

## ACADEMIC PROFESSIONAL ADVISORY COMMITTEE

### Agenda

April 9, 2009

9:00 a.m. Brookens 204D

- 1) Call to Order
  - a. Jerry Burkhart opened at 9:08 a.m. in BRK 333. The meeting was moved to accommodate the crowd.
  - b. Members present included Lori Giordano, Barbara Cass, Jerry Burkhart, Tammy Craig, Bryan Leonard, Shawn Shures, Dick Schuldt, Clay Bellot, Natalie Taylor, and Tyler Tanaka.
  - c. Guests in attendance included Kathy Jensen, Patti Sims, Dennis Frueh, Kathy Kleeman, Jeremy Wilburn, Aaron Shures, Wes Weisenburn, Matt Panich, Evan Stanley, Donna Bettis, Brian Clevenger, Ali Fitzgerald, Ed Wojcicki, Jeannie Capranica, Lynn Otterson, Pete Kowall, Carmen DeJesus, Jerry Joseph, Donna Hayes, Joe Eck, and Gale Kilbury.
  
- 2) Approval of Agenda
  - a. Lori motioned to approve the agenda.
  - b. Brian 2<sup>nd</sup>
  - c. Lori asked to include under new business an update on the Vice Chancellor Search in Student Affairs.
  - d. Motion approved.
  
- 3) Approval of Minutes
  - a. Barbara motioned to approve the minutes.
  - b. Clay 2<sup>nd</sup>
  - c. Motion approved.
  
- 4) Old Business
  - a. AP Representation on Campus Senate
    - i. Jerry and Barbara will meet with the campus senate executive committee to discuss AP representatives on campus senate.
    - ii. They stated that Faculty have concerns that Faculty do not have their own group. However, the difference between the groups is that we (APAC) are an advisory and not an official body like Campus Senate. Lori said that there will be a second reading on updating the representation Friday, April 17.
    - iii. Jerry reminded that Chicago has 3 APs representing 3000 APs and UIUC has a member on executive committee but none on the campus senate.
    - iv. Jerry and Barbara will email an update to APAC.
  - b. APAC Districts
    - i. Jerry stated that Natalie will form a sub-committee over the next month to review any possible realignment of districts.

Natalie will chair the sub-committee. Jerry was looking for two others to join. This sub-committee will make a recommendation on any suggested changes and realignment. Bryan and Shawn have volunteered to assist Natalie.

5) New Business

a. UIS Athletics

- i. Jerry made a statement of APAC's role. He stated that we do have one voting member on campus senate and the campus senate is taking up a matter on all likelihood that the draft resolution will be presented on 4/17/2009 at the next campus senate meeting. However, Jerry was not sure if it will come up with a vote. APAC's role is to get feedback from APs so we can represent all of them. Jerry continued that we will start with APAC members giving comments.
- ii. Barbara would like more information after reviewing the draft resolution. She stated that we don't know the problems. If the problems are with the Chancellor, then Rodger should not be the scapegoat.
- iii. Lori stated that this resolution was really an inappropriate resolution. The senate should not have the authority to terminate any AP.
- iv. Tammy stated that she was not sure if this has occurred in the past. She said she has great concerns for all APs in general. All APs could be at the mercy of the campus senate if this resolution goes forward. The process was incongruent if we are talking about APs involved. The process is to terminate one and investigate one? Not sure why there is not due process for the one that is being asked to be terminated.
- v. Jerry said that it seems that there is a rush for something to happen before the end of the Academic Year. He also stated that this resolution would just be a recommendation since they do not have the authority to terminate anyone.
- vi. Lori stated that they (Campus Senate) are going to use this to go for a no confidence vote for the Chancellor because he is not following the resolutions.
- vii. Bryan Leonard inquired if this happened before -that the senate made a recommendation to terminate?
- viii. Denny Frueh stated that in the 22 years he has been at UIS, it has not happened.
- ix. Lynn Otterson stated that she would like to have seen a campus wide statement, and this is an unfortunate way to do this.
- x. Brian Clevenger stated he is behind Dr. Jehlicka. Brian stated that he has worked with Dr. Jehlicka for certification and NCAA, that he is ethical. He also said that Dr. Jehlicka is by far the most ethical Athletic Director at UIS in his time here at

UIS. He has worked on graduation rates of athletes; he has a focus on students. "I am livid at this," Brian continued. He said that this sets a dangerous precedent. This is not collegial. Brian stated, "There are ways that you handle things and this is not the right way. Where is this going to stop? If this goes through we all need to be worried. He has tried to do the best job that he could. He should not be punished just because we have some political things going on in this campus."

