

Faculty Senate
November 6, 2014
Approved Minutes

The regular meeting of the Faculty Senate was called to order at 2:36 p.m. on November 6, 2014 in the Lovejoy Library Third Floor Conference Room LL3021 by Tom Foster, President.

Present: Augstin, Anop, Banker, Berger, Cairo, Carstens-Wickham, Crk, Cho, Cummings, DeMeo, Foster, Fuchs, Gaehle, Gillespie, Glassman, Goebel-Parker, Heil, Hester, Hildebrandt, Ibroscheva, Jack, Jain, Kerber, Kerr, Ko, Leem, Logue, Lueck, Madupalli, Moffett, Msengi, Nastasia, Nieto, G. O'Brien, Susan Wiediger for L. O'Brien, Ozcan, Pailden, Pettibone, Connie Barber for Powell, Rehg, Sabby, Santanello, Springer, Taylor, Thornton, Williams, Wiediger, Yager, Yu

Excused: Huyck, James, Kirk

Absent: Bell-Scriber, Chleboun, Fujinoki, Wulfson

Guests: Tom Jordan, Chad Martinez, Eric Ruckh

Announcements:

Tom Foster announced that the Chancellor's Reception Dinner will be today following the meeting. The All Faculty Meeting has been postponed to a later date. Tom reminded everyone who is a faculty member to take the Open Meetings Act training and to turn the certificate in to Vicki Kruse, Governance Secretary. The training only needs to be completed once. The Chancellor Julie Furst-Bowe is to be a guest speaker at the December 4, 2014 Faculty Senate meeting. Also, Dean McBride will be at the December 4, 2014 meeting to talk about the Open Access and how that is developing for the University.

Guest Speaker(s):

Tom Foster introduced **Tom Jordan, Coordinator of Policy, Communication and Issues of Concern, and Chad Martinez, Director of Equal Opportunity and Access and Title IX Coordination**, as guest speakers. Chad Martinez talked about Title IX, Sexual Assault in higher education, violence against women and harassment. Chad is in charge of developing a new sexual assault policy and to present it for comment. It is federal law to have a policy. There is a policy for violence against women. That requires policies and procedures that include sex without consent, dating violence, domestic abuse and stalking. A committee has been working on the draft that has been provided to the Faculty Senate. Title IX prohibits gender discrimination in education. Anyone that receives federal monies from the government is obligated to Title IX. Harassment and sexual misconduct are a form of it. The Violence against Women Acts doesn't mention having policies and procedures and educational efforts. Key elements prohibited applying to the whole university community and visitors, on and off campus will have an impact on the entire university. Chad Martinez goes on to explain forms of gender discrimination and harassment. One of the big issues is alcohol and sexual assault in higher education, the use of alcohol in these situations is about 80%. They go over what is consent and what it means to give consent. The universities response is that they make sure people understand where to get the resources, if it is an emergency, who is there for

you, confidential resources, health and counseling services, and making sure people know the different reporting options. The university has an obligation to help and remedy the effects of sexual assault and sexual misconduct happening again even if the individual doesn't want to come forward and file a complaint. The policy describes the measures that can be taken to help the individual. The policy outlines the procedures to take if an individual is in any type of sexual misconduct or harassment. The policy outlines the university's obligation to the individual.

Chad Martinez asks for any questions or comments:

Q: What if the sexual assault happened to a student by another student outside the university, what are the university's responsibilities in that case?

A: The University's responsibilities would be that as soon as the university knew about the situation, it would take action on it. The university would help the individual; the campus police and the local police would work together so that it is less painful for the individual. The university would have an obligation off campus behavior involving students is very clearly pulled back on campus, it falls under the student code, it makes it very clear that that behavior is still something that can be addressed. The university would provide the resources, letting the individual know about counseling and no contact orders, housing situations, and classroom situations. The university would still go through the whole process.

Q: What are the inner measures for the accused and accommodations? What point do the inner measures become permanent in the judicial process?

A: The university in those situations would look in to an investigation, the investigation is supposed to be concluded in 30 to 60 days, so inner measure shouldn't be come permanent, the goal is to wrap it up as quickly as possible because it is not fair to the parties.

Q: What is to say that it can't go another 60 days, then another 60 and so on, what point does say the process gets extended so long that the inner measure does become permanent?

