

Minutes of the Faculty Senate Meeting September 27, 2005

Present: Lawrence Berlin, Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Harry Hild, Mostafa Maksy, Mary Ellen McGoey, Dragan Milovanovic, Cyndi Moran, James Olson, William Pizzi, William Sieger, Allen Shub, Dario Villa

Absent: Rachel Adeodu, Frank Perino, James Ruby, Warren Menezes

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes of September 13, 2005

Hild (Maksy 2nd) moved to approve the minutes. Motion carried (one opposed).

2. Report from the Chair

Chair Shub reported that the Faculty Senate recently received a memo indicating the names of the members of the Committee on Time-to-Degree. The memo from Dean Fredericks didn't include Senators Moran and Perino who volunteered.

3. The Bernard J. Brommel Distinguished Research Professor Award – Terry Bush

Terry Bush, executive director of the Department of Marketing and Communications, spoke about the award that resulted from a generous gift to the University. Dr. Bernard J. Brommel agreed to have \$5,000 available annually to the winner. This is the first year for this award. The deadline for nominations is November 1st, and there are no self-nominations for the award. The Faculty Senate must provide the names of four faculty members not currently on the Faculty Senate who will serve on the committee.

4. Faculty Constitution Issues

Milovanovic circulated a memo on the matter of whether Unit B colleagues can be part of faculty governance. Shub indicated that in Illinois, different faculty senates deal with this in different ways. In some institutions, the equivalents of both Units A and B participate in faculty governance, whereas elsewhere the equivalents of Unit B are excluded. Hild asked that the Faculty Senate consider carefully what the relationship is between faculty governance and the faculty union. The issue of the role of administrators in faculty governance also was discussed. Milovanovic argued that the Faculty Senate needs to stop and think about what is going on. According to the union contract, Unit B cannot be disenfranchised. Hild indicated that tenured/tenure-track faculty have more at stake in this issue. Greenburg explained that in English "full time" does matter and Unit B have rights to full participation. The Constitution does spell out "full time" for participation purposes. Hild suggested that the Union contract does not impact faculty governance, since the latter is broader.

Villa moved (Milovanovic 2nd) to invite Ed Hunt, the union representative, and Associate Provost Victoria Román-Lagunas to talk to the Faculty Senate on the matter. Motion carried. Villa suggested that copies of Milovanovic's memo be forwarded to the prospective guests.

5. Faculty Excellence Awards – Procedural and Substantive Issues

Milovanovic circulated a second memo on the issue of the Faculty Excellence Awards. Recently 57 faculty applied for 22 awards, a significant increase. Milovanovic could not find out who the committee members are. It seems that the Faculty Senate has lost its traditional role of nominating faculty for awards; now it seems that four deans are on the committee. Also, it seems that no one knows what one must do to get an award. Milovanovic recommended the insertion of a memorandum of understanding in the contract that clarifies and restores the place of the Faculty Senate on this issue. Pizzi argued that under past administrations the lack of transparency was not accidental. There are ethical questions raised. Moran indicated that she had served on the committee some years ago and was impressed by the integrity of its members. Hild argued that that most benign thing one can say is that the procedures have been quite erratic from year to year. McGoey argued that she was also on the committee, but that the administration does not seem to take the committee's advisement as seriously as it should. Moran stated that part of the problem is that there are no set criteria or system in place. There is need for clarification. Milovanovic explained that the faculty constitution stipulates that the Faculty Senate has the power to appoint a committee on excellence awards. Hild moved (Pizzi 2nd) that the Committee on Faculty Excellence Awards establish fixed criteria. Motion carried.

Berlin suggested that the Senate invite people who served on the committee to come and talk about what the criteria are. Olson argued that the big objection is that the committee seems to make up new criteria each year. It's a chaotic situation. Hild argued that the problem is how criteria change from year to year.

6. Communications and Faculty to be Heard

There were none.

7. New Business

There was none.

8. Adjournment

Maksy (Hild 2nd) moved for adjournment at 2:55 P.M.

Respectfully submitted,

Dennis Grammenos
Secretary

Minutes of the Faculty Senate Meeting September 13, 2005

Present: Rachel Adeodu, Lawrence Berlin, Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Harry Hild, Mostafa Maksy, Dragan Milovanovic, Cyndi Moran, James Olson, Frank Perino, William Pizzi, James Ruby, William Sieger, Allen Shub, Dario Villa

Absent: Mary Ellen McGoey, Warren Menezes

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes of May 10, 2005

Hild (Greenburg 2nd) moved to approve the minutes. Unanimous.

2. Report from the Chair

The Chair reported on Senate business that remains unresolved from academic year 2004-2005:

- Defining those eligible and ineligible to vote on faculty governance issues, and
- The report of the Academic Freedom Committee.

3. Election of Officers

Chair Shub called for nominations for officers:

- Hild (Milovanovic 2nd) nominated Shub for Chair of the Faculty Senate. There were no other nominations. **Shub was unanimously elected Chair of the Faculty Senate.**
- Maksy (Moran) nominated Hild for Vice Chair of the Faculty Senate. There were no other nominations. **Hild was unanimously elected Vice Chair of the Faculty Senate.**
- Adeodu nominated Greenburg for Secretary of the Faculty Senate; Greenburg declined. Grammenos self-nominated for Secretary of the Faculty Senate. There were no other nominations. **Grammenos was unanimously elected Secretary of the Faculty Senate.**

4. Formation of Senate Committees

Chair Shub called for nominations for three Senators to the Steering Committee:

- Villa (Maksy 2nd) nominated Milovanovic. Hild nominated Adeodu; she declined. Villa (Moran 2nd) nominated Olson. Bofman nominated Moran; she declined. Adeodu (Moran 2nd) nominated Perino. There were no more nominations. **Milovanovic, Olson, and Perino were unanimously elected to the Faculty Senate Steering Committee.**

Chair Shub called for volunteers to Faculty Senate Committees. The responses were:

- Faculty Council on Technology
Moran
- Elections Committee
Bofman, Ruby, and Sieger
- By-Laws Committee
Berlin
- Committee on Administrator Evaluation Instrument
Adeodu, Berlin, and Pizzi
- Committee on Constitutional Amendments
Adeodu, Greenburg, Milovanovic, and Villa
- Academic Freedom Committee
Grammenos, Hild, Perino, and Pizzi
- Parking Appeals Committee
Ruby and Sieger
- Time to Degree Committee
Moran and Perino
- Representative from the Faculty Council on Academic Affairs
Berlin

5. Distribution of Minutes by E-Mail

The distribution of the Faculty Senate minutes by e-mail was discussed. Chair Shub indicated that e-mail is a more efficient and less costly way to distribute the minutes. Maksy (Hild 2nd) moved that the Faculty Senate send the minutes to Jean Potillo who will alert all the university faculty about their posting on the webpage of the Faculty Senate. Motion carried.

