

**Minutes of the Meeting of the General Faculty**  
**on**  
**October 1, 2007**

**Call to order**

- By President Wilson at 4:06 p.m.

**Student observer(s)**

- A student representative from the Argus was admitted with consent of the faculty.

**Quorum**

- The presence of a quorum was noted.

**Minutes**

- The minutes of the September meeting were approved with the following changes.
- Our University Librarian's name should have been spelled Schmidt. Apologies to her.
- The phrase "the tender of the instant invitation" is changed to read "tendering this invitation to Doris Kearns Goodwin" for clarification.
- The phrase "The committee did not discuss this, as far ..." should read "The committee did not discuss the charges of plagiarism ade against her, as far ..." for clarification.
- Prof. Bray would like a verbatim transcript of his remarks included in the minutes. He has provided a transcript that will be provided at Attachment 1 to these Minutes, though perhaps with a delay of a workdayday or less.

**Consent agenda**

- No items were removed from the consent agenda.

**CUPP: Prof. Kearney**

- The committee is spending time on child leave policy.
- Regarding administrative structure, a report to provost late last year is online at the faculty governance page. The report is 31 pages inclusive of charts.
- CUPP will conduct its announced election at the same time as Nominating Committee's elections during this faculty meeting.

**Curriculum Committee: Prof. A. Schultz**

- CC has distributed a written report.
- No questions were asked of CC.

**Promotion and Tenure Committee: Prof. Bollivar**

- PAT has distributed a written report.
- No questions were asked of PAT concerning that report.
- There's a proposal being developed to change Faculty Handbook language to codify supervisors' need to notify PAT if they've solicited information from other parties in preparing letters regarding candidates.
- Query: Why is there no solicitation from colleagues by PAT, only through some department

chairs?

- Response: Probably the way it's always been done.
- Comment: Chairs considered inclusion and discussed how it would work. Candidates can include whatever they want from faculty on campus.
- Response: This would probably be a major overhaul rather than a tweak of the system. PAT is not ready to do this..

**Faculty Development Committee:** Prof. Theune

- FDC has distributed a written report.
- The Committee met 4 times to make grants decisions.
- Check handbook for upcoming deadlines

**Nominating Committee:** Prof. M. Chapman

- Emails today announced postponing the CC election.
- We are conducting elections today for Hearing and PAT Committees.
- Nominations from the floor for CC? None. Please consider running and let us know.
- Ignore the green ballot.

**CUPP:** Prof. Kearney

- Any nominations from floor for Staff Recognition/Merit Committee? None.

**Elections were conducted.**

**Strategic Curricular Review Task Force:** Prof. Springwood

- An update. The TF is meeting every week to review and fine-tune objectives.
- The web site just about ready to go live, probably tomorrow, on the faculty Governance page.
- The TF is trying to zero in on a process to do its work; a principles and processes document gives some more detail on expectations, and it should be up on web by end of week.
- The TF is going to come up with recommendations to enhance programs and departments.
- We're not sure of funding for all recommendations;
- We will continue to seek input from chairs and program directors.
- Query: Is there an interface between your committee and the writing committee?
- Response: One member is in both groups.

**Provost Cunningham**

- We're discussing reorganization. CUPP reported last year on weaknesses of old structures and identified possible new ones.
  - = Concerns are access to provost, services to constituents, and workload
  - = Diversity and research are a possible part of the reorganization.
- A multi-cultural planning group recommended an administrator at cabinet level.
- As of last year, we had no approved child bearing/rearing policies in writing. There had been *ad hoc* negotiations with the Provost in the past. Most instances involved female employees. There was no policy for staff either. I asked some members for a policy recommendation and they suggested one. We got information from a higher education sharing group; prepared a draft policy for faculty hoping both one policy could apply to both staff and faculty. The policy concerns time away from campus for both (males and females?) to spend time with

newborns/newly adopted. Currently we're gathering feedback. I think you'll like the final product.

- I'm excited about report of summer group on writing. We will have to seek new resources for this program.
- I traveled to Gustavus Adolphus to talk about civic engagement and assessment of undergraduate research. Thanks to Jim Sikora for help. We will continue work on assessment.
- Query: Six models for restructuring came out of CUPP last year. None of them identified a need for a Diversity Dean. I hope we don't let a Diversity Dean displace needed changes.  
Response: Diversity would only be one role of such a dean. The current proposal is derivative of the CUPP report. We remain open to feedback.  
Comment: I want to see the faculty empowered in discussion, not just some constituencies.  
Query: What exactly would a Diversity Dean do?
- Response: Help multi-cultural affairs. The Dean would share a committee and help coordinate activities.
- Comment: Think about the process and about academic aspects. International aspects of diversity need to be stressed too.
- Response: That is one reason international programs included.
- Query: In reorganizing, are academic structural issues being addressed? More specifically, will inadequate supervision of chairs be changed? Did the replacement of division directors with gateway and gen-ed directors privilege all-university programs over departments and split the "voice" of departments? Are we moving toward more centralized decision making? Are these issues being addressed?  
Response: I hope so; redefining will help faculty to know who to call with a problem, not necessarily the provost. We want to facilitate faculty.
- Query: Is diversity to apply to a pre-professional schools as well on campus?  
Response: I have no answer right now.
- Query: Diversity positions imply responsibilities and authorities; without explanation, we can only imagine what such a position might be!  
Response: Each VP would have authority in their areas  
Pres. Wilson's comment: There might be an intermediate structure between dept and provost, perhaps with associate deans. One alternative was a college model; it has plus and minuses in our CUPP document. One idea is to start with an associate dean model. A concern is being functional without being marginalized by having the scope defined too narrowly. Another issue is whether diversity should be a distinct functional area. We have increased diversity in every area except faculty; at its core, the issue is expanding the pool. Somebody needs to be attentive to it, and I'm not sure that individual search chairs can give it that attention. We need to build relationships with institutions that we often hire from. They might like to get our minority grads into their graduate programs. I'm not talking about intervening in the selection process within departments. The committee the provost is talking about is an advisory committee we have right now. I'd like to receive a status report by functional area on a regular basis.
- Query: I'm still concerned that discussions about diversity are impinging on concerns about structure. It sounds like the decision has been made regarding associate deans; is this just the first to be followed by more?

Response: I have no plans for more.

- Comment: This sounds like a top-down model; I want to see more faculty voice.
- Comment: Without a middle layer, conversations can flow more clearly.
- Comment: I heard this is another dean to help with administration, but this doesn't bring more open communication
- Comment: Today is the first "ordinary faculty" have heard of what's going on.
- Comment: Diversity of faculty isn't diversity of curriculum.

### **President Wilson**

- The writing proposal group did a great service analyzing a complex problem. Their report's theme is creating a culture of writing. I like that. The report addresses a strategic plan and discusses time pressures realistically. The Student Senate's Executive Committee is in favor of moving in this direction too. We have a major proposal in to a foundation. Curricular changes required are tactical, not substantive. The report includes need for support and incentives. We will need to phase in such a program, even with some delay for the first step. I'm enthusiastic and will work for funding without harming other financial goals. Writing needs to become a source of pride and distinction for IWU.
- Thanks to the faculty who participated in Parents' Weekend.

### **Old business.**

- None.

### **New business.**

- Query: Have we adopted a new program in Chinese? It sounded like that in the paper.  
Response: The *Pantagraph* article on Chinese was not correct.

### **Announcements**

- A link to writing proposal is available from faculty governance page via the provost's page.
- No TGIF this Friday; it will be the before fall break.

### **Adjournment**

- At 5:13 p.m.

Submitted by

/s/

Bill Walsh, Faculty Secretary