

2003

Faculty Council Minutes, November 5, 2003

Faculty Council
Eastern Michigan University

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FACULTY COUNCIL
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Faculty Council Minutes
November 5, 2003
Recorder: E. Broughton

- I. Call to order at 3:06 p.m.
- II. Approval of the Minutes were not reviewed due to the short time between meetings. The minutes from October 29 and November 5 will be presented at the November 19th Council meeting.
- III. **GUEST: President Kirkpatrick.** The President commented on several institutional areas of concern: (A) Continuous Improvement—enhance information management and institutional research—alumni survey, first year student survey, student engagement survey; AQIP (Academic Quality Improvement Process) process (an accreditation process); faculty development center—teaching and research; Broad Banding (involving job description changes); Banner implementation (3rd year of the plan and the Advancement Programs will be the last to be implemented)—UTEC has recommended that the digital library and web development be completed; the collegiate reorganization plan is being implemented in the Academic Division; Graduate Faculty activity is being reviewed by the Provost's office. (B) Marketing; website; advancement publications; graduate marketing programs; early marketing to younger prospective students; high school cultivation program; summerquest program; public engagement—Eastern experts (outside groups/media can contact); academic service learning program; Brighton Regional Center opened; economic development issues related to technology (smart centers), outreach events—alumni events; General Education Task Force (process and content issues); Honors Program—increase scholarships and work on development of Honors College; new doctoral programs are being developed in COT/CAS; enhance undergraduate symposium; childcare issues—pilot program; internationalization development—global-academic content; (C) Diversity—a new focus to increase Hispanic students; McNair Fellows has focused on graduate students and will be looking to focus on undergraduates as well; Study Abroad programs have been expanded; federal relations program to develop research capacity—looking at inter-disciplinary collaboration; research assistants have been funded to assist faculty for grant proposals; Parking Issues—revenue spots; health providers are being evaluated, the University wants every employee to join the BC/BS PPO; many fundraising initiations; enhancing alumni boards; budget contingency plan is in place; facility improvements are requested from the State—Mark-Jefferson; capital outlay—Pray-Harrold already has a plan and is ready to begin once the funding is approved; Question: Presidential Scholars—looking for private resources; but would like to continue to grow the numbers. Question: Access

of information to President Kirkpatrick's remarks and also expressed a concern about potential master plan regarding parking structure. Question: Comment about NIH doubling funds—biological clinical sites are needed. NSF or NIH grants—how can collaboration be connected? President commented that a small group is working on this. The campus needs a research council. Question: Does evening childcare exist and is there flexibility for it. Discussion is occurring on this topic. President commented that there is the possibility of using the student general fee. Question: What is the status of the Honors Council? Also, how can the Honors Council advising faculty be thanked. President stated the planning is going on and a search for a new Dean of the Honor's College is underway. The President stated that the plan was to create a new Honor's College. Question: Interested in comments about research council? President stated only so much can be done. Question: A concern about the Student Union placement and preserving the trees. A comment—supportive of the Hispanic initiative but also remember Native American Indians. Question: The mindset of non-academic areas regarding the customer role? Question: Concern about health care and possibility of increasing cost sharing. President said yes that is a concern. Question: The issue of CO5 secretary and function of their role? Broad banding has addressed some areas—administrative—the PT Union had no interest in the PPO health care plan; it is a problem. Question: A concern about new faculty lines? Will they be cut if there is a cut in state funding. President commented that yes that's a concern and there could be further cuts for faculty searches. Comment: Why not have a cafeteria benefits plan so that employees can select the benefits they want? President said that was a possibility.