6. Communications and Faculty to be Heard

There were none.

7. New Business

- Maksy and Grammenos volunteered to act as graduation marshals for the December 18, 2005 commencement.
- Adeodu inquired whether the current bylaws define membership for faculty governance.

8. Adjournment

Maksy (Berlin 2nd) moved for adjournment at 2:45 P.M.

Respectfully submitted,

Denise Wilson
Faculty Senate Office

Minutes of the Faculty Senate Meeting October 11, 2005

Present: Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Harry Hild, Mostafa Maksy, Mary Ellen McGoey, Dragan Milovanovic, Cyndi Moran, James Olson, William Pizzi, James Ruby, William Sieger, Allen Shub, Dario Villa

Absent: Rachel Adeodu, Lawrence Berlin, Frank Perino

Guests: Edmund Hunt, UPI
Victoria Román-Lagunas, Associate Provost

Chair Shub called the meeting at 1:45 P.M.

1. Approval of Minutes of September 27, 2005

Hild (Sieger 2nd) moved to approve the minutes as corrected. Unanimous.

2. Report from the Chair

Chair Shub suggested that he skip his report and go straight to item three on the agenda.

3. Faculty Constitution Issues

The Faculty Senate was pleased to welcome Dr. Vicki Román-Lagunas, representing the Provost's office, and UPI's NEIU chapter president, Ed Hunt. Chair Shub explained that the Faculty Senate has been wrestling with some vexing constitutional issues and would appreciate the input of the two guests. Primarily the concern has been with who is eligible to participate and vote in faculty governance.

Milovanovic explained that he has been looking into the Faculty Constitution and wondering about how Unit B instructors will be incorporated into faculty governance. Hunt answered that things have developed to the point where the status of the different teachers on campus needs to be addressed. Historically, Unit Bs had been "at-will" employees. The union contract was meant to give instructors more rights. As far as the union is concerned, there is always one-person-one-vote. Right now the contract has evolved beyond faculty governance. The latter is still stuck in the time when instructors were hired and fired at the will of department chairs. The issue is how the faculty on campus want to perceive the status of instructors, whether as equals or not as equals to tenure-track and tenured faculty. The treatment varies across the departments and the Faculty Senate is as good a place

as any to figure out where the faculty stand on this issue. Sooner or later Unit Bs will outnumber tenure-track and tenured faculty. In the long-term, we have to look at what actions will benefit all of the people who work at NEIU. On the other hand just because the union position is one-person-one-vote, it doesn't mean that there can't be additional qualifications for voting on other issues.

Román-Lagunas explained that an instructor is a non-tenured, non-tenure-track employee who is "protected" by the contract. Instructors can be 100% or less. If instructors teach over 15 hours cumulatively, then they are part of the bargaining unit. But they are still temporary employees.

Maksy wondered why an instructor's vote should count as equal to a tenured faculty member's.

Román-Lagunas asserted that the position of administration is that instructors are hired to teach so that tenured and tenure-track faculty can teach, serve, and do research. The only way an instructor is compensated for non-instructional CUs is through an overload payout. The Provost is the only one who can assign non-instructional CUs.

Hild asserted that NEIU would be "laughed out the door" by an accrediting body if instructors --who are temporary-- end up chairing committees. The contract involves salaries and working conditions which is what unions have always fought for. Governance is a separate issue from the contract.

Milovanovic explained that in the contract Units Bs are not what they used to be anymore. Through the contract they have gained much more than they used to have. Román-Lagunas argued that administration's position is that a labor agreement and shared governance are very separate issues

Moran interjected that it used to be the case that instructors were just ABDs and they usually stuck around after completion. Today there are many different situations where a range of people teach on campus.

Hunt agreed that there is, in fact, a very wide range and great disparities in conditions among those who teach on campus. On the other hand, there is a danger in creating a disenfranchised underclass. To some extent, the way that we treat instructors now might have an effect thirty years from now when the tables are turned. As it is we are encouraging "drive-by teaching." In some ways participation in governance would encourage instructors to become more involved in the University.

Hild cautioned that faculty should be concerned with the disintegration of tenure, which is what many politicians have been aiming at all along. Perhaps instructors should have a voice, but not control.

Hunt warned that a disenfranchised underclass can lead to a situation where they can be manipulated into dismantling the University.

Román-Lagunas asserted that with the recent contract, our instructors got a lot more attention that they ever had.

Ruby recounted that he started as a V.L., then instructor, then assistant professor. As a V.L. he was thinking how great it was that he was not required to participate in committees, etc.

Greenburg explained that in the English department, the people who get to vote are full-timers with a 4-3 load. They teach mostly writing and gen-ed courses. None of the people with part-time contracts can vote.

Hild asserted that his department has some great people. The instructors are always welcome to participate. They have never asked to be part of faculty governance. Perhaps a mixed model is called for: they should be represented, but at what level?

Milovanovic wondered whether something like a constituency rule is called for. It would apply to that segment of instructors who teach a full load, perhaps a 1/3 vote and noted the negative images that suggestion evokes.

Román-Lagunas would be very concerned with somebody having 1/3 of a voice. Hunt cautioned that somebody with malicious intent could spin this in a very negative way. As long as the contract is not violated, the faculty can act accordingly.

Hild recalled that years ago “instructor” was a real rank. One could even be a “tenured instructor.” The meaning of instructor has changed over the years.

Maksy insisted that in his experience there are two groups of instructors: one group is not involved, could care less, and aren't even good instructors. The other group is more involved, good instructors, etc. But he hasn't heard them begging to be part of governance. The Faculty Senate should drop this issue and deal with it if and when the need arises.

Milovanovic interjected that the Faculty Senate does need to deal with the issue at this juncture to make sure that there are no problems in the future.

Hild suggested that the matter be turned over to the Committee on Constitutional Amentments to deliberate and return with proposals later this year.

