

1-20-2011

AY 10-11 Meeting 2011-01-20

Faculty Senate

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**Governors State University
Faculty Senate
Minutes January 20, 2011**

Senators (Present = X):

<u>X</u>	E. Alozie		B. Essex		C. Mejta
<u>X</u>	A. Andrews	<u>X</u>	S. Gandy	<u>X</u>	R. Muhammad
<u>X</u>	P. Blobaum	<u>X</u>	H. Heino		B. Parin
<u>X</u>	M. Bruce	<u>X</u>	W. Henne	<u>X</u>	W. Rudloff
<u>X</u>	M. Carrington	<u>X</u>	R. James	<u>X</u>	A. Shekib
<u>X</u>	D. Ceba	<u>X</u>	T. Kelly	<u>X</u>	C. Tymkow
<u>X</u>	D. Cortese	<u>X</u>	J. Klomes	<u>X</u>	B. Winicki

Guests: President Elaine Maimon, Provost Terry Allison, Kyusuk Chung, Robert Donaldson, Marsha Katz, Milan Panic, Sang-O Rhee

1. Call to Order

Heino called the meeting to order at 1:03 pm and welcomed the visitors.

2. Administration Updates and Reports

President Maimon thanked faculty for a good start to the Spring semester. She reported that GSU distributed financial aid to students by two weeks before the start of classes. She reported that progress is being made on the IRiS project. She also reported that state funding to GSU has been slow. As of January 12, the state owed \$15 million, and GSU has received \$5.5 million. She said that Spring semester enrollment probably will be an increase over a year ago. At the same time, GSU will be graduating a record number of students in February, and the university will have to replace those students through new enrollments. President Maimon said that more work remains to be done on increasing master's student enrollments, and on serving working adults. She reported that GSU has just received the report from a marketing study on the university, and results will be shared with the GSU community. President Maimon then said that henceforth, Provost Allison will represent the administration at Faculty Senate and Executive Committee meetings. Provost Allison also will meet monthly with the Faculty Senate president and other senators as needed. President Maimon then asked for questions from senators. A senator asked about details of the results from the marketing study. Maimon replied that GSU had received the results only yesterday (1/19/11), and that a group will meet tomorrow (1/21/11) to discuss the results. Results will be communicated to faculty soon after the meeting.

Provost Allison then reported on current position searches at GSU. Allison recently charged a search committee for the Associate Provost position, to replace Woodard. In the search for Director of Sponsored Research, the search committee has selected four final candidates. In the CAS Dean search, the third candidate was unable to visit the campus and withdrew from the search. Consequently, the search committee will reconsider individuals from the original applicant pool for selection of additional final candidates. In addition, the search firm will add any recent applicants to the pool, and probably will re-advertise the position. He said that one person has applied for Director of the Center for Teaching and Learning, but that person currently is on sabbatical leave. Allison said that more applicants are needed for this position, and he encouraged nominations. Allison reported that Stoll will be leaving GSU. Provost Allison would like to fill his position, Vice Provost for Academic Affairs, with a person who will emphasize continuing education at GSU.

Provost Allison reported that GSU will re-apply for a Title IIIA grant. A Title IIIA grant might enable GSU to hire full time faculty to start new majors. Eventually salaries of these faculty could be paid with income from enrollment. Allison said that he and others working on the proposal are considering shifting the focus of the proposal away from improving undergraduate student writing. The grant proposal potentially could focus on development and use of centralized access to geographic information system (GIS) software on campus. Allison also reported that Global Affairs Committee will have its first meeting next week.

Senators then discussed why several administrative positions are being filled, when GSU appears to be “top-heavy” with administrators. Allison replied that when GSU is compared to other upper-division schools, GSU has two fewer administrators than the other schools. He also said that a center for faculty development (Center for Teaching and Learning) is needed at GSU, and that increased investment in continuing education/professional education programs will generate revenue. Revenue generated eventually will go back to academic programs. Senators and the Senate President suggested that the Provost regularly consult with the Faculty Senate concerning decisions to fill administrative positions, and on responsibilities of new administrative positions. Heino said that he will put the Title IIIA proposal and the Advisory Council for the Center of Teaching and Learning on the agenda for the next Executive Committee meeting.

