

MEETING OF THE GENERAL FACULTY

Wednesday September 18, 2019 in CNS C101

A summary of action taken at this meeting:

- Passed - Deletion of the Risk Management Minor.
- Passed - PAT Motion 1: Align the Faculty Handbook with the current and evolving roles of Coaches, Physical Education Faculty, and Athletic Trainers.
- Passed - PAT Motion 2: Align pathways to tenure.
- Passed - PAT Motion 3: Sufficient alumni when seeking tenure.
- Passed - PAT Motion 4: Amendment to the previous motion on hiring with tenure - changing the location within the Faculty Handbook of a portion of the language.
- Passed - PAT Motion 5: Amendment to the previous motion on hiring with tenure - setting page limits for evaluation materials.

1. Call to Order - President Nugent called the meeting to order at 11:05 am.

2. Opening remarks by President Nugent

President's Advisory Council (PAC) has been disbanded. There will no longer be a distinction between VP meetings and cabinet meetings. There will only be cabinet meetings, which include representatives from faculty and staff council. Currently chair of CUPP is attending cabinet meetings.

Unusual that faculty meeting is not chaired by faculty. President will consult with CUPP, would like to have a faculty member take over. President would also like to continue the practice of cabinet members having a standing invitation.

Look for memos about strategic planning from the President and Chair of the Board of Trustees. The plan is to have concrete projects to bring to the October 24 Board of Trustees meeting.

On the topic of short-term financial planning, the Board has mandated a \$3.3 million adjustment (savings and revenue enhancement) for next fiscal year.

Program review of academic and non-academic units will be coming. Process will be announced soon. Will include outside consultants. Four possible outcomes: investing more, continue as is, modify, discontinue some action or program. Not terminating tenured faculty.

Faculty are asked to continue contacting students in partnership with the Office of Enrollment and Marketing.

Q: Does program review include administration, say at the VP level? A: Yes, all programs.

Q: What about \$1.2 million from last year's budget? A: That has been achieved, implemented this year.

Q: More details on review process? A: About 3 months of data gathering. Bring proposals to board of trustees at their May meeting.

Q: Align with existing academic external review process? A: No. They tend to have a different focus, namely on quality rather than on cost/benefit analysis.

3. Provost Brodl. Introduction of new faculty, including those with new positions.

Dr. Scott Walter - University Librarian, Professor, and co-interim Chief Technology Officer

Charles L. Burns, MSA, CPA - Visiting Associate Prof. of Accounting

Dr. Robert Irons - Associate Professor of Finance
Dr. Libby Haywood - Instructional professor, General Biology lab coordinator
Dr. Pilar Mejia - Assistant Professor of Chemistry
Dr. Andrew Shallue - Associate Professor of Computer Science
Dr. Steven Noren - Visiting Assistant Professor of Mathematics
Joshua Lowe, MFA - Assistant Professor of Graphic Design
Dr. Franklin Larey - Professor and Director of the School of Music
Dr. Bradley Regier - Assistant Professor of Music Education
Dr. Lisa Nelson - Assistant Professor of Music
Katie Dowse, MFA - Visiting Assistant Professor of Theatre Arts, Costume Design
Julie Ballard, MFA - Assistant Professor of Theatre Arts, Lighting Design
Dr. Jessie Dixon-Montgomery, Associate Professor of Hispanic Studies
Dr. Anna Scanlon, Writing Center Directory

4. Approval of the Minutes of the March 6, 2019 meeting: minutes approved by common consent.

5. Curriculum Council Consent Agenda: Physics 207 pulled from consent agenda; the rest of the consent agenda is approved by common consent.

6. Committee Reports

a. **Council on University Programs and Policy** (written report), Professor M. Robey

Met twice, once with the search consultant for the presidential search. Much attention this year will be on the program review.

b. **Curriculum Council** (written report), Professor A. Kerr

The committee will work further on Physics 207 and bring it back to the faculty. Working on electronic submission, will be testing. CC will accept either electronic proposals or written proposals. If bugs, please let chair of CC know. For signatures, there is a form which is signed and then uploaded. For multiple signatures, each individual will upload separately.

i. CC Addendum 1: Deletion of Risk Management minor

Haven't had the resources to offer, and now an alternate path is available in mathematics.

Motion passes by vote.

c. **Promotion and Tenure Committee** (written report), Professor E. Kelahan

Have been using collaborative software. Averaging more than one motion a week. Will pick up the pace on reviewing endowed chairs.

Will be reviewing instructional staff, in accordance with the motion passed last spring. Expect a motion soon setting out language for evaluation materials.

PAT presented a series of motions intended to align the faculty handbook with the current and evolving roles of Coaches, Physical Education Faculty, and Athletic Trainers.

i. PAT Motion 1: Align the Faculty Handbook with the current and evolving roles of

Coaches, Physical Education Faculty, and Athletic Trainers

Secretary's note: this motion involves a number of changes to the section of the Faculty Handbook which details evaluation of Coaches and other Physical Education Faculty. For the full details, see the listing of changes in the subsidiary materials.

Rationale: Goal is to have evaluation reflect duties. Some colleagues teach, some don't. Some teach, but don't have enough alumni for the feedback. Change the resume requirement to reflect what would be asked of candidates being hired. Set down in writing that alternate modes of evaluation are possible, and what the process entails for pursuing that option.

Motion passes by vote.

ii. PAT Motion 2: Align pathways to tenure.

Proposed change is to Chap IV.B.2, page 6. For faculty hired at the rank of Associate or Full Professor who have a probationary period, the maximum number of years one can have removed from the tenure clock is reduced from 5 to 4.

Rationale: this does not affect faculty hired with tenure. The purpose is to ensure that faculty hired without tenure have at least one year of probation to satisfy the requirements for being awarded tenure.