Hunt argued that because instructors have no voice, it doesn't mean that they don't have an opinion. The point is that if the instructors represent more than half of the faculty and have no influence in governance, the tenure track faculty's claim that it

alone protects the academy will become more and more hollow. The instructors have to have some investment in the academy in order to want to maintain it or protect it.

As the numbers of tenure track faculty decline, the burden of maintaining academic quality has to be shared with the instructors. Otherwise, we will become a tiny group of irrelevant elitists, ignored by the administration and the new majority of the faculty. The Senators should read the article on instructors in the *American Federation of Teachers on Campus*. Maybe the Faculty Senate is talking about the instructors without being aware of what the instructors think on this matter. Perhaps instructors couldn't care less about governance, but the Faculty Senate should take their opinions into consideration.

Moran asked fellow faculty who are instructors and found out that they have no interest in governance. One was somewhat interested but didn't have the time.

Hunt explained that the union held focus groups to find out what instructors thought about conditions at NEIU and what their opinions were regarding what needed to be done.

4. Department and College Bylaws Issues

Hild explained that currently there is no approval process for department bylaws and that they differ widely from department to department.

Chair Shub wondered who it is that approves the bylaws.

Bofman argued that there are many issues that are not covered by the Constitution or another instrument.

Román-Lagunas explained that most departments don't even know they have bylaws. But bylaws cannot violate the Constitution.

Hunt asserted that DACs are different than the Constitution. Milovanovic considers that the Constitution "trumps" the DACs.

Chair Shub thanked the guests for their thoughtful participation in the discussion.

5. Adjournment

Hild (Villa 2nd) moved for adjournment at 2:50 P.M. Unanimous.

Respectfully submitted,

Dennis Grammenos
Secretary

Minutes of the Faculty Senate Meeting October 25, 2005

Present: Theodora Bofman, Dennis Grammenos, Bradley Greenburg, Mostafa Maksy, Dragan Milovanovic, Cyndi Moran, James Olson, Frank Perino, William Pizzi, James Ruby, William Sieger, Allen Shub, Dario Villa

Absent: Rachel Adeodu, Lawrence Berlin, Vicki Byard, Harry Hild, Mary Ellen McGoey

Guest: Tim Scherman

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes of October 11, 2005

Chair Shub suggested that the Faculty Senate postpone approval of the minutes until the next meeting so that members could review them more thoroughly.

2. Report from the Chair

Chair Shub requested a fourth marshal for the graduation ceremony. Perino volunteered.

3. Report from Illinois Board of Higher Education Faculty Advisory Committee
-- Tim Scherman

The Faculty Advisory Committee of the Illinois Board of Higher Education met with Stanley Ikenberry, former president of the American Council on Education. The topic of Ikenberry's talk was "Higher Education and America's Future." The IBHE is greatly concerned with recent trends toward privatization nationally. There is an effort afoot to educate the public about the benefits of public universities to counteract the many misconceptions that have been cultivated in some quarters for many years. Starting in January, there will be advertisements on a national scale.

As usual the report came out this October and compared the salaries paid by the various institutions in Illinois. It became abundantly clear that if public higher education in Illinois is to compete, it will have to pay its faculty competitively. IBHE chairman, Jame Kaplan, suggested that all money problems would go away and productivity would increase if only faculty agreed to teach just one more course. The Governor's representative argued that some students are interested in brand-name education, while others are interested simply in credentials. No mention of students interested in education itself. Tom Lamont is stepping down as executive director and Judy Irwin is replacing him. There is much hope in Irwin who was a teacher in the Chicago area and is familiar with some of the challenges.

The IBHE is very interested in universities offering “certificates” to interested students. Conceivably there will be certificates in very specific areas such as Civil War History, or some specialized subfield. Scherman asked what the faculty at NEIU would do to respond to such a consideration. One thing would be to reiterate the things that faculty do to improve the lives of students. Maksy (Pizzi 2nd) moved to ask the Provost’s Council to receive Tim Scherman so that he can report to them and get feedback. The Faculty Senate will send a letter to the Provost’s Council with the resolution. Motion carried.

4. Final Report of the Faculty Senate Subcommittee on Academic Freedom:
Administrative Grade Changes -- Next Steps

Pizzi informed the Faculty Senate that the subcommittee is requesting that the Faculty Council on Academic Affairs reconsider its decision on the original case of grade changing in the Mathematics Department.

5. The Bernard J. Brommel Distinguished Research Professor Award: Awards
Committee

At the request of Chair Shub, the members of the Faculty Senate entered names of potential nominees for the Awards Committee on a sheet of paper which was circulated around the room.

6. Issue of a Faculty Senate Office

There has been no progress on this issue. Pizzi (Grammenos 2nd) moved that the Steering Committee be directed to strongly urge the President to provide adequate and appropriate space that respects the needs of faculty governance. Motion carried unanimously.

7. Communications and Faculty to be Heard

A faculty member will appear before the Faculty Senate during its next session to complain about serious irregularities in the hiring process in the Economics Department.

Respectfully submitted,

Dennis Grammenos
Secretary

Minutes of the Faculty Senate Meeting November 8, 2005

Present: Rachel Adeodu, Lawrence Berlin, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Mary Ellen McGoey, Dragan Milovanovic, Cyndi Moran, Emmanuel Nyadroh, James Olson, Frank Perino, James Ruby, William Sieger, Allen Shub, Dario Villa

Absent: Theodora Bofman, Harry Hild, Mostafa Maksy, William Pizzi

Guests: Russell Benjamin, Political Science Department
Audie Brewton, Economics Department

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes

- October 11, 2005
Perino (Greenburg 2nd) moved to approve as amended. Unanimous.
- October 25, 2005
McGoey (Villa 2nd) moved to approve as corrected. Unanimous.

2. Search and Screen Issue – Audie Brewton

On October 11th Brewton sent a memo expressing his concern about the search and screen process in the Economics Department. Last year the department began a search and screen process to hire a new tenure-track economist. Brewton, along with the other faculty, received a letter from then Chair Stehman regarding the upcoming search. Department bylaws clearly state that the search and screen committee in the department shall be “a committee of the whole.” By the beginning of March Brewton was notified to pick up three candidate files for review; he went to a few open meetings and nothing happened. After Spring break Brewton inquired as to the search process, and no other faculty member seemed to know the status. By summer Brewton discovered that someone had been hired for the advertised position. He expressed his concern and sought advice, whereupon he was advised by Jeff Brown of Affirmative Action to file an affirmative action complaint. This complaint was dismissed as groundless by Santos Rivera of the President’s Office. At this point Brewton has turned to the Senate with his complaint. At the very minimum he expects the Dean of the College of Arts and Sciences to explain whether the department has, in fact, hired a faculty member and under what circumstances. What is the new hire’s status and can he or she vote?