3. Approval of November Senate meeting minutes

The Senate reviewed the December 2010 minutes. Shekib made a motion that minutes be approved as written, and Tymkow seconded the motion. The motion passed by voice vote.

4. Report from Student Senate

No report.

5. Faculty Reports

IBHE Faculty Advisory Committee (IBHE FAC)

Shekib reported that the last meeting of the IBHE FAC was December 10 (report appended to these minutes). During this meeting shared governance was discussed. The IBHE FAC will be looking for resolutions on shared governance from groups such as our Faculty Senate. She added that the IBHE FAC would like to know about the culture of shared governance at all levels in the university. Shekib suggested putting shared governance on a future Faculty Senate agenda. At the December 10 meeting, release of bonds to finance MAP funding was discussed, and a committee was formed to study the issue. Attendees also discussed whether to limit MAP funding to public universities. The consensus was not to limit MAP funding to public universities. Shekib also reported that the Public Agenda website currently is online. The IBHE FAC is asking for feedback on the Public Agenda through the website. She also reported that the Governor’s office has asked for a list of four nominees for the public university faculty position on IBHE. The IBHE FAC will forward its list of nominees to the Governor’s office. Shekib reported that the new Executive Director of IBHE has started in the position. The next meeting of the IBHE FAC will be tomorrow (1/21/11). Business leaders have been invited to the meeting.

University Curriculum Committee (UCC)

No report.

Academic Program Review Committee (APRC)

Gandy reported that APRC has not met since the last Faculty Senate meeting. APRC currently is considering an MAT in Urban Teaching. Senators discussed this proposed program. Paperwork for the new program was submitted during late December. The program is designed to grant certification and a master's degree at the elementary education level, and certification in science, English and mathematics at the secondary education level. The new program already is funded through a federal grant. A senator questioned whether education in this instance is being driven by academics or money. Several senators in COE said that some faculty in the college had not participated in any discussion of changes and potential reform that could result in existing programs.

Gandy reported that she has prepared an overview of APRC's roles as a committee. Heino requested that Gandy distribute copies of the overview during the next Executive Committee meeting. APRC meets from 1:30-3:00 pm on the second and fourth Thursdays each month.

Educational Policy Committee (EPC)

Winicki reported that EPC has not met since December. EPC still has a vacancy for a representative from the library. EPC will continue to meet on the second and fourth Thursdays each month in D34050.

Graduate Studies Council

Winicki reported that the Graduate Studies Council met this morning (1/20/11), and discussed the upcoming agenda. Samson has forwarded Policy 16 to the provost. Provost Allison asked if EPC had reviewed the revised Policy 16. Winicki replied that his office must forward the revised policy to EPC so that they can review it. Allison said that his office would forward the policy to EPC. At its last meeting the Graduate Studies Council also discussed the proposed MAT in Urban Teaching. A question raised was where the degree would be housed. Heino asked if membership of the Graduate Studies Council was settled. Winicki replied that they have a vacancy because Ruiz cannot attend the meetings this semester. Carrington said that she also was no longer on the Graduate Studies Council. She was originally a Faculty Senate appointee, and due to lack of clarity concerning how many Senate appointees serve on the Graduate Studies Council, she was not re-appointed. Senators then discussed the role of the Graduate Studies Council at GSU, and the Council's lack of written bylaws. Provost Allison said that he will speak to Samson about the need for transparency concerning the Graduate Studies Council. A senator said that the function of the Graduate Studies Council is potentially important, and should be formalized. The senator also suggested that GSU consider establishment of a Graduate College as part of the Academic Master Plan. A member of the Graduate Studies Council said that members have discussed establishment of a Graduate College. Heino said that President Maimon's input would be needed in future discussions of this topic. Another senator said that the Faculty Senate has a Graduate Council in its bylaws, and suggested that the Graduate Studies Council could fulfill that role. A potential problem with the Graduate Studies Council being a Faculty Senate standing committee, however, is that the Faculty Senate comprises only Unit A faculty, while the Graduate Studies Council also has administrators as members. Provost Allison suggested that a joint meeting of the Faculty Senate

