

FACULTY SENATE MEETING

Mississippi Illinois Room

October 6, 2016

Approved Minutes

The regular meeting of the Faculty Senate was called to order at 2:31 p.m. on October 6, 2016 in the Mississippi Illinois Rooms, Morris University Center by Jeffrey Sabby, president.

PRESENT: Agustin, Anop, Banker, Bimpasis, Brown, Butler, Cali, Gerald O'Brien for Carter, Crk, Darabi, Demeo, Essner, Fowler, Gaehle, Gross, Jack, Jenkins, Kerber, Kirk, Klein, Logue, Love, Lueck, Lutz, Madupalli, Mann, Mishra, Nastasia, Navarre, O'Brien, Osouli, Pailden, Pettibone, Rehg, Rice, Sabby, Siganga, Sokolowski, Flo Maatita for Spurgas, Thornton, Webb, Wiediger, Williams, Wrobbel, Youself, Zeng,

EXCUSED: Shavezipur

ABSENT: Cho, Huyck, Jain, Kerr, Lyerla, James, Taylor, Van Tuyle, Wulfsong

GUESTS: Luke Jansen, Kirt Ormesher, Denise Cobb, Tom Jordan, and Sherrie Senkfor

GUEST SPEAKERS:

Luke Jansen, Student Government President, discussed:

- The renovated Senate structure
- Every school on all three campuses, Dental, and Pharmacy schools aware. The dental school has a large vacancy of a mental health care program
- Suicide
- Diversity and inclusion week of 17th
- Comedian
- Budget- SE Ed. Association- Tuesday, Wednesday, Thursday-sign postcards for MAP grants

Kirt Ormesher, Staff Senate President discussed:

- an increase in the Staff Senate relevance and impact
- no clearing house for concerns
- Set up with the chancellor
- Small voices can reach the top
- Constituent Celebrations and Concerns
- Parking Lot B-curb yellow; Lot C- minimum of 30 minutes-by stadium- children from childcare to Vadalabene Center
- collaborating with Faculty and Staff Senate about facilities and sick leave
- More training for new and current senators
- Staff Ombuds—Mary Sue Love noted that the Faculty Ombuds Office doesn't turn anyone away.

Denise Cobb, Interim Provost and Vice Chancellor for Academic Affairs, spoke about:

-preserving the student centered education at SIUE. How?

-increase teaching load?

- experienced learning which adds value to student experiences
- teacher scholar
- high impact learning practices
- shared governance
- SIUE is unique in building interdisciplinary experiences
- Strategic Enrollment
- Planning for Quality Enhancement; Revenue Generation; and Impact
- Better programs online

- meeting needs of other learners
- Can't keep cutting
- Need to think differently
- Investments to remain strong
- BJC, SSM, SIU Law with Honors
- Implementing new honors program
- Helping recruit new students
- fall preregistration
- get courses or books early for Springboard
- wanted to serve all students

Major Academic Initiatives Underway—such as rapid development, redesigning of courses, math placement, diversity and inclusion, sustained dialogue between faculty and students, develop equity aversions, support having initiative, helping under represented students, helping non-tenure track faculty, interdisciplinary studies, 3 year grant programs, humanities committee for underrepresented students, and new partnership with TREX, also strengthening East St. Louis Center academically.

Winter session

- Pilot—where are we at with that?
- Data for who is taking Winter Session classes
30 Freshmen, 107 Sophomores, 134 Juniors, 289 seniors, and 3 VS
- Juniors and Seniors are needing classes to graduate on time or early.
- Do winter sessions take away from spring? Does it add on to spring enrollment? Does it ease the spring load or add to it.
- How can we help students?
- Two courses in winter session? No. Maybe have exceptions
- Support winter session NOT the Spring session
- Limit classes maybe? It would be the department decision unless in the Lincoln Program Policies
- Need to move beyond the pilot stage

-Denise then welcomed suggestions for how much longer it would take to move out of the pilot stage for winter sessions.