Berlin agreed that this is not a matter for affirmative action, but that it certainly presents a procedural problem. Moran suggested that the bylaws seem to be very clear but, bylaws aside, there seems to be a problem. Chair Shub asked whether the Senate should invite the new chair of Economics, Erick Howenstine, or the dean. A discussion resulted in the Senators’ decision to invite both.

3. The Bernard J. Brommel Distinguished Research Professor Award: Awards Committee

During the last Senate session, at the request of Chair Shub, the members of the Faculty Senate identified faculty as potential nominees for the Bernard J. Brommel Distinguished Research Professor Award: Awards Committee. The names were placed on a ballot and an election was held. The following were elected as members of the Brommel Awards Committee:

Debra Bruce-Kennebrew – English and Women’s Studies
Sarah Hoagland – Philosophy and Women’s Studies
Timothy Libretti – English and Women’s Studies
David Unumb – Communication, Media and Theater

4. University Personnel Committee Bylaws Issue

Constantine Loucopoulos, a member of the University Personnel Committee, discovered that UPC bylaws indicate that the committee should consist of three representatives each from the College of Arts and Sciences and the College of Education, two representatives from the College of Business and Management, one representative from Resource Professionals, and two At-Large representatives. Currently the College of Business and Management has three representatives and there is only one At-Large representative. Villa (Nyadroh 2nd) moved to notify the chair of UPC to review their bylaws and report back to the Senate with recommendations. Motion approved.

5. Incomplete Membership on Councils and Committees

Chair Shub reported that more members are needed for councils and committees, in particular the Committee on General Education. It was agreed to identify runners-up to elections and members whose terms had expired in an effort to appoint members to fill existing vacancies on councils and committees.

6. Communications and Faculty to be Heard

- Milovanovic suggested that the Senate formalize the reporting from various bodies, a sentiment that found support among other members.
- Adeodu asked whether new chairs shouldn’t have some sort of orientation as to their duties. She also concurred with the need to formalize functions in order to preserve an institutional memory.
- Villa reported that the Constitution Committee is moving along.

7. Adeodu (Moran 2nd) moved to adjourn. Motion carried.

Respectfully submitted,

Dennis Grammenos, Secretary

Minutes of the Faculty Senate Meeting November 22, 2005

Present: Rachel Adeodu, Lawrence Berlin, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Cyndi Moran, Emmanuel Nyadroh, James Olson, Frank Perino, William Pizzi, James Ruby, Allen Shub, Dario Villa

Absent: Theodora Bofman, Harry Hild, Mostafa Maksy, Mary Ellen McGoey, Dragan Milovanovic, William Sieger

Guest: Edward Stuart, Economics

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes of November 8, 2005

Villa (Greenburg 2nd) moved for approval of the minutes of November 8, 2005.
Unanimous.

2. Report from the Chair

During the November 8th Faculty Senate meeting, at the request of Chair Shub, the members of the Faculty Senate voted on four members for the Brommel Award Committee. The winners were

- Debra Bruce-Kennebrew – English and Women’s Studies
- Sarah Hoagland – Philosophy and Women’s Studies
- Timothy Libretti – English and Women’s Studies
- David Unumb – Communication, Media and Theater.

Because Bruce-Kennebrew is on sabbatical and the administration needs a fully functioning committee as of December 1st, Chair Shub contacted Jeffery Edwards of Counselor Education to fill the vacancy. The idea was to balance out the committee between the different colleges.

3. Search and Screen Issue – Ed Stuart

Stuart explained how the Economics Department had not hired faculty in nearly two decades. Also, this was the first time that he was on a search and screen committee at Northeastern. Additionally, last year the chair of the department did not communicate very well with the faculty. All this may have hampered the smooth functioning of the search and screen process. The dean asked Stuart to lead a search and screen

committee, and to include someone from the College of Business and Management. The whole issue of “the committee of the whole” never came up at the time. In fact, Stuart was not sure whether the department had any bylaws. Chair Shub informed Stuart that Audie Brewton delivered material that appears to be bylaws for the Economics Department. Stuart expressed his interest in receiving a copy for the department.

The Economics search and screen committee consisted of Stuart, Daniel Bergan, and Rasoul Afifi. There were about 200 applications for the advertised position. Folders were kept at the dean’s office and were available to interested parties. The pool of candidates was narrowed down to three. These candidates came on campus and everybody was invited to meet them. All candidates made presentations. Mauro Amor, the successful candidate, gave his presentation at El Centro. The search and screen committee was asked for comments and to draft a statement of the “strengths and weaknesses” of the three candidates. The final decision would then rest with the dean.

Professor Amor is now teaching on campus. He has a Ph.D. from the University of Washington. His dissertation was on the effects of corruption on developing economies. At the beginning of the Fall semester Stuart, Lewis Freiberg, and Bergan went to lunch with Professor Amor. None of them expressed any concerns about the hiring. Chair Shub thanked Stuart for meeting with the Faculty Senate. A discussion followed.

- Berlin asked what is the role of the Faculty Senate in issues like this?
- Pizzi stated that the tradition of the Academy can be jeopardized when an administrator gets to circumvent the wishes of the faculty without providing a rationale. And, shouldn’t the faculty have the right to rank the candidate?
- Perino suggested that this might be a question for the affirmative action officer.
- Olson, who has been on many search and screen committees, stated that they have always involved statements of “strengths and weaknesses” and not in ranked order.
- Nyadroh suggested that the Senate ask all involved parties to come in to discuss the matter in each other’s presence.
- Greenburg suggested that the affirmative action officer should be invited to talk about the hiring process.
- Grammenos suggested that the remaining professors of the Economics Department should be invited to, at least, offer a written statement of what happened if they cannot attend a Senate meeting.

Perino (Berlin 2nd) moved to invite Affirmative Action Officer Murrell Duster and Attorney Jeff Brown to the December 13th Faculty Senate meeting. Unanimous.

4. The New NEIU Website

Chair Shub suggested that the members of the Senate visit the new University website as it is being constructed. Senators will find a link on the current website that leads to it. He reminded the Senators that a lot of time and a considerable amount of money have already been spent on the website. He would like to know everyone's reaction to the product.

