

Faculty Senate
April 2, 2015
Unapproved Minutes

The regular meeting of the Faculty Senate was called to order at 2:35 p.m. on April 2, 2015 in the Lovejoy Library Third Floor Conference Room LL3021 by Stacie Kirk, President Elect.

Present: Agustin, Anop, Banker, Rowbotham alt for Bell-Scriber, Nancy Huyck alt for Carr, Celik, Cho, DeMeo, Fuchs, Abdolreza Osouli alt for Fujinoki, Gaehle, Gillespie, Glassman, Goebel-Parker, Heil, Hester, Hildebrandt, Ibroscheva, Jack, Jain, Kerber, Kelly Gable alt for Kerr, Kirk, Ko, Lueck, Moffett, Msengi, Nastasia, Nieto, G. O'Brien, L. O'Brien, Ozcan, Pailden, Benjamin Webb alt for Pettibone, Powell, Rehg, Sabby, Santanello, Thornton, Williams, Wiediger, Wulfsong, Yager

Excused: Cairo, Chleboun, Foster, Springer, Taylor

Absent: Berger, Carstens-Wickham, Cummings, James, Leem, Logue, Madupalli, Yu

Announcements: Stacie Kirk called on Jeffrey Sabby to give an update on the All Faculty Meeting that was held on March 31, 2015. E-Textbooks/Course Materials was the topic. Joseph Pearson and Jeffrey brought in publishers to inform faculty of some options. Approximately 25 people were in attendance. Future dates will be Tuesday April 7, 2:30-4:30 p.m. with Emily Colton from Textbook Services to introduce Red Shelf a web based service followed by Jeffrey and Joseph Pearson with an open forum discussing Digital Course Materials. Then, on April 14, 2:30-4:30

2:30-3:10 p.m., Therese Dickman (Fine Arts librarian and associate professor) will give a presentation on the services and course materials offered by the Lovejoy Library (LIS) for faculty course preparation.

3:10-3:50 p.m., Matthew Schmitz (ITS Instructional Design and Learning Technologies Director) will give a presentation on services offered by ITS for faculty course preparation.

3:50-4:30 p.m., Sabby will have an open forum discussion concerning Digital Course Materials and their impact on SIUE's Textbook Rental System.

A survey will be conducted regarding course material after Deans and Provost meet with faculty. April 27 there will be a full day free event provided by Lisa Madigan, "Strengthening Campus Responses to Sexual Assault", 9:30-4:00 p.m., Hickory Hackberry Rooms, Morris University Center. Registration deadline is April 27.

Approval of Minutes: The minutes from February 5, 2015 and March 5, 2015 were approved as submitted.

Action Item: Language for Clinical Faculty: Shelly Goebel-Parker, Chair, Rules & Procedures brought forward a revision in the Faculty Senate Constitution to add clinical faculty into the membership (the full language change is attached to the minutes). There was discussion about what the next step after the vote. The apportionment would need to be figured out in the Fall semester. The revision was **approved** with 32 Yays and 2 opposed.

UPBC: No report.

IBHE-FAC: Susan Wiediger submitted a report and it is filed with the minutes. Sue requested that if there are any questions with the report to contact her.

Faculty Development Council: Elza Ibroscheva submitted a report and it is filed with the minutes. Elza also introduced the Travel Statement which is a first read today under New Business. Elza explained that it is a philosophical statement and not a policy and to please, send any feedback to her. It will be an action item on the May agenda.

Graduate Council: Andrea Hester submitted a report and it is filed with the minutes.

Curriculum Council: Jeffrey Sabby submitted a report and it is filed with the minutes. Jeffrey added his expression of appreciation for Hoosang Ko, Gerald O'Brien and Bryan Jack for their work on the UCC and UPC with over 250 course approvals and around 25 program approvals so far this academic year.