- xi. Lori agreed that when he (Rodger) found out whatever that is that went on, he demanded resignations.
- xii. Brian continued that we don't all have the facts. Everyone has an opinion and people are making resolutions and asking for people to be fired when they don't have all the facts. Not all facts are out there.
- xiii. Jerry Joseph stated that shared governance is what campus senate is supposed to be but it's all faculty. He continued that we should have shared governance since they are called campus senate and there should be more fair representation. He continued that the resolution is about a personnel issue. Jerry continued that, "We don't have all the facts. We don't need to know all the facts. I trust everyone. At this point in time we don't need to scapegoat someone. I've worked with numerous Athletic Directors and in my opinion he has done what is expected. We work very closely with him. I trust that he would have turned in his resignation if he had done something wrong. No resolution necessary. When is this going to stop?"
- xiv. Wes Weisenburn stated that he just got a copy of the draft resolution. He continued, that "I feel compelled to comment about three of the bullet points. I was involved in this situation that brought about this resolution. Dr. Jehlicka has a primary goal of safety. He did have due diligence in supervising his staff. He did protect his students. I am flabbergasted about this resolution."
- xv. Matt Panich stated, "I see Rodger every single day. Some of the things I read -- they don't apply to him. There are certain things that Wes knows and I know only because I manage the facility. Rodger did tell me certain things that are appropriate for my position. Rodger was there to take care of this situation. The procedures were done quickly and done the right way."
- xvi. Kathryn Kleeman stated that, "I have a problem that this makes recommendations on someone's employment status here at UIS. Issues about personnel, and that's a huge problem."
- xvii. Denny Frueh – stated he (Rodger) was assigned job duties from last evaluation and that an employee cannot answer to two sets of standards – one from campus senate and one from his

- supervisor/employer. He continued that Rodger cannot answer to two different bodies and he only has one boss.
- xviii. Ed Wojcicki confirmed Rodger reports directly to Chancellor.
  - xix. Jerry Joseph asked how resolutions work. He asked if he could put one forward.
  - xx. Barbara clarified that the resolution has not even been decided if it will go forward yet.
  - xxi. Lori stated that a draft went out to all faculty to get their feedback next week. She continued and stated that the Campus Senate Agenda goes out early in the week.
  - xxii. Evan Stanley wanted to know what is the chance that it will be on the agenda? And he also inquired if the senate could then suspend all rules to not require a 2<sup>nd</sup> reading?
  - xxiii. Lori stated that there are only two campus senate meetings left and there is a possibility to suspend the 2<sup>nd</sup> reading.
  - xxiv. Pete Koa, the Women's Soccer Coach, stated that student welfare and safety are both the first priority and academics is second to Rodger. He continued that, "Those are the two things that are my goals as a coach at UIS. I know how hard it is to move from NAIA to NCAA, and I have been in athletics for 20 years." Pete continued stating that Rodger should be commended on how swiftly he acted. He further stated that the athletes just want to move on, and "There are faculty members that want to know from the students what's going on. They just want to move on. The new softball person is a positive guy and giving them a chance to move on. Rodger should be commended for organizing a safe environment. Here's a person that is trying his best to care for student athletes. He holds you accountable and reminds you of the mission statement."
  - xxv. Lori continued that Campus Senate feels that (people in) Athletics are being secretive and telling students what to say and what not to say which makes students choose athletics over academics. She continued stating this is just some of the things that I have heard in the senate. Thus, Lori stated that is why the Campus Senate wants an investigation.
  - xxvi. Matt Panich said, speaking from personal experience, he sees all the athletes everyday and stated that they confide in me. Matt said, "The students want to move on. They have told me that they don't want to talk about it; they just want to move on. This is making it worse on the students."
  - xxvii. Ali Fitzgerald who works with student athletes said that she agreed with many people and said that it's a personnel issue, we can't talk about it. She continued stating that from her personal view that she won't talk about it because she promised the student athletes that she would not discuss it. Ali

