

**Faculty Status & Welfare Committee
Final Report 2008-2009**

The Faculty Status & Welfare Committee completed its 2008-2009 term, with my thanks to the members, Gary Apgar, Cathy Mogharreban, William Rowley, Thomas Tarter and Kay Zivkovich. My thanks are extended to the members who provided proxies due to sabbaticals and other faculty obligations. Most of the committee business was transmitted via e-mail and listserv, and the following is a brief recap of the matters sent to us.

Faculty and Staff Ombudsman position: President Stockdale requested the FSW to study the matter of whether the quarter-time faculty position should continue, in light of the Chancellor's decision to eliminate the position altogether. The Senate, in a 2000 resolution, not only thought the ombudsman position to be an important one, but resolved that the position should be increased from quarter-time to half-time. FSW joined in writing FS0906, presented by the Faculty Senate Executive Council, and the resolution passed in the Senate. To date, however, there has been no official word on whether the resolution led to retention of the position.

Disciplinary Action and Termination for Cause policy: FSW though its chair contributed substantially to the matter of the use of the Disciplinary Action and Termination for Cause policy. Specifically and without going into the particulars, a case came before the JRB involving an appeal from disciplinary action in which the tenured faculty member was placed on probation. The JRB determined that the policy had been misapplied, and resulted in de facto post-tenure review. While the matter is still pending, FWS joined in writing and editing FS0914 (Appendix 1 to the Faculty Senate Minutes of March 17, 2009).

Plagiarism Policy and Guide: FSW waited patiently, for months, while the committee charged to work on the documents had to re-work on them, in light of reports that the definition of plagiarism was plagiarized, from Indiana University. Numerous drafts were produced, which were shared with the FSW for response. Numerous meetings were held, many attended by the chair of FSW. In addition, Professor Lenny Gross (SIU Law School) raised critical questions throughout the development of the policy, all of which were addressed. Therefore, FSW was the beneficiary of a reading by a legal mind, with an eye towards making sure that non-injurious language could be removed.

Chair's Note: The Plagiarism Policy and Guide is not a perfect document, but it's not bad, either. The Senate, as well as the university community, has had an opportunity to review the document, and to make comments, corrections, criticisms, etc. It is the FSW chairs' understanding that the policy and guide will be presented at the May meeting of the Board of Trustees. It is also my understanding that campus-wide policies will be determined by the respective chancellors, which will present constituency groups with the opportunity to review campus applicability at a later date. The policy and guide was also discussed in Executive Council, and no resolution in support of or against the policy and guide was presented on the Senate floor this term.

Respectfully Submitted,

Phil Howze, Chair, Faculty Status & Welfare Committee