and the Graduate Studies Council take place. A senator said that former Provost Hudak hosted a retreat with Faculty Senate and Graduate Studies Council members. During the retreat, attendees began to review bylaws, and drafted a role of the Graduate Council.

Executive Committee

Standing committee vacancies- Heino reported that UCC has only three of seven representative positions filled, and therefore does not have a quorum present at its meetings. Vacancies are for COE and library positions, plus two at-large positions. Heino will ask Parin for a list of representatives currently serving on UCC. Heino asked for volunteers for representatives from among the senators. Muhammad and Winicki said that they would be willing to serve through the end of the academic year. Winicki said, however, that she may resign from EPC. A senator mentioned the lack of written reports from UCC to the Senate, and asked how the problem can be resolved.

6. Assessment of General Education Skills and Knowledge

Provost Allison reported that HLC has asked GSU to formulate a set of general education outcomes (i.e., skills and knowledge) to be required of all baccalaureate graduates. HLC will conduct a site visit to GSU in 2013, and will expect significant progress on assessment of undergraduate education outcomes. The Faculty Senate Executive Committee has suggested formation of two workgroups: one to articulate general education skills and knowledge for undergraduates, and one to begin the groundwork for assessing undergraduate student writing (e.g., determining what mechanisms currently are in place at GSU, and how they may be used). A senator agreed that benchmarks for assessment of undergraduate learning outcomes should come from the Faculty Senate. Assessment of undergraduate student writing is the subject of GSU's HLC Assessment Academy project. Provost Allison distributed written material on upcoming workshops on writing pedagogy (appended to these minutes). Allison said that he is willing to sponsor faculty attendance at these workshops. Also distributed were copies of a form to request a course as writing intensive (appended to these minutes), from the UCC website. Allison reported that CASLO (the Committee for Assessment of Student Learning Outcomes) has organized a series of conversations on assessment of student writing. Heino said that the proposed work groups should work with CASLO. Another senator said that UCC also should be involved in work toward assessment of undergraduate education outcomes. The senator said that getting UCC involved in the process may be problematic.

Johnsen then talked about the upcoming conversations on assessment of undergraduate student writing that CASLO will host. She said that these conversations must begin soon; GSU must post progress on its assessment to HLC in a timely manner. The first conversation is scheduled for February 3. A senator said that some assessment of undergraduate student writing already is occurring at GSU. Heino suggested that the Senate form the proposed work groups, and ask for faculty volunteers for the work groups. Allison stressed that it is important the work groups work closely with CASLO. Heino suggested that each work group include a CASLO member, and that a member of each work group attend CASLO meetings. Johnsen, Heino and Winicki will draft an email asking for volunteers for the work groups. Johnsen will compose the first draft and send it to Heino and Winicki for edits before sending the email to all faculty. A senator suggested that each work group have five members. Shekib made a motion that the following two work groups be formed: the first to articulate general education skills and knowledge for undergraduates, and the

second to work on assessment of undergraduate student writing. Henne seconded the motion. The motion passed by voice vote.

7. Defining Academic Freedom

Heino reported that the Executive Committee recommended that the Senate adopt the December 21, 2010 AAUP statement defining academic freedom (appended to these minutes). Shekib made a motion that the Faculty Senate adopt the December 21, 2010 statement as a definition of academic freedom. Henne seconded the motion. A senator requested discussion of the motion before voting, and suggested tabling the motion until the next Senate meeting. The senator said that Sullivan will be coming to February Executive Committee meeting to talk about the new procurement policy, which may have an impact on academic freedom for some faculty. Another senator was concerned that the 12 points in the statement on academic freedom are not all inclusive. Another senator suggested that interpretation of some of the points may be subjective. Another senator had concerns with Point 6, concerning not imposing “political, religious, or philosophical beliefs....on students or faculty.” Blobaum proposed a friendly amendment to the motion made by Shekib: that the Faculty Senate endorse the December 21, 2010 AAUP statement defining academic freedom as a foundation for practice and further discussion. Cortes seconded the motion as amended. The motion as amended passed by voice vote.