5. Faculty Senate Office Space

Concern was expressed that administration has not responded to the needs of the Faculty Senate for office space. They have offered Denise Wilson an inappropriate space, not based on the importance of the Faculty Senate in governance, but rather on the rank of Denise Wilson as administrative assistant. The Senate still needs an appropriate space where it can have an office. There are vacant offices in the Classroom Building (for example, CLS-2108) and over the Book Store. Grammenos (Perino 2nd) moved to refuse the space allocated by administration and to propose alternative spaces that are more appropriate to the role and function of the Faculty Senate on campus. Unanimous.

6. Reports from Faculty Senate Councils

Berlin reported that

- The Bylaws Committee is reviewing committee bylaws for the Faculty Senate.
- The Committee on Administrator Evaluation Instrument has begun studying ways to (a) develop a valid instrument according to previous procedures and (b) put the instrument on-line.

7. Adjournment

Adeodu (Nyadroh 2nd) moved for adjournment at 3:05 P.M.

Respectfully submitted,

Dennis Grammenos
Secretary

Minutes of the Faculty Senate Meeting January 10, 2006

Present: Rachel Adeodu, Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Mostafa Maksy, Mary Ellen McGoey, Dragan Milovanovic, Cyndi Moran, James Olson, Frank Perino, William Pizzi, James Ruby, Allen Shub, William Sieger

Absent: Lawrence Berlin, Harry Hild, Emmanuel Nyadroh, Dario Villa

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes of November 22, 2005

Perino (Greenburg 2nd) moved for approval of the minutes of November 22, 2005 as corrected. Unanimous.

2. Report from the Chair

Chair Shub reported on the November 29th meeting of the executive committee of the Senate with Dean Janet Fredericks.

3. Update on Faculty Senate Office Space

The Provost told Denise Wilson that she was going to move to the assigned cubicle. The Administration paid no attention to the Senate resolution calling for more appropriate space for the Faculty Senate office.

4. Illinois State University Memorandum of Understanding

Chair Shub will draft a memo customized for NEIU to circulate to the steering committee for approval.

5. Faculty Awards Committee

Chair Shub was directed to speak to Ed Hunt and Vicki Román-Lagunas about concerns with apparent lack of transparency and solid criteria, especially with the Faculty Excellence Award. It was suggested that the new chair of the committee be invited to the next Faculty Senate meeting.

6. Evaluation of Administrators

There was a committee a few years ago that looked into how other universities drafted, accepted, and approved how evaluations will be carried out.

7. Search and Screen Issues

Two guests will visit the next Senate meeting: Dean Murrell Duster and Attorney Jeffrey Brown

Respectfully submitted,

Dennis Grammenos
Secretary

**Memorandum of Understanding on Board of Trustees and
Academic Senate Procedures on Academic Senate Actions**

The Academic Senate agrees that the Board of Trustees has final legal authority and that the Academic Senate makes recommendations to the President and the Board of Trustees.

The President and the Board of Trustees agree that the faculty (or appropriate representative bodies, such as the Academic Senate) has primary responsibility for academic issues, faculty affairs issues and educational issues related to student life and is entrusted with the authority to recommend policies on those issues to the President. The President and the Board of Trustees anticipate that these recommendations will be modified or rejected only in exceptional circumstances.

The Board of Trustees anticipates further that, in the interest of open communication, the President will communicate with the Academic Senate concerning any rationale for modification or rejection of an Academic Senate recommendation pertaining to academic issues, faculty affairs issues and education issues related to student life.

Paul Borg
Chairperson
Academic Senate
University
Illinois State University

David Strand
President
Illinois State University

William D. Sulaski
Board of Trustees
Illinois State

Signed and dated:
1/21/99

1/6/99

1/6/99

FACULTY SENATE MEETING

January 24, 2006

Room SU-216

1:40 P.M.

AGENDA

1. Approval of Minutes of January 10, 2006
2. Report from the Chair
3. Search and Screen Issues
 - Dean Murrell Duster
 - Jeffrey Brown, Administrative Legal Liaison
4. Faculty Awards Committee
5. Update on Faculty Senate Office
6. Evaluation of Administrators
7. Communications and Faculty to be Heard
8. New Business
9. Reports from Faculty Senate Councils
10. Adjournment

Minutes of the Faculty Senate Meeting January 24, 2006

Present: Rachel Adeodu, Lawrence Berlin, Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Harry Hild, Mostafa Maksy, Mary Ellen McGoey, Dragan Milovanovic, Cyndi Moran, Emmanuel Nyadroh, Frank Perino, William Pizzi, James Ruby, Allen Shub, William Sieger

Absent: James Olson, Dario Villa

Guests: Dean Murrell Duster, Jeffrey Brown, Audie Brewton

Chair Shub called the meeting to order at 1:45 P.M.

1. Search and Screen Issues – Dean Murrell Duster and Attorney Jeffrey Brown

The search and screen manual was undergoing revision under Margo Smith. Dean Duster explained that the search and screen manual is currently under review and nearly ready to be presented to the Faculty Senate for review.

Some deans have been appointed without a search. Duster explained it is the practice that if a person has been through a search and screen previously, then it is the decision of the administration as to whether there will be another search and screen. Reservations were expressed by the Faculty Senate concerning this practice.

Dean Duster stated that the search and screen committee is an appointed committee. The hiring agents are the provost and the dean. Shub knows of a department chair who felt that he was the hiring agent. Duster will make this point very clear in the search and screen manual. In the case of the issue in the Economics Department, the “committee of the whole” means that anybody from the “whole department” can be selected by the chair of the department, depending on availability, etc.

Hild expressed concern about the membership of the committee. Can emeriti or people on leave be on the search and screen committee? Duster explained that emeriti and faculty on leave are not active and, therefore, cannot be on the committee. Faculty from other departments may participate under special circumstances. It was recommended that this should appear in the new search and screen manual. Milovanovic suggested that the dean consult the affirmative action officer in this decision process.

Brown explained that the University does have a written policy on hiring. Duster elaborated that the interpretation of that policy may not necessarily be in writing.

Greenburg explained that in the past a department would send representatives to a conference to conduct interviews of up to a dozen candidates. A dean may want all this to be done over the phone. Who prevails? Duster asked Greenburg to submit a written statement on the issue.