Budget

- Summer Session
- Deans need to know what the budget for summer sessions will be
- The provost took a big cut in the FY 2016
- Predictable Core-Tier 1
- Student Needs- Tier 2
- What they want- Tier 3
- The summer session enrollment has grown and has generated more revenue from 2015 to 2016
- Lincoln Program Capacities
- Increase cap on foundations by 20%
- Additional Sections
- hold where it is or not?
- Was the Freshman Seminar successful?

-Interdisciplinary Studies could be taught by single faculty.

-What options do we have to revise policy and how do we do that?

Steve Kerber thanked Denise.

Denise answered the questions posed in the discussion:

- Winter term through Spring of 2018 they would do the real pilot for the Winter Sessions.
- She questioned how to tackle these questions and wants the conversation outside of Senate meetings for long term.
- Work with committees on ad hoc, whatever works
- talk and chart things
- Build connections with East St. Louis Center
- Meet with Jesse Dixon to help parents complete a degree

Denise welcomes invitations from all.

Tom Jordan, Coordinator for Policy, Communication, and Issues of Concern spoke next about:

Textbook Rental Policy

- The Textbook Advisory Council combined multiple policies
- Steve Kerber asked about how there is no guarantee of service in the policy, no promise of quality and stated that the customer needs a guarantee of quality service. Students must shelve their own textbooks and receive penalties if shelved wrong.
- Tom will take comments to the Council in an informational session.

Sherrie Senkfor, Director for Human Resources, spoke next regarding a presentation about negotiations. Her key points were:

- have good faith and honest intentions while negotiating.
- Be honest and willing to exchange information
- The Union becomes the official representation with no direct dealing with them

Mandatory to negotiate

- Wages
- Working conditions
- benefits
- work rules
- grievance procedure
- management rights,
- promotion
- discipline
- layoffs and terminations
- length of collective bargaining agreement (CBA)

Permissive

- Staffing levels
- Union dues
- negotiation ground rules

Process

- Prepare: choose negotiation team and determine issues and gather information to develop proposals
- Initial meeting. Set ground rules and give opening statements that may outline issues.

- Bargaining: give and take regarding proposals from both sides. Make sure to focus on the “why” to gain understating.
- Tentative agreement
- Ratification vote (simple yes) from DUES PAYING MEMBERS
- Final Agreement

The “Why” what is it?

- The why explains where the other side is coming from.
- Go into the negotiation to solve the problem, not to win.
- Dialogue/back and forth talking

Questions:

- q How do you exclude? –Not required to provide a rationale
- q Mary Sue Love asked will “fair share” members be a part of a ratification vote?
a: That’s up to the Faculty Association.
- q Starting from scratch?
a: Could start with what is already existing
- q How many unions are on campus already?
a: 15, 16, 17
- q If this ratifies, what percent will not be represented?
a: CS a small percentage, majority of CS employees are unionized.
- q Many questions dealt with in Ombuds regard a confusion with faculty of what goes to the Provost and what goes to Human Resource? Will H.R go to the bargaining table or will a representative from the Provost’s Office go to the bargaining table?
a: Not sure on the specifics on that, but Labor Relations does fall under Human Resources. Sherrie will be on the bargaining team.
- q Who is in charge of what?
a: expired contract, agree existing terms are valid until its decided on a new contract. Neither party has an obligation to concede or agree. No requirement to do that. You can’t force another party to agree with you. The only group that go to mandatory arbitration are police officers (public safety).

The focus would stay on students.

Negotiation process is with good faith and a give and take strategy.

Union leader represents members of the Union

Bargaining team does not have to only include SIUE people

- q Could it include Carbondale faculty?

a: They could determine that.