A: It would stick to the 60 day time frame as much as possible, but will extend it if needed after talking to the counsel.

Q: If someone is accused, they go through the process and they are found not guilty, what is to say that that individual won't be retaliated against?

A: In general that is not how the retaliation laws work. The retaliation laws are for the victim and witness not the accused. The university would do what they could, even though retaliation laws aren't for the accused. In some situations it would be covered in student conduct code. Any behavior that would defame or harm someone would be a student behavioral issue. This applies to all students and employees of the university. Over 66 campuses are under investigation on how they handle sexual assault.

On Monday the Chancellor will announce the Sexual Assault and Awareness online training.

Eric Ruckh, Honors Program Director, gave a descriptive of an Honors student. The Honors Program has 350 to 360 students total in the program. There are 150 in College of Arts and Science, 70 in Engineering and 150 new incoming freshman because of the Provost Scholarship and meridian Scholarship. Most of the honors are interdisciplinary type of courses and are exempt from the Lincoln Program. Honors students have priority enrollment and also have faculty mentoring. This is substandard and does not meet anything like the minimum standards that Honors Programs should be establishing. This is show internally and externally. Dr. Springer organized an ad hoc committee which reviewed the Honors Program. This committee identified a number of problems and weakness. There is a National Honors Collegiate Council has collected standard practices from many university with Honors Programs and Honors Colleges. This group layout ideas and practices that Honors Programs should have. Honors Programs should have 20% to 25% dedicated to honors courses.

Approval of Minutes: The October 2, 2014 minutes were approved as submitted.

Action Items:

Welfare Council brought forward the Faculty Salary Equity Reports

The Proposed Methodology for Internal and External Faculty Salary Equity Reports were each **approved unanimously.**

Reports from Standing Committees

UPBC: Morris Taylor reported that Al Phillips from IBHE will be at SIUE on December 5 to speak about tuition increase.

IBHE Faculty Advisory Council: Susan Wiediger submitted a report and it is filed with minutes.

Reports from Council Chairs

Faculty Development Council: Elza Ibroscheva reported that there was discussion of International Studies and that the Provost would be invited so the Council could ask questions.

Graduate Council: No Report

Curriculum Council: There was a discussion about whether the Senate would need to vote on a revision regarding MATH 150 as a requirement in the breadth area of the general education program. More information is needed.

Rules and Procedure Council: No Report

Welfare Council: No Report

Past President: No Report

President Elect: No Report

President: Tom informed the Senate about Nobby Emmanuel retiring and that a Search and Screen committee is being formed. Please, contact Tom if interested in serving on the committee. Two faculty representatives will serve on the committee

Unfinished Business: None

New Business

Welfare Council Bringing Forward Proposed Revisions:

Sabbatical Policy (first read)

University Committee for Family –Friendly Policy Implementation Operating Papers (first read)

Adjournment: The meeting was adjourned at 3:57pm (Hildebrandt/Cairo)

*Approved as submitted December 4, 2014 by the Faculty Senate
Vicki Kruse/University Governance*

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IBHE-FAC report for the SIUE Faculty Senate meeting on 6 November 2014

The IBHE-FAC met on 17 October 2014 at Governors State University in University Park, Illinois.

Special announcement: please disseminate: The Illinois Board of Higher Education Faculty Fellows Program (<http://www.ibhe.org/Fellows/facultyFellows.htm>) provides \$2,500 per term to help support a full time faculty member employed at an Illinois institution of higher education pursuing a topic of interest to the IBHE. A list of potential research topics is available at the website and includes topics such as underserved students, workforce development, college affordability, and many other possibilities. The Faculty Fellow is also expected to attend various meetings (such as IBHE meetings) that may assist with their research. These are competitively awarded positions with an open application deadline. Questions or requests for an application may be addressed to Dr. Michael Afolayan (afolayan@ibhe.org). Dr. Susan D. Wiediger, current SIUE representative to the IBHE Faculty Advisory Council, can also provide you with a copy of the application and answer some questions less officially.