Pizzi asked whether the old hiring policies still apply. Duster answered in the affirmative. Pizzi asked about the volume of “administrative memoranda” that seems to be consulted on a number of issues and wondered whether there is an evaluation policy. Dean Duster confirmed the existence of the “administrative memoranda” and that there is an evaluation policy. She agreed to send the Faculty Senate a copy of the evacuation policy, information on academic misconduct, and a copy of the hiring manual.

Next year the University will be engaging in an assessment of the “climate of the University” for the Illinois Board of Higher Education.

2. Hild (Perino 2nd) moved to adjourn at 2:50 P.M.

Respectfully submitted,

Dennis Grammenos
Secretary

Denise's Notes
Faculty Senate Meeting
January 24, 2006

Chair Shub convened the meeting at 1:45 PM.

Search and Screen Issues – Dean Murrell Duster and Jeffrey Brown, Administrative Legal Liaison

A lengthy discussion took place and included

- The information that a new manual is in process; it will be in standard format
- The old manual is still in effect and will be so until the new one is completed
- No search is necessary for a given position if the person has had a previous search
- Hiring agent – the dean and the provost
- The S&S committee is appointed
- Not all departments have bylaws
- A faculty member is not eligible to be on a S&S committee if he is emeritus or on sick leave
- A professor from another discipline may be part of the S&S committee.

DW: Have Dean Duster give you

- A copy of the evacuation policy
- Information on academic misconduct
- A copy of the hiring manual.

___/___ moved for adjournment at 2:47 PM.

Minutes of the Faculty Senate Meeting February 14, 2006

Present: Rachel Adeodu, Lawrence Berlin, Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Harry Hild, Mary Ellen McGoey, Dragan Milovanovic, Cyndi Moran, Emmanuel Nyadroh, James Olson, Frank Perino, William Pizzi, James Ruby, Allen Shub, William Sieger, Dario Villa

Absent: Mostafa Maksy

Guest: Audie Brewton

Chair Shub called the meeting to order at 1:45 P.M.

1. Report of Meeting with President Steinberg

Chair Shub reported briefly on his meeting with the President.

Grammenos (Hild 2nd) moved to invite President Steinberg or a representative to attend Faculty Senate meetings. The motion was approved unanimously. Milovanovic (Grammenos 2nd) moved that the Faculty Senate have a representative on the President's Council. The motion was approved unanimously.

2. Search and Screen Issue – Audie Brewton

Audie Brewton, Economics Department, has renewed his request for clarification about what happened last year when the department was hiring a new faculty member. Professors Lewis Frieberg and Brewton thought that they were hiring a tenure-track faculty member. Professor Edward Stuart is chair of the current search and screen committee. Stuart says that there have been only 40 applications.

Brewton brought up the following points:

- The number of applicants is too small.
- There have been only males on the committee and a male was hired last time.
- The Faculty Senate should work with him to cancel the current search because it is not clear that the position has been properly advertised, and there doesn't seem to be a process in place.
- The Faculty Senate should set up an ad-hoc committee to stop the search until matters are settled with Dean Murrell Duster.

Hild explained that several days ago he, Shub, and Greenburg met with President Steinberg. The main issue was the search and screen process.

Pizzi expressed uneasiness about the definition of certain terms. He explained that there is a serious problem in that there are no written policies on specific matters.

Greenburg explained that the position of President Steinberg, in case of interference from outside the department, is that the departments know best. But there needs to be a set of procedures that reflect what practices are.

Pizzi (Milovanovic 2nd) moved that Shub talk to the dean, the provost, and the chair of the hiring committee in Economics to clarify the process. The motion was approved unanimously.

3. Presidential Search

The Board of Trustees met and the chair presented a statement about what the process will be for hiring a new president. An outside executive search firm will be used and a Presidential Search Advisory Committee will be formed chaired by Dean Janet Fredericks. The Faculty Senate will hold elections for eight members to represent the faculty from the three colleges, the library, and the counseling office. Nyadroh (Perino 2nd) moved that the Faculty Senate follow the Constitution and allow two representatives from each college, one from the library, and one from the counseling center to compose the eight elected faculty members for the Presidential Search Advisory Committee. The motion was approved unanimously. Berlin and Moran want Academic Development represented also. Pizzi (Ruby 2nd) moved to have the Faculty Senate proceed with the election process. The motion was approved unanimously. Hild (Pizzi 2nd) moved that no more than one person represent any one department. The motion was approved unanimously.

4. General Education Committee Membership

Hild (Berlin 2nd) moved to approve the appointments of the following persons to the General Education Committee:

John Parker, College of Arts and Sciences
Charletta Gutierrez, College of Business and Management
Tom Ray Weaver, At-Large (Chemistry)

The motion was approved unanimously. The new members will have terms ending August 31, 2006 and will be eligible to run in the Spring elections.

5. Faculty Senate Office Space

Grammenos (Perino 2nd) moved that another letter be sent to the President requesting an office for the Faculty Senate. The motion was approved unanimously. A good deal of space has cleared since the Library returned to its building.

6. Adjournment

Adeodu (Nyadroh 2nd) motioned to adjourn.

Respectfully submitted,

Dennis Grammenos
Secretary

FACULTY SENATE MEETING

February 28, 2006

Room SU-216

1:40 P.M.

AGENDA

1. Approval of Minutes
 - January 10, 2006
 - January 24, 2006
 - February 14, 2006
2. Report from the Chair
3. Update on Economics Department Search and Screen
4. Update on Evaluation of Administrators
5. College of Arts and Sciences Faculty Issues
6. College of Business and Management Summer 2006 Issue
7. Presidential Search Advisory Committee
8. Update on Constitution
9. Communications and Faculty to be Heard
10. New Business
11. Reports from Faculty Senate Councils
12. Adjournment

Minutes of the Faculty Senate Meeting February 28, 2006

Present: Lawrence Berlin, Theodora Bofman, Mary Ellen McGoey, Mostafa Maksy, Dragan Milovanovic, Emmanuel Nyadroh, Frank Perino, William Pizzi, James Ruby, Allen Shub, William Sieger, Dario Villa

Absent: Rachel Adeodu, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Harry Hild, Cyndi Moran, James Olson

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes

- Sieger (Perino 2nd) moved for approval of the minutes of January 10, 2006 as corrected. Unanimous
- Maksy (Milovanovic 2nd) moved for approval of the minutes of January 24, 2006 as corrected. Unanimous.
- Bofman (Berlin 2nd) moved for approval of the minutes of February 14, 2006 as corrected. Unanimous.