Rules & Procedures Council: Shelly Goebel-Parker submitted a report and it is filed with the minutes. Shelly added that the evaluations are out and she will be reporting the results later as soon as they have them calculated. The Faculty Senate election notices to departments and schools/college are in the process of being sent out

Welfare Council: Erin Heil reported that two policy drafts were reviewed from Human Resources and the Council did not see any issues with them. The policies are brought to the Senate as information items: Blood or Blood Platelet Donor Leave Policy Draft and Bone Marrow and Organ Donation Leave Policy Draft.

Past President: Susan Yager reported that she attended the Enrollment Management Council meeting on March 27 where Phil Brown explained some new findings with credit hours data that will be used to make decisions. Scott Belobrajdic, reported at their meeting enrollment numbers for fall are up. Susan also attended the UPBC meeting where Scott Belobrajdic reported about scholarship funding and that they want to offer more scholarships to entice enrollment numbers. Tomorrow's UPBC meeting is canceled.

President Elect: Stacie Kirk reported that April 15 is the Faculty and Staff Appreciation Event. Stacie has been serving on this committee representing the Faculty Senate. The event will be from 11:00 a.m. to 1:00 p.m. in the Meridian Ballroom, Morris University Center. There are no state funds used for this event. The committee has been gathering donated items for attendance prizes and the entertainment is discounted.

President: No report.

Unfinished Business: None

New Business:

President Elect Slate

Jeffrey Sabby

There were no nominations from the floor, but faculty can still nominate by contacting Shelly Goebel-Parker or Tom Foster before the May meeting.

Council Slate: The slate is not complete; therefore the vote will take place at the May meeting.

Curriculum Council: Jeffrey Sabby

Faculty Development Council:

Rules & Procedures: Jonathan Pettibone

Welfare Council: Steve Kerber

Faculty Development Council brought one item for a first read:

Travel Statement, first read.

Welfare Council brought two items for first reads:

Teaching Load Policy revision, first read: Ken Moffett explained that a proposal from administration for a mandatory 2 year 4/4 load came to the Welfare Council. The Welfare Council put together a policy revision to include a voluntary two year 4/4 load. There was a discussion about a question concerning someone who may want to volunteer for more than two years.

It was also suggested and supported by another faculty to delete "or promotion"; therefore suggestions will be taken back to Welfare Council and brought back with the other revisions to the May meeting for a vote.

Ombuds Service Policy revision, first read: The revision is in regards to Title IX and confidentiality.

Other: None

Public Comment: None.

Adjournment: The meeting was adjourned at 3:23 (Rowbotham/Fuchs).

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Proposed modifications to the Faculty Senate Constitution to include clinical faculty as members of the Faculty Senate (Rev. 3)

Article III.A

Original Language:

The Faculty Senate members shall be elected by the Faculty from among the faculty as defined in Article I.

Proposed Language:

The Faculty Senate members shall be elected by and from the combined membership of the University Faculty, full-time Clinical Professors, full-time Clinical Associate Professors, and full-time Clinical Assistant Professors.

Reason for change: This allows full time clinical faculty to vote for faculty senators in their schools and to serve as senators. It also allows for them to serve as faculty senate president in conjunction with III.B. Replaces “faculty” with “University Faculty” for consistency.

Article III.B

Original Language:

The Officers of the Faculty Senate shall be elected by the faculty, from the membership of the Faculty Senate and shall remain members of the Faculty Senate during their terms of office.

Proposed Language:

The Officers of the Faculty Senate shall be elected by the combined membership of the University Faculty, full-time Clinical Professors, full-time Clinical Associate Professors, and full-time Clinical Assistant Professors from the membership of the Faculty Senate and shall remain members of the Faculty Senate during their terms of office.

Reason for change: This allows full time clinical faculty to vote for President Elect of the Faculty Senate. The officers of the committees of the Senate are not considered “officers” as defined by article IV. Replaces “faculty” with “University Faculty” for consistency.