At different points during the day, Provost Deborah Bordelon and President Elaine Maimon talked with the Council about Governors State's transition to a four year institution. Part of their approach is that they strongly encourage transfer students to finish their Associates degree. They never intend to get very large – their target maximum freshman class is 270 students. A point made by President Maimon in response to a question about relationships with Board of Trustees was that faculty should be strategic when they are talking with Board members. She feels that sometimes individuals feel like they should have a list of all their concerns to air while they have a Board member's attention, but sometimes those issues are not within the Board's purview and so the discussion is not productive. Faculty might do better to present themselves as the scholars and teachers that they are by also having examples of accomplishments that will help Board members understand faculty roles, since most Board members do not have a background in higher education.

As part of an ongoing discussion of shared governance and academic freedom, the Council was updated on how the Salaita case is continuing to be discussed at U of I. Also, the situation at Chicago State University was described by several CSU faculty. The Faculty Senate at Chicago State did not properly amend their Constitution; there have been two no-confidence votes regarding the CSU President; the interim Provost is being investigated for plagiarism in her doctoral thesis; and the Faculty Senate has been suspended by the Board of Trustees. Communication break-downs seem significant.

The Public Caucus will be re-visiting the 2010 IBHE-FAC statement on shared governance (www.ibhe-fac.org/Documents/FACsharedgovernance.pdf) to bring a resolution to the IBHE-FAC about the benefits of shared governance. Other caucus topics included looking at MAP funding, planning speakers for future meetings, and looking at impacts on the quality of education due to financial strains.

The next meeting is 21 November 2014 at Oakton Community College in Des Plaines, Illinois.

With regards,

Susan D. Wiediger, representative for SIUE to the IBHE-FAC

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Faculty Development Council Report October 2014

Announcements: The Council welcomed new members of the FDC Anne Powell and Jack Glassman

Faculty Development Center: Wayne Nelson gave an overview of the first meeting for the Faculty Development Taskforce (Elza was unable to attend due to another meeting conflict). The Provost wants to move quickly with a plan for implementing this “consolidation” of resources and has given a deadline of January to determine the structure of the center. Some issues that need to be considered include how to have representation including all different constituencies, what will be the roles of the new director, how will this director be hired. The director position will be based on an internal search. The council members were tasked to go back to their respective academic units and solicit feedback from faculty on what kind of services and ideas can be made available to faculty through such services. Since there will not be sufficient time to conduct focus groups, we will use the FDC to get as much valuable feedback as possible.

Annual Report: The report was approved as submitted.

International Travel Concerns: Members of the FDC expressed concerned that there is a general lack of clarity about the guidelines concerning the new rules for seeking funding for international travel introduced by the Provost. Many faculty members are experiencing unusual delays in receiving word on their travel, making things difficult, if not impossible, to plan ahead with such travel arrangements. Members of the FDC want to invite a representative from the Provost office to our upcoming meeting who can explain in details the rational behind the new measures as well as the need for introducing those, especially as far as guidelines are be followed set forth by new procedures. The council members also would like to know how such restrictions on international travel would affect our overall vision of making the campus more international and better known around the world.

Continuous Improvement Conference: The Council continued to brainstorm ideas for the 2015 Continuous Improvement Conference. We discussed ideas about bringing a keynote speaker with budget assistance from the FS and the Provost Office. Several ideas were entertained and at this point, Dr. Chris Mayo, Director of Online Education for U of I School of Education has agreed to come and speak to us, provided that we can accommodate her in the morning. We also decided to have a number of panels before lunch as prior history shows very little attendance after noon on Fridays. Possible panels include student panel on online educations (the good, bad, and the ugly), stories from the OER pilot program, members of the “Teaching Naked” reading group, as well as “pros/cons” roundtable on online education. The council also discussed ideas of how to promote the event for better attendance, including posters and other media, and contemplated issues “certificate of attendance” for faculty who attend in order to make it a “service” worthy event.

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Grad Council Report for FSEC 10/23, FS 11/6

1) Announcements

- o Jerry Weinberg announced that NCERC (National Corn to Ethanol Research Center) received a TAACCCT grant for \$10,000,000 over the next four years from the Department of Labor in partnership with the Department of Education.
- o An export control consultant recommended that SIU hire an export control administrator at the system level.
- o The Chancellor has given the go ahead for submission of the proposal for the master of integrative studies degree.
- o The Graduate School has hired a new research administrator to administer the NIH BRAD grant.
- o The system wide innovation expo was held here and was well-attended.
- o The Graduate School Fair will be held on October 23rd. Preliminary numbers indicate 250 attendees have registered.
- o Ron Schaefer announced that the ESLI (English as a Second Language International) program is moving forward. They are hiring faculty for the program who will start on January 1st. Each of them will teach four courses per term. ESLI will be located in Evergreen Hall.