Motion passes by vote.

iii. PAT Motion 3: Sufficient alumni when seeking tenure

Proposed change to Chap IV.C.1.c.3, pp. 21-22. If a candidate does not meet the threshold regarding number of alumni to contact, then the candidate, supervisor, Provost, and PAT will develop an alternative requirement on a case-by-case basis by April 1.

Rationale: this could happen to any candidate, not just those in Physical Education.

Motion passes by vote.

iv. PAT Motions 4 and 5: Amending the motion on hiring with tenure from spring 2019.

Motion 4: The original motion put all the new language in Chapter IV, C.1.a (p.10), but the section on evaluation materials more appropriately should go in Chapter IV, C.3.d (p. 24).

Motion 5: Set page limits for self-evaluation documents and letters, namely 15 pages from the candidate, 4 pages from the supervisor.

There was some back and forth discussion on whether the page limits proposed by PAT were too long or too short.

Both motions pass by vote.

d. **Faculty Development Committee** (oral report), Professor W. Jaeckle

Send feedback to chair on the new August deadline. Next deadline for submissions is Oct 1.

e. **Nominating Committee** (written report), Professor A. Ponce

Special election for replacement on assessment committee. One candidate so far, namely Lisa Nelson. So far no nominations through electronic calls. Call for nominations from the floor. No nominations given.

Vote by ballot. Lisa Nelson was elected.

f. **Assessment Committee** (written report), Professor J. Peters

Have met twice so far. Report or yearly update due September 30. General education assessment will be spearheaded by the committee this year.

g. **Faculty Committee on Diversity**, Professor M. Burke

Note that training is underway. Deadline is October 6. The module takes about 1.5 hours to complete.

MLK holiday: student senate has asked that there be no classes on MLK day. It will be a day on for faculty/staff and a day off for students. So no classes, expect workshops for professional development.

Posse has 100% retention. Oct 7 deadline to mentor the fourth year of the Posse program. Previous mentors: Meghan Burke, ..., Mark Liffiton

Congratulations to faculty who received diversity grants. Awards: 12 micro-grants, 8 full course grants.

Q: possibility of childcare on MLK day? A: Not currently, will discuss that issue.

Q: process? Wasn't that decision made by faculty meeting in the past? A: The decision was made by the academic calendar committee, which has faculty members.

President Nugent noted that diversifying the faculty and staff is one of her priorities this year.

i. **2018-19 Diversity Progress Report** - Look for forum on Thursday, Sept 26 about the report.

h. **Undergraduate Research Advisory Committee** (written report), Professor C. Nadeau

Call for poster presentations in Washington, D.C. Deadline for submissions is November 5, 2019. Note that presentation overlaps with final exam week.

Q: is there support for student travel? A: Provost will provide money.

Q: open to all disciplines? A: yes.

i. **Strategic planning Update**, Professor E. Furlong

Launched work groups in July. Kickoff at the Fall conference. They are currently preparing for the October BOT meeting. Please send feedback through the web portal, or reach out to the chairs of the workgroups.

Proposal to join Illinois Articulation Agreement. Would involve an agreement that allows students to transfer in more easily. Prof. Furlong urged faculty to support this proposal. Would eventually generate more than \$1 million in revenue. In a week the work group will meet with the Articulation Initiative. Please send questions for the Initiative to Prof. Furlong.

President Nugent added that there is an ethical imperative to aid in student flexibility, especially since the costs of college are so high. She met with President of Heartland, who mentioned that 80% of Heartland students are college bound.

Q: living requirements? A: Heartland transfers are more likely to be local, and may prefer to stay at home. The work group will continue to discuss this issue.

A faculty member wondered about students we might lose for two years. That is, they would have come for 4 years, but choose instead to get an Associates and come to us for 2 years. Response: possibly this would be due to cost, and maybe the counterfactual is that we wouldn't see them at all.

Q: reverse articulation? A: currently we will only be a receiving member. Credits will transfer out of IWU through the current process, not through an articulation agreement.

A member suggested tying this in with the Mclean county scholarship.

Comment that this could aid in the diversity of the student body. Experience at Knox college has been good.

Framing comment: suggestion that instead of asking whether their previous education was IWU-equivalent, we should ask if they will succeed for the rest of their education at IWU.

6. Old Business - none

7. New Business - none

8. Administrative Report, Provost M. Brodl

Demonstration at this meeting of faculty willingness to pitch in and help meet the \$3.3 million number. Please keep it up. Lots of ideas coming from work groups.

Budget: came up with 1.2m over summer, 322k from academic affairs. Discontinued post-tenure review program. Reduced permanent academic equipment budget. Unanticipated retirement that was captured.

An imperative is to ask where we can best allocate resources to areas of highest need. We owe it to tuition-paying students to be as frugal and efficient as possible. Faculty can help in providing interpretations of the data being looked at, and by being flexible with teaching schedules and with the courses they teach.

Q: What about the programs who lose a faculty member to retraining? A: We only want to pursue such a course when it is win-win, when the move is from an area with lower need to an area with higher need.

With regard to program review, transparency is a major priority.

The Provost noted a low level of student anxiety regarding first-year registration for the Fall. Has been hearing from faculty of high energy among first-year students.

Only a few courses moved forward under-enrolled, only a few cancelled.

9. Announcements

Prof. Amoloza - Renewal grant awarded for Freeman Asia program for 2020. Prof. Amoloza noted that the program is increasingly competitive. Please advertise to sophomore and junior students. Continued funding is reliant on demonstrating that the program has high demand.

10. Adjournment - meeting adjourned at 12:50 pm.

Minutes respectfully submitted by
Andrew Shallue
Faculty Secretary