Article V.A

Original Language:

The University Faculty may, at a general faculty meeting or by written or electronic ballot, direct the Faculty Senate to represent it or act for it on any matter of faculty concern.

Proposed Language

The combined membership of the University Faculty, full-time Clinical Professors, full-time Clinical Associate Professors, and full-time Clinical Assistant Professors may, at a general faculty meeting or by written or electronic ballot, direct the Faculty Senate to represent it or act for it on any matter of faculty concern.

Reason for change: This allows full time clinical faculty to be able to petition the Faculty Senate for action.

Article V.B

Original Language:

The Faculty Senate shall have the power to act for the University faculty on all matters of faculty concern except as its autonomy is limited by correct academic and administrative relations with other units and representative bodies.

Proposed Language:

The Faculty Senate shall have the power to act for the University Faculty, full-time Clinical Professors, full-time Clinical Associate Professors, and full-time Clinical Assistant Professors on all matters of faculty concern except as its autonomy is limited by correct academic and administrative relations with other units and representative bodies.

Reason for change: This allows the Faculty Senate to take action on behalf of all voting members of the Faculty Senate, which if other modifications are approved, would include full-time Clinical Professors, full-time Clinical Associate Professors, and full-time Clinical Assistant Professors.

Article VI

Original Language:

Legislative action of the Faculty Senate not approved by the President may be referred to the Board of Trustees by a 2/3 vote of the faculty membership.

Proposed Language:

Legislative action of the Faculty Senate not approved by the President may be referred to the Board of Trustees by a 2/3 vote of the combined membership of the University Faculty, full-time Clinical Professor, full-time Clinical Associate Professor, and full-time Clinical Assistant Professor membership.

Reason for change: This allows full time clinical faculty to participate in the overriding of a veto by the senate president. Replaces "faculty" with "University Faculty" for consistency.

Article VIII.A

Original Language:

Articles of the Constitution of the Faculty Senate may be amended by a majority of ballots cast by the University Faculty voting by secret ballot in a general referendum.

Proposed Language:

Articles of the Constitution of the Faculty Senate may be amended by a majority of ballots cast by the combined membership of the University Faculty, full-time Clinical Associate Professors, and full-time Clinical Assistant Professors voting by secret ballot in a general referendum.

Reason for change: This allows full time clinical faculty to be able to participate in the revision of the Faculty Senate constitution if so proposed from outside the membership of the Faculty Senate.

Article VIII.B

Original Language:

Ratification of this document will be by a majority of ballots cast by the faculty voting by secret ballot in a general referendum

Proposed Language:

Ratification of this document will be by a majority of ballots cast by the combined membership of the University Faculty, full-time Clinical Associate Professors, and full-time Clinical Assistant Professors voting by secret ballot in a general referendum

Reason for change: This allows full time clinical faculty to be able to participate in the ratification of the constitution (this may only apply to initial document and thus may be moot). Replaces “faculty” with “University Faculty” for consistency.

Article I. (For reference)

The University Faculty shall consist of the Chancellor, all professors, associate professors, and assistant professors, and those instructors on continuing appointment.

Article IV. (For reference)

The officers of the Faculty Senate shall be President, President-Elect, and Past-President

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IBHE-FAC report for the SIUE Faculty Senate meeting on 2 April 2015

The IBHE-FAC met on 20 February 2015 at at Eureka College in Eureka, Illinois.

President J. David Arnold welcomed the Council. In response to questions about how he had effected Eureka’s financial turnaround, he said that they focused on spending less than their revenue and had looked at the “list price” of their education to position themselves as less expensive than some close competitors such as Bradley University.

Gretchen Lohman, Assistant Director of Academic Affairs at IBHE, reported that the SARA administrative rules and Dual Credit rules are still in process to go to the IBHE in April and then to JCAR. Candace Mueller, Interim Deputy Director of Advancement, External & Governmental Affairs reported that in addition to the current budget year and budget processes, this s the time when bills move from committees to the floor of the legislature (if they are ready). Until some of those processes are finished, there is not too much detail to be discussed.