2) The following work of the Programs Committee was approved.

- o Form 91A – Psychology (SOE-14-998)

3) The following work of the Educational and Research Policies (ERP) Committee was approved.

- o Competitive Graduate Award (CGA) and Graduate Assistantship (GA) Guidelines – 4A3 – GC14/15-02
- o Graduate Assistantship Regulatory Policies – 4A4 – GC14/15-03
- o Graduate Financial Aid for Students in a Combined Baccalaureate/Master’s Five Year Program – 4A5 – GC14/15-04

The ERP committee decided to incorporate information in policies 4A4 and 4A5 into 4A3 and rescind 4A4 and 4A5 to limit the number of policies that pertain to graduate assistantships. In 4A3, language referring to the Competitive Graduate Award was removed from policy. The language pertaining to graduate assistantships was cleaned up and readers were referred to the Graduate Assistant Handbook. Changes to the language also defined more clearly the types of assistantships

(general, research, and teaching) and added definitions of first and second-year graduate assistants. Amendments to the text that were originally part of 4A4 would establish bereavement leave and family leave for graduate assistants. The proposed amendments would remove the vacation benefits established for students on “fiscal-type appointments.” They would reduce sick leave from 20 hours per month to 4 hours per month and clarify the circumstances under which a graduate assistant would be required to provide documentation of illness or injury. 4A3 also incorporated policy 4A5 concerning those students in a combined (3+2) program.

Respectfully submitted,
Andrea Hester, Chair of the Graduate Council

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Curriculum Council Report

Memo

To: Faculty Executive Committee
From: Jeffrey Sabby, Chair – Faculty Senate Curriculum Council
Date: October 17, 2014
Re: Faculty Senate Curriculum Council Report for October 16th Meeting

Announcements

Requested that all new members take the OMA and send completion certificate to Vicki Cruse.
Graduate Appeals Committee Membership (see attached A)
General Education Memo (see attached B)
Registrar Report (see attached C)
UCC Report (see attached D)
UPC Report (see attached J)

Guest

Dr. Roberta Harrison from the School of Nursing discussed the continuance (since 1985) the substitution of a 200 level Humanities course for the IS requirement for the students enrolled in the BSN completion program.

The BSN completion program is a totally online/nationwide Bachelorette completion program for nursing students that have their Associates Degree in Nursing. They have seen a 300% increase in the program in the last year. (see attached E)

Unfinished Business

BSN completion Program:

School of Nursing to accept 200+ level humanities course in place of the IS requirement. Motion to allow the BSN completion program to continue allowing substitution of 200 level humanities substitution for the IS requirement. Motion passed (15, 0, 0).

QR 101 Requirement:

Allow MATH 150: Calculus I or higher with a grade of C or better to count for the QR 101 requirement provided this course is passed within the first 60 hours. Programs that require MATH 150 typically have their students taking MATH 150 during the first year so completing the QR 101 requirement within the first 60 hours is feasible. The Department of Mathematics and Statistics voted to allow a grade of C or better in MATH 150: Calculus I to substitute for QR 101. Motion passed (15,0,0). (see attached F)

FSCC Process Streamlining:

Zenia Agustin reported that the contracts for the Curriculum Software for Course and Program changes have been signed and implementation should be completed Spring 2015.

eTextbook Task Force:

I (chair) gave my report to the council. Still waiting for Denise Cobb to finish charge and fill the remaining membership seats.

Health Science Task Force:

I (chair) gave my report to the council. HSTF had the first meeting on Thursday October 2, 2014. This was mainly an organizational meeting.

Honors Program:

Dr. Carl Springer gave the council his report to the committee.

New Business**First Read GEC Policy 1K4;**

Zenia Agustin introduced proposed changes to the to the **Undergraduate Proficiency Examination Policy - 1K4: Part B Provisions Regarding Courses in Which a Student is Registered, and Part C Provisions Regarding General Education Courses**. This will be voted on during the November 20, 2014 FSCC meeting. (see attached G and H).

