

## **Resolution**

**Whereas**, Willis G. Swartz served as the first Dean of the Graduate School at Southern Illinois University Carbondale (SIUC), and

**Whereas**, an endowment in honor of Dr. Swartz has been established in 2010 with the goal of providing support for incoming graduate students, and

**Whereas**, the concept for this endowment was initiated based on the support of Chinese students from the late 1950s to the mid 1960s at SIUC, and

**Whereas**, Han Lin Chen and Dr. Juh Wah Chen led the effort to initiate and organize this group to establish this endowment that is sure to provide valuable support to many graduate students at SIUC in the future,

**Be it resolved the Graduate Council extends sincere gratitude to the Chinese students from the late 1950s to the mid 1960s at SIUC for their support of graduate education at SIUC, and**

**Be it further resolved that the Graduate Council of SIUC expresses great appreciation to Han Lin and Juh Wah Chen for their invaluable efforts for establishing this fund.**

## Graduate Council Resolution

in Support of the Proposed Ph.D. Program in Criminology and Criminal Justice

### **RATIONALE**

**Whereas** the Department of Criminology has proposed adding a Ph.D. program;

**and whereas** their proposal makes manifest the rapidly rising demand for qualified university professors in Criminology and Criminal Justice nationwide, and documents a lack of doctoral programs to train said professors. Such a program is in especially high demand in Illinois, whose population is served only by the existing Ph.D. in Criminology at the University of Illinois Chicago. Students trained in the proposed program would be capable of filling not only professorial positions, but also research and intelligence positions within agencies of the criminal justice system;

**and whereas** the addition of a doctoral program will benefit the department and university. It will raise the research profile of the existing program and aid in retention and future recruitment of young faculty. It will benefit the university as a whole with its interdisciplinary nature and high potential for student recruitment as the department anticipates enrollment of up to 14 new students in its first three years, with further growth thereafter. The strength of faculty in the areas of race, gender and criminal justice further suggest that the program may be attractive to women and minorities;

**and whereas** all the necessary courses and faculty are already in place, and the proposed addition requires no immediate new expenditures.

### **RESOLUTION**

Therefore, be it resolved that the Graduate Council approves the creation of a doctoral program in Criminology and Criminal Justice.

**Graduate Council Resolution  
on Draft *University Code of Conduct***

**RATIONALE:**

**Whereas** the draft *University Code of Conduct* has no known author or source;

**and whereas** the draft *University Code of Conduct* has no stipulated individuals expected to abide by it, no known intended placement or audience, nor any stipulated manner in which it would be made public to individuals expected to abide by it;

**and whereas** the relationship of the draft *University Code of Conduct* to the existing *Code of Ethics* in the SIUC Employee's handbook is unclear, in terms of whether it is to replace or supplement the existing code or to address some perceived but unstipulated problems with the existing *Code of Ethics*, and what difficulties with the existing *Code of Ethics* may have motivated the development of an additional or replacement *Code of Conduct*;

**and whereas** language such as "reporting to management" dramatically changes the existing reporting mechanisms, with a marked shift from a strong tradition of faculty governance enshrined within the existing SIUC *Code of Ethics* to one which elevates even minor issues to higher levels of administration quickly;

**RESOLUTION:**

**Be it resolved that, in light of our concerns and lack of information,** the Graduate Council does not support or endorse this draft *University Code of Conduct* in its current form.

## Graduate Council Resolution on Draft *University Code of Ethics*

### RATIONALE:

**Whereas** the draft *University Code of Ethics* has no known author or source, including an ambiguity of descriptors;

**and whereas** the draft *University Code of Ethics* has no stipulated individuals expected to abide by it, no known intended placement or audience, nor any stipulated manner in which it would be made public to individuals expected to abide by it;

**and whereas** the relationship of the draft *University Code of Ethics* to the existing *Code of Ethics* in the SIUC Employee's handbook is unclear, in terms of whether it is to replace or supplement the existing code or to address some perceived but unstipulated problems with the existing *Code of Ethics*, and what difficulties with the existing *Code of Ethics* may have motivated the development of an additional or replacement *Code of Conduct*;

**and whereas** language such as "care, concern" mark a dramatic shift providing new avenues for grievance and discipline based on attitude and perception in addition to overt behaviors;

**and whereas** requiring decision making in the interests of an unspecified "greater good" is extremely vague, and provides no mechanism for adjudicating the sometimes incompatible interests of departments, the faculty, the administration, students, parents, the legislature, the nation, or humanity in general, and thus threatens severe sanctions for failure to address some unstipulated party's "greater good" without any means of determining what this undefined aim might perchance be;

**and whereas** we "must" meet the expectations of "those we serve," yet it is unclear and unspecified which groups' expectations we must meet and how we are to know the expectations of various groups. In addition, this requirement requires us to meet even unreasonable expectations of parents, students, or legislators, and it provides an avenue for a direct breach of academic freedom, should faculty choose to teach controversial material or do research in controversial areas that might be counter to the "expectations" of parents or legislators;

**and whereas** employees are "required" to report "any" violation of the expectations laid out in the draft *Code of Ethics*, including violations of attitude and thought as well as deed, including the exercise of academic freedom in classroom and research, we fear that a "grievance machine" will be constructed, allowing many behaviors and much speech to be determined ambiguously ethical. Of greatest concern is that this would provide a wide-open back door to consideration of issues of collegiality in tenure, promotion, and the continued employment of individuals, where perceptions of behavior or conversation could be declared uncivil, uncooperative, or uncaring, and thus open to charges of unethical behavior;