Sara Ray Stoelinga, Director of the University of Chicago’s Urban Education Institute, presented the To & Through Project (<http://toandthrough.uchicago.edu/>). Currently in Part I of their data release, this

research project uses data from the Chicago Public Schools and higher education databases to individually track the success of CPS students. They have found strong connections between attendance & grades in 9th grade with eventual high school graduation and persistence on to college. There are some indications that similar trends may be present in college success. Schools making use of To & Through data to perform interventions with high school students have substantially improved graduation rates and the percent of students going on to college. The current release is district overview; future releases will provide data tracking individual schools within CPS (Part II) and an interactive tool allowing users to compare schools and look at the data more directly (Part III). Current findings are that from 2006 to 2014, CPS graduation rates have increased significantly from 58% to 73%; college enrollment has improved from 33% to 40%, while college graduation has increased slightly from 8% to 14%.

The Caucuses focused on preparing issues to bring to the discussion with the IBHE at the 7 April meeting. The Community College will raise the issue of Dual Credit; the Public will discuss the higher education budget; the Private will discuss the Faculty Fellow program and support for the IBHE Staff Liaison.

The FAC election committee solicited nominations for next year's officers.

The next IBHE-FAC meeting is 7 April 2015 at Lincoln Land Community College in Springfield, Illinois (joint with IBHE meeting).

With regards,

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

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Faculty Development Council Report March 2015

TEAC report: The committee has completed the review process and has awarded five awards—one teaching excellence, two distinctions and three teaching recognition awards. Those have been also reported to the Provost Office. Bryan Smith, the Chair of the TEAC, came and shared some concerns and observations about the nomination, application and nature of awards with the FDC. Namely, there have been suggestions of perhaps changing the monetary award associated with each candidacy in order to encourage more participation. Also, the TEAC suggested perhaps establishing an award for online teaching only, as well as a lifetime achievement award. Finally, the Dental School has reached out to request that it has a representative on the TEAC. That matter needs to be voted by the FDC (at the time of the meeting, we did not have a quorum so we decided to table the vote until our next meeting). The FDC made a commitment to review the issues raised by TEAC and requested that TEAC collect some feedback from past nominees and award recipients in order to determine where improvements in the application process can be made.

Travel Policy/Philosophy statement: The following languages of the travel statements was discussed and voted on to present to the Faculty Senate at large:

Travel (regional, national or international) is critical for the purpose of research and

creative activities because it allows for the dissemination of scholarship, the establishment of future research collaborations, the advancement of one's professional development and the enhancement of each faculty member's reputation and network of support in his or her respective academic discipline. Travel also contributes to enhancing SIUE's national and international reputation as an institution that supports and values the teacher-scholar model and maintains an active and rigorous scholarship and creative expressions. Travel is of paramount importance for the establishment and development of tenure-track and junior faculty members' research agenda because future success at the university depends upon opportunities to network, solicit feedback on ongoing scholarship and creative activities and create new contacts in progressing towards establishing one's academic reputation in the field. Faculty are committed to present evidence and documentation of how proposed travel plans will enhance one's teaching, scholarship and creative activities and professional development and will follow due process in satisfying the university's regulations and procedures set forth for funding travel requests. All official travel should be prudently planned so that the best interests of SIUE are served at the most reasonable cost. Anyone traveling on university business is expected to exercise the same economy that a practical person would exercise when traveling on personal business.

Continuous Improvement Conference: The council discussed final details of the sessions to be held the next day. The conference was held on March 20th, 2015, at the MUC Conference Center. By initial estimates (still waiting on the final reported numbers of Lynn Bartel's office who handled the sign up sheets and the evaluations) we had over 50 people in attendance, who listened to the key note presented, and then, attended one of three break-out sessions. Elza is working on drafting a thank you letter to all presenters and moderators and Lynn Bartel's office will do the same for all in attendance.