continued, "As a lawyer I took an oath. In response to faculty members, I have told students that I cannot tell them what to say." Ali continued that there was a concern from one student that knew that there were five different times faculty took a student out of class to inquire about what went on. Ali reminded us that these students are asked by faculty who grade papers and advise them. Ali further explained that she worked closely with Rodger. She added that he worked his hardest during this time and asked everyone to come home immediately (from Florida). She said that Rodger was the most worried about their well-being. Additionally, working together they did not delay any communications or decisions, and that Rodger did not act by himself. She further stated that if Rodger should be fired then there should be 20 others that should be fired as well. She continued, "He followed the process that we have on campus. I fully support Rodger. There isn't anything that I would have done differently. If anyone has questions about the process, we are willing to talk to people."

- xxviii. Jerry asked if anyone from athletics been asked to be at campus senate?
- xxix. Ali answer "No, and I have given students information about the meeting, and they should give their opinions to their reps or at the meeting."
- xxx. Ed said they asked him if there were a gag order on students. He said, "I don't know." Ed stated that Rodger told him that there was not a gag order on students. And Rodger told him that Athletics does not do that.
- xxxi. Brian said that this resolution doesn't make any sense. He said, "An investigation means that you find out all the facts first before you have a resolution. It doesn't make sense to ask for his resignation first. People are nosey and they want to know what's going on and people are hot because they can't find out."
- xxxii. Ed continued that he had a copy of the 2004 report and stated that it is an advisory report with 11 recommendations. Ed continued, "To say that they have a blue print is off. We took the recommendations seriously. We have addressed all of them. We did do every single thing, but other than institute the weather policy. We take advice seriously and we do what we can with the advice. If they haven't been done we have at least addressed them. I urge this body to adopt your own resolution because it (their resolution) is inappropriate. And if you don't do that the entire APAC opposes it. We don't do business like this at UIS. The inter-collegiate committee did not get this resolution prior to going to the campus senate. The Chancellor

is very pleased on Athletics response to this situation. We talked to the NCAA about this situation and we were complimented. They said we did things right and that we have institutional control. Free speech at the university. Reckless and ignorant statements as this resolution. The chancellor is not going to terminate Rodger.”

- xxxiii. Katherine stated that a person of authority, like a faculty, to do this is way inappropriate and beyond inappropriate.
- xxxiv. Jerry Joseph stated that the sanctity of teacher-student trust is question and now faculty are abusing this power. He continued, “If we can’t have the student-teacher trust, students will be fearful. Faculty don’t know the rules and regulations over other departments on campus. Let the faculty clean house first in their house. I want APAC to put forth a resolution to not support this stupidity.”
- xxxv. Lynn Otterson said that a bigger investigation is in order.
- xxxvi. Denny Frueh remembered when the faculty were trying to overthrow a former president. He said, “This is something they have done before. They are using their position to further their own. I think that it is only a minority of faculty that think this.”
- xxxvii. Joe Eck said that he could vouch for what Denny said. Joe also said, “It is understood in Athletics that academics is first. If they (students) miss a class they don’t play in a game. We don’t publicize who missed class and who didn’t play.” He continued to say that if students don’t meet standards they take away their scholarship next semester. He said that some kids have had to move out of housing too. Joe said that Athletics has gotten more stringent on scholarships and there is a misconception on scholarship of his 24 athletes. The average scholarship is only \$2800. He further said that six student athletes don’t get any scholarships. Students from out of state still must pay out of state tuition. He stated there’s one person on the team that hasn’t gotten a penny from out of state and he just wanted to be on the team.
- xxxviii. Lynn wanted to know the process of passing an APAC resolution.
- xxxix. Dick stated that he appreciated everyone coming to the meeting today. He further explained that the Campus Senate resolution is a very flawed resolution. He continued that Faculty are concerned about the policy set at the Chancellor’s level, however they are going after the Athletic Director (AD). The resolution states all of the things that the AD did wrong. Dick was unsure if the Senate has proved that anyone did any wrongdoing and it is not the process that is flawed. Ed mentioned that the 2004 report is advisory. Dick wanted to