2. Report from the Chair

Chair Shub reported that

- He has scheduled three meetings with the President and the Steering Committee; the first one is Tuesday, March 7th.
- We need two Senators to volunteer to be marshals at the May 14th commencement. Shub and Maksy will act as marshals as they did in December, and two more are needed. This year the commencement falls on Mother's Day.

3. Update on Economics Department Search and Screen

Chair Shub spoke with Dean Forhan, Provost Frank, and Ed Stuart regarding the advertisement for the professor in the Economics Department. One ad doesn't have "Ph.D." in the text, and it went out.

There are few applicants; they are looking for an urban economist and there are fewer of them to choose from. There is concern about diversity on the search and screen committee and it was discussed that the committee could nominate a woman to serve on it.

Chair Shub received an email from Audie Brewton stating that he wants to review the search and screen material from last year's search. Shub thinks the existing search and screen manual should be followed, but the department should resolve this issue, not the Faculty Senate.

Perino (Berlin 2nd) moved that the Faculty Senate request that Dean Murrell Duster allow the Faculty Senate to see the manual with its current revisions to determine whether it is a Faculty Senate issue. Unanimous.

4. Update on Evaluation of Administrators

A lengthy discussion about whether or not to evaluate administrators this year took place and resulted in the following issues:

- Is there a need for evaluations? Do they make any difference?
- Who is in the group to be evaluated?
- Will the current material be used?
- What are the administrators' functions? What are the outcomes?
- Use questions with broad areas and allow for open-ended responses.
- If possible, limit the evaluation to one page.
- A constituency rule was discussed.
- Work for a better response rate on the evaluation instrument.

5. Adjournment

Maksy (Bofman 2nd) moved for adjournment at 3:00 P.M.

Respectfully submitted,

Denise Wilson
Faculty Senate Office

Minutes of the Faculty Senate Meeting March 14, 2006

Present: Rachel Adeodu, Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Harry Hild, Mostafa Maksy, Dragan Milovanovic, Emmanuel Nyadroh, James Olson, James Ruby, Allen Shub

Absent: Lawrence Berlin, Mary Ellen McGoey, Cyndi Moran, Frank Perino, William Pizzi, William Sieger, Dario Villa

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes of February 28, 2006

Maksy (Ruby 2nd) moved to approve the minutes with changes. The motion carried.

2. Report from the Chair

Chair Shub reported that the Senate executive committee meeting with President Steinberg went well.

- A new Faculty Senate office location was discussed. The President responded that there might be space available in the A-wing after it is renovated.
- The Search and Screen manual is in process.

One more faculty marshal is needed for the May graduation ceremony. Grammenos volunteered. The four marshals are Berlin, Grammenos, Maksy, and Shub.

3. Presidential Search Advisory Committee

The Faculty Senate held elections for faculty members to serve on the Presidential Search Advisory Committee. The winners are:

Rasoul Afifi – Management and Marketing
Elaine Chakonas – Teacher Education
Jon Hageman – Athropology
Richard Higginbotham – Library
Nancy Matthews – Justice Studies and Women’s Studies
Roger Reinsch – Accounting, Business Law, Finance
Brian Schultz – Educational Leadership and Development
William Speller – Counseling Center

4. Update on Evaluation of Administrators

Hild distributed highlights of a system currently in use in Kansas State, "IDEA Feedback for Deans." He explained that NEIU administrators are evaluated every three years, so the evaluation process will begin in the Fall semester.

5. Communications and Faculty to be Heard

There were none.

6. New Business

Council and Committee election self-nominating forms will be sent out this afternoon. The turnaround time will be short.

7. Reports from Faculty Senate Councils

Hild reported that the Faculty Council on Academic Affairs is working with changes in the Mathematics and General Education departments.

8. Adjournment

Maksy (Hild 2nd) moved for adjournment at 3:30 P.M.

Respectfully submitted,

Dennis Grammenos
Secretary

FACULTY SENATE MEETING

April 11, 2006

Room SU-216

1:40 P.M.

REVISED AGENDA

1. Approval of Minutes of March 14, 2006
2. Public Safety Name Change Study – James Lyon Jr., Director of Public Safety
3. Report from the Chair
4. Reports from Faculty Senate Councils
5. ERP Project
 - Faculty member for Advisory Committee
 - Faculty members for focus group on ERP portal
6. Illinois Board of Higher Education-Faculty Advisory Committee Report
7. Status
 - Evaluation of Administrators
 - Definition of Membership in Faculty Governance
 - NCA Higher Learning Commission Self-Study
 - Presidential Search
8. Issues for Steering Committee Meeting with President Steinberg
9. Communications and Faculty to be Heard
10. New Business
11. Adjournment

Minutes of the Faculty Senate Meeting April 11, 2006

Present: Lawrence Berlin, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Harry Hild, Mostafa Maksy, Dragan Milovanovic, Cyndi Moran, Emmanuel Nyadroh, James Olson, Frank Perino, William Pizzi, Allen Shub, Dario Villa

Absent: Rachel Adeodu, Theodora Bofman, Mary Ellen McGoey, James Ruby, William Sieger

Ex-Officio: Lawrence Frank

Guest: James Lyon, Jr.

Chair Shub called the meeting at 1:45 P.M.

1. Approval of Minutes of March 14, 2006

Olson (Hild 2nd) moved to approve the minutes of March 14, 2006. Unanimous.

2. Public Safety Name Change Study – James Lyon, Jr., Director of Public Safety

James Lyon, Director of Public Safety, was a guest. He presented a proposal to change the name of Public Safety to something like “University Police.” The rationale is that the name change would make it clearer to the public just what authority the officers have on campus. There was discussion by Senators about the proposed name change.

3. Report from the Chair

Chair Shub informed us that Provost Lawrence Frank was representing President Salme Steinberg at the Senate meeting as part of the relationship between faculty and administration, and the mutual concern with the proper functioning of shared governance. Provost Frank discussed the presidential search and

- distributed the copy for the ad,
- distributed a list of the advisory committee members, and
- informed us that consultants have been hired and will meet with the University community on Monday.

Dennis Grammenos asked the Provost whether it is true that the emails of Economics faculty were searched pursuant to a court order. There are rumors to that effect being circulated around campus and they have caused concern among faculty. The Provost reported that he was not aware that it happened.