Session 1: 10:45 a.m. – 12:00 p.m | Maple-Dogwood Room Facing new challenges: Changing formats, methods and expectations in the online environment

Moderator: Emily Keener, Instructional Design & Learning Technologies Center

Discussion on teaching in the winter session and sharing marketing research data from Blackboard and its impact on SIUE's online student population

Jeffrey Sabby, Physics

Mohammad Yousef, Physics

Tyann Cherry, Educational Outreach

Session 2: 10:45 a.m. – 12:00 p.m | Redbud Room

The importance of technological comfort: Interdisciplinary reflections and experiences

Moderator: Matthew Schmitz, Instructional Design & Learning Technologies Center

Presenting and sharing unique experiences and innovations from teaching online with the new pilot OER program

David Cluphf, Kinesiology and Health Education

Debbie Mann, Foreign Languages and Literature

Sorin Nastasia, Applied Communication Studies

Edward Navarre, Chemistry

Jason Stacy, Historical Studies

Session 3: 10:45 a.m. – 12:00 p.m | Hickory Room

Innovation vs tradition: Strategies for optimizing online learning experiences and outcomes

Sharing experiences and reflections on the challenges of online delivery and quality instructions both for the faculty involved and the students

Moderator: Jennifer Logue, Educational Leadership

George Watson, Management and Marketing

Dave Knowlton, Educational Leadership

Anne Powell, Computer Management and Information Systems

Heidy Carruthers, Foreign Languages and Literature

Olga Bezhanova, Foreign Languages and Literature

GRADUATE COUNCIL

Report to FSEC 3/26/2015, Faculty Senate 4/2/2015

Grad Council met on March 19, 2015

I. Announcements

- A. Course Review Committee (CRC) Report
- B. Graduate Committee on Assessment (GCOA) Report

See attached reports.

C. Enrollment Management Report

- Application numbers for fall are down a bit, mostly due to the Family Nurse Practitioner master's degree being phased out.
 - Nursing expected that because of moving the FNP program to the Doctor of Nursing Practice degree.
- Electrical Engineering applications are also down because they are capping admission.
- Graduate applications are up for CAS and the School of Education, Health and Human Behavior.

D. Graduate School Announcements

- Spring Symposium will take place on Tuesday, March 31st
- The cooperative PhD program in computer science between Edwardsville and Carbondale is almost ready.
- The SIUE Environmental Sciences program and the Environmental Resources and Policy program in Carbondale are exploring the possibility of a cooperative PhD.
- Weinberg also announced that Provost Ansari asked him to explore ways to provide larger start-up packages for those who need to establish laboratories. It would need to be a new program.

II. Report of the Programs Committee

A. Forms 91A – Computer Management and Information Systems

1. BUS-15-2 – CMIS: Project Management (concentration to specialization)
2. BUS-15-4 – CMIS (CIP Code for STEM)
3. BUS-15-5 – CMIS: Business Analytics (CIP Code for STEM)
4. BUS-15-6 – CMIS: Project Management (CIP Code for STEM)

B. Forms 91A – Business Administration

1. BUS-15-7 – MBA: Project Management (concentration to specialization)
2. BUS-15-8 – MBA: Project Management (CIP Code for STEM)
3. BUS-15-9 – MBA: Business Analytics (CIP Code for STEM)

The graduate programs wished to change the current concentration in Project Management to a specialization (BUS-15-2 and BUS-15-7). These specializations will be “unique in the Metro East” and will improve marketing the program and provide recognition on the transcript. They also wished to change the CIP code (BUS-15-4, BUS-15-5, BUS-15-6, BUS-15-8, and BUS-15-9) to “designate the ... programs as STEM degree programs. STEM designation is crucial for recruiting international applicants and affords the opportunity for enhanced marketing and increased enrollments.”

C. Interim Review Report – Literacy Education

The graduate program was determined to be making good progress.