know if the AD was told about the suggested advice from the 2004 report. He continued stating this matter is a job description thing. Dick concluded that the Senate should not forward a resolution about attempting to terminate an employee on campus.

- xl. Jerry stated that the AP rep on the athletic committee is Stacey Gilmore and that her term ends this year. Jerry further explained that she was out of town and could not be here today. Jerry also summed up the discussions by stating that he is hearing two things from today's meeting. One is personal support for Rodger, and the second is that everyone present believes the process is flawed and that the resolution is the not appropriate. Jerry continued that firing of APs is not the proper process, and that 21 people were in attendance. He continued that he would like all APAC reps to talk to as many AP's to confirm what we are hearing from those present today. He stated that there will be two venues to respond, one being a resolution of our own and a second statement to make if this resolution passes when our AP casts our vote.
- xli. Lori stated that we (APAC) will have to get it (our own resolution) to campus executive committee since they will meet on Friday.
- xlii. Natalie stated that we needed to create this resolution before the meeting with the faculty on Monday.
- xliii. Barbara agreed we needed to do a resolution quickly. She also stated a statement can be done by our AP rep.
- xliv. Ed followed with comments of his concern that if this group (APAC) doesn't do anything today, that there will be a headline in some newspaper tomorrow that states that a resolution calls for the AD's termination. Ed continued that at that point a lot of damage is already done. Ed said that this is a political conversation, and if there are no other voices then there will only be information from campus senate and the senate chair.
- xlv. Brian Clevenger asked if the point of APAC is to represent APs on campus? If so, Brian hoped that APAC, as representative of APs on campus, would do something.
- xlvi. Jerry stated that he would still like at least 24 hours to respond.
- xlvii. Clay stated that it would be unkind of us not to respond.
- xlviii. Barbara stated that we could create a resolution about it and then send it out to all APs for review.
- xlix. Joe Eck said that the 2004 task force was about trying to get grades changed. Joe insisted that coaches cannot go to a professor to talk on behalf of an athlete. He continued, "We do not go and do any favors for student athletes. We don't do

that. If people knew that, and something like that did occur, it doesn't happen anymore."

1. Dick stated that what he knows is something happened and some people don't have jobs anymore. Dick stated it was done pretty quickly, and that is in the public record. But Dick questioned how a resolution like this could end up going after the AD?
  - li. Lori motioned to draft a resolution to campus senate requesting opposition and the withdrawal of the resolution and a statement that senate rep will read.
  - lii. Tammy 2<sup>nd</sup> the motion.
  - liii. Barbara and Lori agreed to write the resolution.
  - liv. Jerry said he will share first draft with APAC and then will send a final version to Campus Senate, the Chancellor and all APs. He also will include a copy of the current Campus Senate resolution that we previously received in case others have not yet seen it.
  - lv. Motion passed unanimously with all APAC members voting in favor.
  - lvi. Dick said that APs have been the fastest growing employee group and the Campus Senate should be more proportional of the employees on campus. He stated that there is a lack of shared governance.
  - lvii. Barbara said that if the faculty resolution is read and ours is not, and if the faculty resolution is moved and sent to the chancellor, then we should send ours to the chancellor too.
- b. Update on VC Student Affairs
  - i. Lori stated that there were three candidates on campus in the last three weeks. She said that the search committee met on Tuesday evening and made a unanimous recommendation for one name to be sent up to the Chancellor.
  - ii. She said that the start date was to be July 1, 2009.

