB</td>
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<tr>
<td>Rakesh Bharati</td>
<td>Business</td>
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<tr>
<td>Jim Zhou</td>
<td>Engineering</td>
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<tr>
<td>Therese Dickman</td>
<td>Library Information Systems</td>
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<tr>
<td>Andrew Griffin</td>
<td>Nursing</td>
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<tr>
<td>Chris Herndon</td>
<td>Pharmacy</td>
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<tr>
<td>Joseph Sokolowski</td>
<td>Dental Medicine</td>
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President’s Report to Faculty Senate Executive Committee
October 11, 2018

Constituency Heads Meeting
The steering committee to initiate new Strategic Plan conversations will include the presidents of the Faculty Senate, Staff Senate, and Black Faculty Association. Dialogues with constituencies will be held tbd.

University Quality Council
October 4, 2018 meeting cancelled

University Diversity Council
October 12, 2018 meeting canceled
SIUE Diversity Day – October 16, 2018
Diversity and Inclusion Strategic Plan Discussions:
November 8, 2018 – Goal 3
12:30 – 2:00 p.m., Founders Hall 0111
November 30, 2018 – Goal 4
1:00 – 2:30 p.m., Pack Hall 2405

Council of Illinois University Senators
FS Presidents in Illinois are members
A Fall 2018 meeting was set for October 23

Alestle article about first Faculty Senate meeting