D. Interim Review Report – Learning, Culture and Society

The graduate program was determined to be making good progress.

E. Interim Review Report – Industrial Engineering

The graduate program had a small enrollment target for the number of its faculty. The Graduate Committee on Assessment is communicating with the graduate program regarding improvement of its assessment plan.

F. Interim Review Report - Nursing

The graduate program was determined to be making good progress, although it did not designate an IT liaison as it had planned.

III. Report of the Educational and Research Policies (ERP) Committee

A. GC14/15-13 – New Faculty Incentive Program

This program is intended to replace the Graduate School's portion of the current New Faculty Start-up Fund Program, which currently awards \$1,500 without requiring an external grant proposal submission to new faculty who attend new faculty orientation. The proposed program would require an external submission to be eligible for start-up funds. External submissions of \$1,000 to \$9,999 would be awarded \$1,000 in start-up funds. Proposals of \$10,000 or more would be awarded \$2,000.

B. GC14/15-14 – 1L16 – Continuous Enrollment Policy

This proposal, which is intended to encourage students to stay until they complete their graduate degrees, mandates that students who have completed course work and are working on their cumulative projects enroll in UNIV 500 every term until graduation, unless registration is prevented by "graduation, non-payment, expiration of the time allowed to complete the program by university policy, or an approved Continuous Enrollment Cancellation request."

C. GC14/15-15 – 1L8 – Master's and Doctoral Degree Culminating Projects

This proposal would be modified to align with the new continuous enrollment policy.

D. GC14/15-16 – 1L9 – Course and Program Changes

The proposed changes rescind the procedures and add the process to bring the policy in line with current practices.

E. GC14/15-17 – 1L11 – Graduate Program and Policy Recommendations

The proposed changes would clarify the procedures for modification of policies and graduate programs. ERP eliminated the term "chief academic officer" since the CAO is the Provost and the term was redundant.

F. GC14/15-18 – 4B2 – Graduate Assistant Employment (Non-Academic) Grievance Procedure

The proposal would rescind this policy and incorporate the graduate assistants' grievance process into 4B5.

G. GC14/15-19 – 4B5 – Student Employment Grievances and Appeals

This change would expand the coverage of the policy to graduate assistants as well as student workers. It would also add representation on the appeal boards from the Graduate School for matters involving graduate students.

H. GC14/15-20 – 1F1 – Graduation Requirements

This change aligns the language with the new continuous enrollment policy.

Respectfully submitted,
Andrea Hester, Chair of the Graduate Council and
Assistant Professor, Computer Management and Information Systems

Memo

To: Faculty Executive Committee

From: Jeffrey Sabby, Chair - Faculty Senate Curriculum Council

Date: March 19, 2015

Re: Faculty Senate Curriculum Council Report for March 19th Meeting.

1. Announcements

None

2. Program Reviews (Letters Pending)

a. Liberal Studies @ 2:30 PM

b. Sociology @ 3:30 PM

c. Criminal Justice @ 4:00 PM

3. Reports

a. Standing Committees and Operations

i. Undergraduate Programs Committee Report

a. Co-Chairs: Bryan Jack, Gerry O'Brian

b. Members: Susanne James, Sorin Nastasia

c. **See Attachments A through H**

Reviewed and Approved Seven Programs: CAS 14-186 (Social Work), CAS

14-191 (Criminal Justice), CAS 14-159 (Sociology), CAS 14-197 (Native American), CAS 14-195 (Philosophy), CAS 14-196 (Religious Studies), and

Open Hearing and Approval for Mechatronics.

ii. Undergraduate Courses Committee Report

a. Chair: Hoo Sang Ko

b. Members: Jason Williams, Liza Cummings

c. **See Attachment I**

Reviewed 30 requests, approved 17, disapproved 0, and 13 are still pending.