Proposed language change in 1H1 General Education Breadth Requirement.

Anne Flaherty proposed a language change for the policy. This was a first read and will be voted on during the November 20, 2014 FSCC meeting.

Learning Styles Survey:

When students enter SIUE, they should complete a learning styles survey. Their survey results should be linked to their student account and be accessible to faculty through CougarNet. Ideally, faculty could view the proportion of learning styles that represent the students enrolled in each class using either CougarNet or Blackboard. This information could help inform faculty when they choose class activities or when they help individual students. Submitted by Hoosang Ko on behalf of Dr. Ryan Fries. (see attached I)

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Rules and Procedure Council 10/23/14 Report to Faculty Senate & Executive Committee**Activity of the Council**

Prior to our council meeting the Bylaws Committee and Tom Jordan met and reviewed the details about language that the provost office would be comfortable moving forward.

October 16 - Council met and all members were present. *Tom Jordan* of the Provost's Office was a guest.

October 20 - Chair met with the Elections Committee to review history and procedures relevant for their work.

Old Business:

Definition of a Faculty Member

Jon Pettibone , Cathy Santanello and Tom Jordan brought language to be discussed regarding the clinical faculty. As we delved into this the council discussed potential issues and unintended consequences that can arise from policy shifts. Tom Jordan helped to present the options as he understood them, that we are not attempting to re-write the BOT definition as that is out of our purview, but that we are redefining the composition of the FS membership.

Several areas in the papers and bylaws were explored in an attempt to make sure the language is comprehensive and not piecemeal. For instance, we needed to look at how the BOT definition is referenced throughout the operating papers and bylaws and that this shift would be represented throughout these documents. We realized that because of this complexity we were not ready with specific language quite yet.

The overall agreement of the council is to make sure we do our due diligence in preparing the provost and deans of school with Clinical faculty so that we can work toward language that moves the faculty vote from last Spring forward without it getting kicked back again. Also, we agreed that we should investigate enough that we can identify as many unintended consequences as possible.

The Elections committee and I met to review what is needed to gather information and provide the senate with options for HOW clinical faculty can be represented once other language is approved. We are working with Phil Brown of Institutional Research to get current numbers and become familiar enough with the data to run scenarios of the various options of representation. This committee will also research other institutions learn how they handle similar questions of representation and definition of faculty.

Charge from President

The list of charges from the president were discussed again and an overall discussion ensued about policies regarding bullying, a 4/4 load, overall creep of expectation on faculty. There was agreement that working with administration to make sure we will have successful policy is preferred to writing policy and moving it forward just to have it come back. We recognize the need to address these issues and are willing to work toward shared governance initiatives toward those aims. It was suggested that perhaps we should pursue proactive policies that serve as value statements with regard to these issues.

Respectfully Submitted,

Shelly Goebel-Parker

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Welfare Council Report

October 23, 2014

The Welfare Council met on October 16, 2014 in the MUC Board Room

A. The council announced that the Provost has approved the reappointment of Mary Sue Love as Ombudsperson

B. Faculty Benefits and Facilities discussed the edits made to the Sabbatical Policy. These edits were discussed. A motion was made to pass the edits, passed unanimously, and will now be brought before the executive committee and faculty senate.

C. Faculty Benefits and Facilities discussed the edits made to the UCFPI operating papers. These edits were discussed. A motion was made to pass the edits, passed unanimously, and will now be brought forth before the executive committee and faculty senate.

D. Ari Belasen spoke before the council regarding the edits made in April, 2014, to the internal and external salary equity reports. The salary equity committee has not met this academic year to make any additional edits to the reports.

E. Tom Jordan spoke before the council regarding the UCFPI, stating that the committee is operating successfully, and no issues have been raised beyond the edits to the operating papers. Tom Jordan also discussed the social media policy and some issues that have been raised with the policy. The specific concerns that have been brought forth include:

- a. A required timeline on keeping consent forms
- b. Who will keep the consent forms
- c. What to do when a student withdraws consent after the initial consent both on the academic level and on the required reporting level (e.g. in the case of harassment).

The Faculty Status subcommittee has been charged with making these edits to the social media policy.

Respectfully submitted,

Erin Heil

Co-Chair, Welfare Council

Dept of Sociology and Criminal Justice Studies-CAS