## 6) Committee Updates

- a. CRC – Dick Schuldt
  - i. Did not meet and there is no report.
  - ii. He stated they will work on survey.
- b. Campus Senate – Lori Giordano
  - i. Lori said that they met twice on 4/3 and two weeks before that.
  - ii. From the meeting that met two weeks before 4/3:
    1. The Chair made a report on updating the constitution to get more faculty representation on the Senate.
    2. Lori also said they are cleaning up bylaws.



3. The Provost reported that he was waiting for Governor Quinn's address about the budget. The Provost felt that we would not have a 10% cut as planned. The Provost reported that it seems more likely that the 2.5% reduction that happened last November would be the only rescission that we would have.
  4. Lori continued that the Board of Trustees also is not inclined to raise tuition, and that the Provost hoped that enrollments would be up.
  5. The Provost also discussed a memo establishing major administrative searches and how it was selected. Elements in the new search policy for major administrators are now in place.
  6. The Faculty (at Senate) stated that they were not happy with the new policies to form search committees. They felt that all fields were not taken into consideration. The resolution that was set forth in campus senate in 2000 and that the new policies they were unhappy about.
  7. The report on the Board of Trustees Meeting was that the Global Campus was discussed and there was concern about if it should be abandoned or not?
  8. Scott Day reported on activities of Committee of Admissions, Recruitment and Retention.
  9. LEAP our Liberal Arts and General Education would be affiliated with them.
  10. Also, at Campus Senate a first reading of the Collegiality resolution. Faculty felt it would restrict speech. Strongly against the resolution.
  11. There was a resolution to create a theater minor in communications.
  12. The Campus Senate also discussed changes in membership of ROAD.
- iii. At the Campus Senate Meeting on 4/3
1. The Chair reported on athletics and might have a faculty meeting next week.
  2. The Provost said that Governor Quinn is looking at giving same amount as last year without the 2.5% rescission from last November and is also considering changes to pensions and contributions. The change may increase the amount that employees have to give by 2%. The Provost also updated on the VCSA and Dean searches.
  3. There was an update on Academic Integrity including having training sessions and include faculty orientation and training for students. 1<sup>st</sup> hearing is happening now.

4. Collegiality was stricken from the resolution and will not be referred to anymore. There was a change in name to Faculty Ethical Responsibilities and not a fourth way to measure faculty for retention.
  5. The Theater minor was approved.
  6. First reading of creating mid-term grades options for 300 and 400 level courses. Required for courses lower than 200.
  7. Ali reported that there is a CAP honors and athletics student on the men's basketball team that needed a 3.0 GPA and also needed 12 credits to stay on the team. It was his choice to drop to 10 credits and give up basketball. The student decided to drop the course and dropped basketball not to lose his academic scholarship.
  8. English reported on new English Concentrations.
  9. ESL Graduate Certificate 1<sup>st</sup> reading.
- c. APAC Website – Clay Bellot
    - i. No news
    - ii. Not in contribute yet...
  - d. CSAC
    - i. Kathy – will talk to Dave about the resolution.
    - ii. Results of staff auction collected \$2,810 and bake sale \$400.
    - iii. Kathy said it was pretty successful.
  - e. Professional Development/CAPE – Barbara Cass
    - i. The committee on Professional Development met on 3/24/09.
    - ii. There were 25 requests for \$16,528 with only \$12,000 to award and they awarded 19 requests.
    - iii. 48 total awards were approved this past year.
    - iv. In addition, the Professional Development Committee approved funding for teamwork training sessions in June and July training. The training will be facilitated by Tyler Tanaka. The training was developed by Richard Chang and Associates. Deb Koua will do the scheduling.
    - v. CAPE – Met on 4/6/2009.
      1. 10 nominees were discussed and materials reviewed.
      2. The committee selected three names to send to the Chancellor.
      3. April 30 is when the awards ceremony and reception will be held to honor all APs.
      4. Jerry thanked Barbara for her hard work.

7) Public Comments

- a. None

8) Adjournment

- a. Barbara motioned to adjourn.

- b. Natalie 2<sup>nd</sup>
- c. Motion passed. Meeting adjourned at 11:10 a.m.

Next meeting –May 14, 2009, 9:00 a.m. Brookens 204D