- iii. **General Education Committee Report**
 - a. Anne Flaherty
 - b. **See Attachment J**
 - a. **Five student appeal, Reviewed 5 Form 90 requests, 5 approved.**
- iv. **Academic Standards and Policies Committee Report**
 - a. Chair: Carl Springer
 - b. Member: Ram Madupalli
 - c. **Nothing to Report**
- v. **Committee on Assessment Report**
 - a. Members: Lenora Anop, Aminata Cairo
 - b. **February Meeting Minutes – See attachment H**
 - c. **At FSCC chairs request ENSC 490, ENSC 498 SRA, were reviewed and approved.**
- vi. **Graduation Appeals Committee**
 - a. Members: Ann Kates (chair), Rick Essner, Greg Sierra, and Kim White
 - b. **Nothing to Report**

Submitted by: Dr. Jeffrey A Sabby, Chair, Faculty Senate Curriculum Council, March 19, 2015

Hello Tom,

I am out of town and presenting at a conference. Now that I have landed I am creating a very late report to you for FSEC - I assume that we will have a slate of candidates for the faculty senate, it appears that there are a couple of people at least considering which is great!

Where we are with our other Spring activity:

Overall I am very excited to report a very active committee that has been able to share the load very well. This number on the committee has been a good working number so far this year.

We look forward to the vote on clinical faculty senate membership at the next meeting, do you need anything else from us? We had some discussion about what actions need to be taken if this measure passes. We would appreciate some thought about this from the Executive Committee - does this need to be put to a vote of the membership? One of our council members was reading the details and thought this may apply here.

Notices were provided to the Provost and Chancellor of their upcoming evaluations by the faculty senate earlier this week. We are set up with Maracus Scott in ITS and he has been terrific, we are much better organized for this year. Once we get through this cycle we will likely submit language changes in our operating papers regarding the evaluation process that is outdated and does not account for electronic realities.

We will be sending out the Chancellor & Provost evaluations on March 30, 2015 to the University Faculty. The survey will be open for two weeks and once it is closed, a compiled report along with the raw data will be submitted to each of them on April 16, 2015. They will have a 10-day timeframe to provide a response, per the operating papers instructions. Once we receive their response, a final report will be created and submitted to the Faculty Senate (for both) and the Chancellor (of the Provost's report) and the President (of the Chancellor's report) by the last Faculty Senate meeting of the Academic Year 2014-2015.

We continue working with unit heads to make sure we are having elections to refresh positions on senate next year.

*Respectfully Submitted,
Shelly Goebel-Parker*

Welfare Council Report

March 23, 2015

The Welfare Council met on March 19, 2015 in the MUC Board Room

- A. Members of the Welfare Council invited Sherrie Senkfor to discuss Nursing Mothers in the Workforce, Blood or Blood Platelet Donor Leave and Bone Marrow and Organ Donation Leave policies. Sherrie asked for advice on these policies from the council members. After reviewing them, we unanimously approved Blood or Blood Platelet Donor Leave and Bone Marrow and Organ Donation Leave policies. The members agreed that the Nursing Mothers in the Workforce policy could not be passed as is and it should be changed. The current draft states that units should be responsible for assigning a private room for nursing mothers who need to express milk. We advised that each building should have an allocated room for such need and the Provost should be responsible for making such room allocations.
- B. Faculty Status Subcommittee reviewed their amendment to the Ombuds policy regarding the requested change on confidentiality. The following amendment is included in the draft policy:

“The faculty ombuds service provides a confidential resource to visitors and the ombuds is not designated or authorized to accept reports that trigger an institutional obligation to act. Speaking to an ombuds about a concern does not constitute notification to the university that a problem exists, nor is speaking to an ombuds a step in any applicable grievance process. The SIUE ombuds program is not an office that is authorized to accept notice of allegations of violations of law, such as a claim of violation of Title IX. There are other offices and positions that are designated and authorized by Southern Illinois University Edwardsville to accept formal notice of alleged violations. The ombuds program is not considered a part of campus administration and it has no policy-making or management authority. As such, the ombuds are not authorized to accept notice of discrimination or reports of crimes. The ombuds are not considered “responsible employees” for purposes of reporting Title IX compliance issues, and are not considered “campus security authorities” for purposes of reporting under the Clery Act (which required certain campus officials to report certain crimes alleged to have occurred on campus).”