**and whereas** the draft *Code of Ethics* requires all potential breaches to be immediately brought to the attention of the higher administrative offices of the university, which we suspect would lead to even minor infractions ending up at the desk of the President on a routine basis;

**and whereas** many aspects of ethical behavior are also covered clearly in the draft *Code of Conduct*, but in a more focused manner that addresses behaviors not intent or attitudes, as well as in the existing SIUC *Code of Ethics*,

**and whereas** the draft *Code of Ethics* appears to require an unattainable standard of perfection and self-sacrifice in attitude and behavior and to demand reporting of any deviance from this standard to the administration, it has the potential to lead to widespread differences in application and the abusive singling out of particular individuals for targeting as “unethical” under trumped up and minor infractions

**RESOLUTION:**

**Be it resolved that, in light of our very serious concerns with the language and meaning in the document and lack of information on its source or intended use,** the Graduate Council does not support or endorse this draft *University Code of Ethics* in its current form.



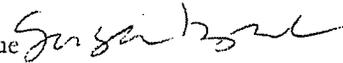
Southern  
Illinois University  
Carbondale

Office of the Associate Provost  
for Academic Administration  
<http://pvc.siu.edu>  
[www.siu.edu](http://www.siu.edu)

MEMORANDUM

Date: October 26, 2010

To: Nancy Mundschenk, Chair  
Graduate Council

From: Susan Logue   
Associate Provost for Academic Administration

Re: Overload Policy

Attached, please find the proposed SIUC Overload Policy.

The purpose of this policy is to establish guidelines to address additional compensation for extra service for individuals at SIUC who hold faculty or administrative/professional staff appointments. As such, I am providing you with a copy of the proposed policy. We have begun the review process by providing copies to Faculty Senate and AP Council as well. Please provide me with your input on the proposed policy by Monday, November 15. Our hope is to move forward with finalization for the policy during the early part of the spring semester.

Thank you.

SL:emw

cc: Rita Cheng, Chancellor  
Don S. Rice, Interim Provost and Vice Chancellor

## **Overload Compensation**

In order to extend more effectively the mission of the University, the following policy regarding additional compensation for extra service is established.

1. Extra compensation can be gained for overload assignments. Overload assignments consist of additional services performed over and above services covered in the recipient's current full-time assignment and when such additional services will not in any manner compromise or adversely affect the performance of services covered by the recipient's current full-time assignment.
2. General Guidelines and Limitations
  - a. Persons holding faculty or administrative/professional staff appointments during the period of time covered by the extra service for extra compensation are eligible for overload assignment if such work is available.
  - b. Annual Maximum – The total amount of extra compensation an employee can earn in a fiscal year from all activities covered by this policy or by the University's "Compensation Policy for Continuing Education and Internal Consulting" shall not exceed 20% of the employee's equated annual salary (full-time monthly salary rate\* 12). For purposes of this policy, the fiscal year begins July 1.
  - c. Waivers – A university employee may waive all or part of available extra compensation.
  - d. Payment Schedule – The first installment is not to precede the beginning of services. The activity must be complete before the final installment or lump sum payment is made.
  - e. Travel Expense Reimbursement -- Approved travel expenses are reimbursed in accordance with SIUC travel policies. These expenses are not included in the maximum allowable compensation for overload activities in any fiscal year.
3. Extra compensation may be used in the following situations:
  - a. Compensation may be paid for teaching a course as an overload assignment.
  - b. Compensation may be paid for teaching in credit-free instructional activities as an overload assignment. Credit-free activities may have a resemblance to credit courses in structure, program, and time sequence and usually incorporate techniques for

evaluating student progress and may include the giving of a certificate of accomplishment on completion.

- c. Faculty electing to develop distance learning courses outside the normal workload assignment, with concurrence by the appropriate administrator, may be given extra compensation for that development if funding permits.
  - d. Extra compensation for non-instructional activities outside the normal workload assignment may be compensated for according to this policy. This applies only to non-discretionary activities assigned by the University. Conferences, occasional spot presentations, and University services to outside agencies are usually of short concentrated duration and usually are for purposes of informing, advising, or sharing of information, rather than instructing. For professional services at conferences, occasional spot presentations, or University services to outside agencies, payment shall be negotiated between the person(s) eligible and the appropriate University administrator mentioned in Section 4a.
4. Any assignment for extra compensation for overload shall be entered into by mutual agreement between the person(s) eligible and the appropriate administrator of the unit involved. Any definition of overload must be consistent with the policy statement herein described.
- a. In cases of faculty members, the appropriate administrator shall be the department chairperson or the director of the school. In cases of department chairpersons or school directors, the appropriate administrator shall be the Dean. In cases of staff not reporting to an academic unit, the appropriate administrator is the chief administrator of the unit in consultation with the Office of Human Resources and the Office of the Provost, as appropriate.
  - b. Approvals for extra compensation for overload assignments will follow organizational channels with final approval resting with the Provost.
5. All extra compensation for overload assignment payments, for whatever purposes, will be paid as salary additions.
6. Persons eligible for overload may be assigned no less than ½ month's salary but up to one month's salary for each overload assignment. No person shall be assigned more than two overload credit courses per fiscal year. Two overload credit courses per fiscal year may be either two sections of the same course or two different courses.

7. The following certification must appear on the forms submitted for payment of overload assignment extra compensation. "This extra service is over and above services required by the current budgeted assignment. It will not affect performance under such assignment."