8. Bargaining Unit

No report.

9. Public Comments

Chung and Rhee presented information on a hire of a tenure track faculty member in the College of Health and Human Services, during which they charged that faculty search policies were not followed. Senators discussed the sequence of occurrences related to the hire. A senator asked Chung and Rhee if the dean consulted with faculty when drafting the position description. Chung and Rhee replied that the search committee wrote the position description. Senators reached a consensus that a policy monitoring committee should handle this complaint. Heino reported that the GSU Policy Monitoring Committee currently has two members and two vacancies. A senator suggested that the Senate appoint an *ad hoc* committee to examine this tenure track appointment and determine if policies were followed; and that the committee report its results no later than the next Faculty Senate meeting. Muhammad volunteered to serve on the committee, and another senator said that Morrow Ruetten also may be interested in serving. Heino will call the initial meeting of the committee. Klomes made a motion that the Faculty Senate appoint Muhammad to an *ad hoc* policy monitoring committee. Shekib seconded the motion. The motion passed by voice vote. Winicki made a motion that the Faculty Senate appoint Morrow Ruetten to the *ad hoc* policy monitoring committee, on the condition that she accepts the appointment. Shekib seconded the motion. The motion passed by voice vote.

Donaldson presented information related to his complaint that GSU’s student grievance policies were not followed during processing of a student grievance filed against him. GSU currently is conducting hearings to consider sanctioning him, due to a student filing a grievance against him. He said that according to the policy, four tenured faculty must serve on the GSU Student Grievance Committee. Instead, he said that the administration put two tenured and one non-tenured faculty on the committee. He has submitted a written complaint charging that policies were not followed. He also charged that the dean issued a grade to the student without his (Donaldson’s) knowledge, during which Donaldson’s signature allegedly was forged. Heino said that this example is the

second time that a grade change has been made without the instructor's knowledge, and that this case potentially violates the student grievance policy and the grade change policy. Donaldson said that IRB policy also might have been violated, because the administration sent letters to his former students. Winicki made a motion that this case be sent to the *ad hoc* policy monitoring committee for consideration. Rudloff seconded the motion. The motion passed by voice vote.

Panic presented information related to his complaint that university policy had been violated. He said that on January 20, 2009 he received an email from one of his students, saying that the student had been interviewed by Bradshaw about whether anyone had been sexually harassed by him (Panic) in his class. Panic charged that this communication with the student was a violation of policy. Although Panic was charged with sexual harassment by one of his students, he (Panic) never received a letter from GSU or a letter from the student charging sexual harassment. He was informed by GSU on September 8, 2010 that no further action was taken on the sexual harassment charge. Panic does not know the nature of the charge, or who made the charge. He would like to see the file on this charge, if the file exists. Panic said that the union did not help him in any way. Panic also had another complaint: GSU did not follow through on actions related to a grievance that he filed, and that was decided in his favor. In two annual evaluations, his teaching was evaluated as no longer "highly effective." He filed a grievance against each evaluation. One of the grievances was resolved in his favor, and should have resulted in a pay increase. Panic said that Human Resources has not followed through on instating his pay increase. Allison said that he will check on the status of Panic's grievance against the evaluation. Shekib made a motion that Panic's complaint related to the sexual harassment charge be moved to the *ad hoc* policy monitoring committee for consideration. Alozie seconded the motion. The motion passed by voice vote.

10. Adjournment

Blobaum made a motion to adjourn. The meeting adjourned at 3:49.