The WC will be meeting on March 26rd at 2.00 for the second read of this amendment.

- C. Faculty Benefits and Facilities Subcommittee discussed their proposed changes to the Teaching Load Policy. After long deliberations, the council prepared the following changes to the policy. The second read of the new policy will be on March 26th at 2.00 pm.

“This policy establishes guidelines for faculty teaching load assignments. Curricular diversity prevents teaching load guidelines that apply uniformly to all programs and units. Teaching loads vary widely, reflecting scholarship research, service, and administrative obligations as well as

factors such as class size, number of preparations, course level, and associated laboratory and clinical experience requirements.

Each faculty member will assume responsibility in the work normally associated with teaching and service to his/her academic unit (e.g., course preparation and evaluation, conferring with students, committee work, and so forth). A faculty member on continuing or permanent appointment is expected to engage in research, scholarly or creative activities and service as part of his/her continuing professional development. Deans, in consultation with the Provost, are responsible for identifying normative expectations regarding research, scholarly or creative activity and service.

Chairs and deans are responsible for determining teaching load assignments that reflect the preceding considerations and that accord with the general guidelines below:

TEACHING LOAD POLICY

1. Normally, teaching load guidelines for tenured or tenure-track faculty on continuing or permanent appointment are:

- o The maximum teaching load for tenured or tenure-track faculty meeting normative research scholarship and service expectations will be three courses, not to exceed twelve hours per semester.

- o This maximum may be reduced for faculty engaging in research scholarship and service to the academic unit or the University exceeding normative expectations following mutual agreement with the department chair and dean. Examples of such activities are:

- § research and scholarly or creative activities

- § undergraduate and graduate student advisement,

- § University service (as defined by the University and Promotion and Tenure Guidelines), and

- § administration.

2. Tenured faculty may elect to have a reduction in research scholarly or creative activities and service expectations with an increase in teaching. Faculty members who elect to receive an increase in their teaching responsibilities are exempt from either scholarly or creative activities, or service expectations, but not both. For such faculty, the maximum teaching load will be four courses, not to exceed twelve hours per semester. Tenure-track faculty members cannot elect to have a reduction in scholarly or creative activities and service expectations with an increase in teaching.

O Faculty members who receive this increase get to decide which of these expectations (scholarly or creative activities, or service expectations) do not apply to them, unless their school, college, or department's accreditation requirements mandate activity in one of these areas.

§ Where possible, faculty members who receive this increase must negotiate with their Department Chair which of these expectations (scholarly or creative activities, or service expectations) do not apply to them.

o As long as a faculty member is teaching an increased load, s/he must not be evaluated for merit (or annual) review purposes or promotion in the area in which s/he has chosen to be exempt under this section.

o This exemption must not be held against faculty members who receive this increase in any promotion or merit evaluations for the period in which those faculty members have received the increase.

o Faculty members who receive this increase cannot be subject to no more than three separate course preparations unless those faculty members volunteer to be subject to a fourth course preparation.

o Faculty members who receive this increase can volunteer for it for one year increments, not to exceed two years before they must be returned to a teaching load of three courses, not to exceed twelve hours per semester.

§ Once a faculty member has returned to this teaching load, they are expected to fulfill normative expectations regarding scholarly or creative activity and service.

3. The typical teaching load for faculty on term appointments will be four courses, normally not to exceed twelve hours per semester, with an expectation of scholarship research and service defined by the Dean in consultation with the Provost."

Respectfully submitted,
Tim Ozcan
Co-chair, Welfare Council
Department of Management and Marketing-SOB