4. Reports from Faculty Senate Councils

- Hild reported that FCAA was working on the general education requirements and on the continuation of the writing proposal.
- Greenberg reported that the Graduate College Advisory Committee was working on curricular proposals, tuition waivers, and merit scholarships.
- Shub reported that the Faculty Council on Student Affairs was working on several projects.

5. The ERP Project

Chair Shub informed us that Tony Herrera has requested that a faculty member join the ERP advisory committee, and that 12 to 15 faculty members are needed for a focus group on the ERP portal.

6. Illinois Board of Higher Education Faculty Advisory Committee Report

Tim Scherman submitted a report from the IBHE-FAC meeting. He has asked that the Senate endorse two documents he submitted. Chair Shub will invite Scherman to the next meeting.

7. Status of Faculty Senate Projects

Chair Shub discussed the status of

- The Evaluation of Administrators
- The Definition of Membership in Faculty Governance
- The NCA Higher Learning Commission Self-Study
- The Faculty Senate elections.

8. Issues for Steering Committee Meeting with President Steinberg

Chair Shub informed us that the Faculty Senate steering committee will meet with President Salme Steinberg next week and requested agenda items from the Senators.

9. Adjournment

Hild (Grammenos 2nd) moved for adjournment at 2:55 P.M.

Respectfully submitted,

Dennis Grammenos
Secretary

Minutes of the Faculty Senate Meeting April 25, 2006

Present: Lawrence Berlin, Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Mostafa Maksy, Mary Ellen McGoey, Dragan Milovanovic, Cyndi Moran, Emmanuel Nyadroh, James Olson, Frank Perino, James Ruby, Allen Shub, William Sieger, Dario Villa

Absent: Rachel Adeodu, Harry Hild, William Pizzi

Ex-Officio: Lawrence Frank

Guests: Tim Scherman, Kim Tracy

Chair Shub called the meeting to order at 1:45 P.M.

1. Approval of Minutes of April 11, 2006

Berlin (Villa 2nd) moved to approve the minutes of April 11, 2006 with corrections. Unanimous.

2. Email Migration to Microsoft Outlook Exchange – Kim Tracy

Tracy presented information about the change to Microsoft Outlook Exchange. This was followed by a slide presentation and discussion.

3. IBHE-FAC Issues for Senate Endorsement – Tim Scherman, NEIU Representative

Scherman reported on the meeting of the Illinois Board of Higher Education Faculty Advisory Council, and discussed at length eight theses prepared by the Faculty Advisory Council for NEIU Faculty Senate endorsement. They are

- Four reasons why higher education has been starved in Illinois:
 - Politics
 - Politics and Economics
 - Public Perception of the Value of Higher Education
 - The Vicious Cycle

- Four reasons why we must continually re-invest in higher education:
 - Another vicious cycle
 - Economics
 - Politics and national security
 - Public higher education is not a profit seeking business

Moran (Shub 2nd) moved to approve these theses. Passed

4. Report from the Chair

Chair Shub reported on the steering committee meeting with the President. Among things discussed were the NEIU Search and Screen manual and the email subpoena.

5. Reports from Faculty Senate Councils

- Ruby reported that the Faculty Senate elections are in process.
- Greenburg reported that the Faculty Council on Academic Affairs is working on several curricular proposals. Revisions on the FCAA website will begin over the Summer.
- Berlin reported that the by-laws for the Faculty Senate had been revised and were available to be reviewed by the Senate.

6. Status – Faculty Excellence Awards

– Definition of Membership in Faculty Governance

The Faculty Excellence Awards were discussed.

The Faculty Senate will meet on May 2nd with Senators Milovanovic and Villa leading a discussion about the Faculty Constitution; faculty has been invited to attend. An additional Faculty Senate meeting has been scheduled for May 9th to discuss the definition of membership in faculty governance.

7. Adjournment

Maksy (Perino 2nd) moved for adjournment at 2:55 P.M.

Respectfully submitted,

Denise Wilson
Faculty Senate Office

Minutes of the Faculty Senate Meeting May 2, 2006

Present: Lawrence Berlin, Theodora Bofman, Vicki Byard, Dennis Grammenos, Bradley Greenburg, Mostafa Maksy, Mary Ellen McGoey, Dragan Milovanovic, Emmanuel Nyadroh, William Pizzi, James Ruby, Allen Shub, William Sieger, Dario Villa

Absent: Rachel Adeodu, Harry Hild, Cyndi Moran, James Olson, Frank Perino

Ex-Officio: Lawrence Frank

Guests: Cathryn Bulicek, Anthropology; Audie Brewton, Economics; Steve Frankel, Biology; Richard Grossman, History; Erick Howenstine, Geography and Environmental Studies; Michael Hammond, English; Terrence Puryear, Biology; Therese Schuepfer, Psychology

Chair Shub called the meeting at 1:42 P.M.

He introduced the Faculty Senate and the guests. The entire meeting was devoted to the discussion on the Definition of Membership in Faculty Governance.

Villa gave introductory remarks about the work being done on the Faculty Constitution, and handed out a "Draft, Introduction." He turned the meeting over to Milovanovic who led the lengthy discussion on the proposed changes to the Faculty Constitution. The discussion will continue at the May 9th Faculty Senate meeting, the last for the academic year.

The meeting adjourned at 3:00 P.M.

Respectfully submitted,

Denise Wilson
Faculty Senate Office

**Minutes of the Faculty Senate Meeting
May 9, 2006**

Present: Lawrence Berlin, Theodora Bofman, Vicki Byard, Dennis Grammenos, Mary Ellen McGoey, Dragan Milovanovic, James Olson, Frank Perino, William Pizzi, Allen Shub, William Sieger, Dario Villa

Absent: Rachel Adeodu, Bradley Greenburg, Harry Hild, Mostafa Maksy, Cyndi Moran, Emmanuel Nyadroh, James Ruby

Ex-Officio: Lawrence Frank

Guests: Cathryn Bulicek, Anthropology; Audie Brewton, Economics; Steve Frankel, Biology; Richard Grossman, History; Michael Hammond, English; Therese Schuepfer, Psychology, BarBara Scott, Sociology

Chair Shub called the meeting at 1:45 P.M.

The entire meeting was devoted to a continuation of the May 2nd meeting on the Definition of Membership in Faculty Governance.

Perino (Berlin 2nd) moved for adjournment at 2:45 P.M.

Respectfully submitted,

Denise Wilson
Faculty Senate Office