Set up rules in the beginning (open or shut)

Impasse-

- further bargaining is futile
- bargaining history
- good faith negotiations
- Length of negotiations
- Importance of ...
- Agreement on the statues of negotiations
- Can be temporal

Mediation

- goal to get agreement, not to say who is right
- Federal mediation has no authority
- Either side can request mediation

- q Will the Union give us leverage? In terms of Springfield.

a: The individuals who are supportive of FA and IEA really believe this is going to be help in supporting key issues for higher education. The IEA has a lobbying end.

The university should never enter in an agreement that they don't have control over. (Such as bargain for pension vesting schedules for two years) AFSCME negotiates health insurance premiums. Some things we don't have control of and cannot be negotiated.

Sherrie is thanked

Announcements:

-Appointment Announcements

- Honors Advisory Council—Nancy Lutz
- University Center Board—Ram Madupalli
- Parking and Traffic Committee—Junvie Pailden
- Video Surveillance Advisory Council -Steve Kerber

-Open Meetings Act training certificate complete and submit to Governance Secretary.

-Annual "Designee" send names to Governance Secretary along with certificates.

Consideration of Minutes: September 1, 2016 Minutes were approved as submitted

Unfinished: None

New: None

Reports from Standing Committees:

UPBC-Morris Taylor, Chair and Nancy Lutz, Chair Designate

- Meet tomorrow with Todd Wakeland about OMA

IBHE Faculty Advisory Council: Susan Wiediger

- Governor not replacing Bambenek as faculty representative on the IBHE – The Governor suggested changing the operating papers if necessary to reflect what that faculty should be
- Public agenda – 10th anniversary
- Alternate (contact Susan if interested)

Reports from Council Chairs:

Faculty Development Council: Jennifer Logue

- Continuous Improvement Conference is set for Mar 31 8am-12pm

Graduate Council: Jen Rehg

- Report is posted on SharePoint
- Send comments
- Send evaluation on Dr. Dunn

Mary Sue made a point about the evaluations which Jeffrey will take with him to the meeting with the Board of Trustees.

- Feel free to send comments

Curriculum Council: Sorin Nastasia

- The minutes from their meeting are on SharePoint
- Igor Crk—UPC chair, members selected and discussion started
- Jason Williams—UCC chair, started discussion of summer forms

Soren reported that they had first reads on some policy revisions and will vote on them at next meeting.

Rules and Procedures: Jonathan Pettibone

- Provost—posted comments from evaluations—
- not to be distributed to individual faculty
- Faculty Senate [SharePoint](#)

Jonathan will follow-up on the evaluations at next Faculty Senate meeting.

Welfare Council: Steve Kerber

- Report is on SharePoint
- Results on ombuds survey are on SharePoint
- University Committee for Family Friendly Policy Implementation Committee Annual Report—also posted
 - o make faculty aware and publicize that it is family friendly

Past President: Stacie Kirk

- Diversity and Inclusion Council met on Friday 23rd—Faculty Senate will receive new diversity plan. It is in draft form currently and will be available for the Faculty Senate to review on November 3rd
- reviewing the campus climate survey data completed by faculty, students and staff
- Comment: Vanessa Brown's Office of Institutional Diversity and Inclusion is now looking at ways to improve the faculty's appreciation of knowledge base of diversity. Dr. Harris and Dr. Lueck are fellows to try to help work with that.

President Elect: Marcus Augustin

- None

President: Jeffrey Sabby

- Discussion of All Faculty Meetings
- 2 Meetings in one month
- 130, 70 people

Evaluations clarification—Jonathan Pettibone reported that once they are filed with University Archives only specific persons can request to see.

Resolutions: Jeffrey Sabby responded to a question about where the resolutions came from and that they will come to the Faculty Senate for a vote. Research is in progress. Jeffrey inquired for a faculty who is knowledgeable about cost of living data in area, please send the name. Mary Sue Love replied with the name Rakesh Bharati from the School of Business.

Public Comment: None

Adjournment: The meeting was adjourned at 4:29pm

Approved as submitted November 3, 2016
Vicki Kruse/University Governance