- IV. **Standing Committee Appointments.** Kathy Chamberlain reported on the marshals for the December Commencement. The nominations for Commencement were approved unanimously: Grand Marshal, Sally McCracken; Faculty Marshals, Catherine Bach and Joseph Csicsila; Undergraduate Student Marshals, Richard L. Douglass, Barbara Leopard, Kathleen Quinn, Jean Bush-Bacelis, and Eric Lokensgard; Graduate Student Marshals, Charlie Anderson, David Anderson, and Elizabeth Broughton. Henry Zot reported on Academic Issues Committee. The nominations for Academic Issues Committee were approved unanimously: Randal Baier, Library; Morrell Boone, COT; Richard Douglass, CHHS; Olga Nelson, COE; Angela Hwang, COB:
- V. **Discussion Item. Sexual harassment and Other Related Conduct.** (A) Concern that some issues will not hold up in court. Page two of the report raises freedom of speech issues. This is not a procedure statement. (B) According to this policy it would be prohibited for married couples to have sexual relations if one was a faculty member and the other a student. What defense is allowed in this policy—same sex or opposite sex. No procedural steps. Issue about protection against retaliation. (C) Concerned about the romantic relationship; may affect recruitment but also as people move up the ranks the superior/subordinate situation could develop for married couples. (D) Zero tolerance issue tone—tone is very strong. Biology teachers would be

vulnerable if they use illustrations of the human genitalia; there is a concern about academic issues in terms of how this policy is interpreted. (E) The prohibited acts—“inappropriate use or display” is a concern, particularly in the arts and literature disciplines. (F) How does this differ from the current sexual harassment policy? (G) No one should be harassed. This could be seen as Draconian in a religious community! This policy needs to be looked at with great care. We also need AAUP’s input to the issue. (H) Perhaps a COB faculty member could examine it and Margaret Crouch could be asked to offer the Council a professional opinion—Possibly ask Ken McKanders and the Provost to explain the basis for this language and why this policy is necessary. (I) Sounds like a reaction to a problem, and if so, what problem is this policy addressing? The list of prohibited acts is a concern for topics which may be raised in any number of classes, such as the history of birth control. (J) Need to have protection so that reasoned discussion on important academic issues can go on. (K) Possibly this policy is addressing concerns about civil cases—not just preserving ourselves but institutional issues. (L) A concern for the Foreign Language department.

VI. **Textbook Policy.** Invite Provost and McKanders to discuss both the textbook policy and the sexual harassment policy: Bob Grady presented several concerns. If you teach off campus and a bookstore shows up with the assigned textbooks to sell, why put them in other bookstores? Faculty must retain a right to manage their courses and textbook selection. Listing textbooks on a website is not included in the professional responsibilities of faculty in our contract. This proposed policy is unenforceable and it is not contractual. Some bookstores under order the requested textbooks and will not order more. None of the bookstores order enough books to cover a class. Under this policy the faculty cannot order at the last minute (or change orders). The drafter of this policy underestimated the problems of having a University-wide textbook list. It is a problem that athletes can only buy texts from the McKenny Union bookstore. The McKenny Union Bookstore does give money back to the University and is a revenue source.

VII. **Adjournment:** 4:50 p.m.

PRESENT: S. Moeller ACC, V. Okafor AFS, M. Ruggiero ART, S. Sonstein AHP, H. Zot BIOL, T. McDole BTE, T. Brewer CHEM, S. McCracken CTA, S. Haynes COSC, S. Erenburg ECON, P. Sanchez CIS, M. Zinggeler FLABS, C. Mayda GEO/GEOL, J. Armstrong HPERD, K. Chamberlain HIS/PHIL, D. Silverman HECD, C. Haddad INDT, G. Mitchell IT, E. Broughton L&C, R. Baier HALLE, D. Barton MKT, G. Ahlbrandt MATH, K. Cole MUSC, P. Alford NURS, B. Grady PLS, A. Westman PSY, B. Brown-Chappell SWK, R. Orange SAC, L. Lee SPED, S. Norton WMST.
GUESTS: Robert VanDerVelde; Martha Tack, president’s Office.
ABSENT: MGMT, PHY/AST, TED.