

1968

April 24, 1968

Faculty Senate

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Recommended Citation

Faculty Senate, "April 24, 1968" (1968). *Minutes*. 357.
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EASTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Minutes of April 24, 1968

MEMBERS PRESENT: Bloss, Bouknight, Crane, Fagan, Hieronymus, Holley, Kline, Miess, Price, Rommel, Smith, Spaniol, Trank

MEMBERS ABSENT: McCabe, Penn

The minutes of April 17 were approved as published.

REPORTS:

The Senate went into executive session to discuss a report from Mr. Bouknight and Mr. Holley, members of the advisory committee on the Vice President for Development.

COMMUNICATIONS:

- A. From the Personnel Committee, a memorandum giving information concerning sabbatical leaves. (The content of this report is appended to these minutes.)
- B. From President Doudna, a copy of a memorandum to the Eastern AAUP, approving the idea of a scholarship in the memory of Martin Luther King, Jr., and suggesting that they be a sponsoring body.
- C. From Vice President Zeigel, a copy of an article giving an NSA report on student demonstrations, and noting that the demonstrations against ROTC were against the compulsory aspect of the problem.
- D. From Dr. Ruyle, a copy of minutes of the April 17 meeting of the Committee on University Scheduling, noting the following: (1) scheduling of the Paul Sargent Art Gallery will be assigned to the Director of the Gallery, (2) The recommendations of the Senate (See minutes of February 7, Old Business, C.) were considered with the following consensus,

Departments and schools should continue to make recommendations to this committee on room assignments where special facilities are located. The committee urged that any department head who believes that rooms are being abused by those who have permission to use them should report such information to the chairman.

With reference to points 2, 3, and 4 of the recommendations, there was general agreement. It was pointed out that the Dean of Student Academic Services serves chiefly as a clerk in recording the rooms which have been reserved for class purposes. Vice President Moody assigns rooms to departments for their use.

On point 5, the committee will review room utilization at any time any problems or recommendations are presented by a dean, director, or department

chairman. The committee expressed its willingness to conduct an annual review in joint session with the Building and Grounds Committee of the Faculty Senate.

- (3) A report of available rooms was reviewed and the report attached to the minutes.
- E. From Dr. Hollister, a copy of the suggested revised Faculty Manual as worked out by an ad hoc committee, and a memorandum indicating his willingness to answer any questions concerning the report.

OLD BUSINESS.

- A. Insurance: Mr. McConkey, chairman of the Insurance Committee, was present to discuss Life and Health Insurance Plans and ask for Senate recommendations. He indicated that it was now legally possible to increase coverage under North American Life above the former \$20,000 limit to as much as \$50,000. There are approximately 320 members. If as many as 10 are interested, coverage can be increased. Membership will be opened in September for new faculty or staff. This insurance does not have to be renegotiated.

The Blue Cross - Rockford Insurance contract expires August 1. Some problems were noted: (1) Checks are written in Springfield so payment to company is slow--this soon may be changed. (2) Payment to insured members is slow. This has been investigated and hopefully cleared up.

The company indicated that they had made overpayment on major-medical, but not on hospital-surgical. They will renew the contract for two years at the same rate: \$14.95 for a family and \$6.60 for a single person. For \$1.95 per month for family rates, they will increase hospital coverage for a room from \$20 to \$30. (It was noted that this could possibly include the increased cost of major-medical. It was felt that since the major-medical could possibly take over the great part of such costs, the increase might not be advantageous.) It was noted that for the Employees' Group there might be too great an increase. Mr. McConkey further reported that an increase of 11¢ per month would provide for a changeover from a scheduled rate for outpatient services to an unscheduled rate (still with the \$50 limit). It was noted that there are four other companies on campus. Blue Cross, Rockford has about 350 members. It was the low bid company three years ago and voted in by the Senate.

It was moved (Bloss) and seconded (Crane) that we accept the contract as drawn up for the past two years -- no changes. It was moved (Spaniol) and seconded (Crane) that the motion be tabled and the matter sent to committee for specific recommendations. The motion was lost for lack of vote. It was moved (Rommel) and seconded (Bloss) that the motion be amended to read "that we accept the contract as drawn up for the past two years with the proviso that there may be certain alterations and provisions which the Insurance Committee would like to examine. The amended motion passed yes-9, present-4. The motion passed yes-8, present-5. There was consensus that Mr. McConkey be commended for the fine report.

B. Tenure for Major Committees: It was moved (Spaniol) and seconded (Fagan) that the Senate consider tenure committee by committee. It was felt that the vote may have been "tilted" because of the number of non-tenured faculty. It was also felt that the Senate should respond to the faculty vote. The motion was defeated yes-2, no-8, present-3. It was moved (Trank) and seconded (Bloss) that the Senate request that the necessary changes be made in the Administrative Manual. It was noted that provisions are detailed in the proposed constitution, so that the recommendation might not be necessary. The motion passed yes-8, no-2.

The meeting adjourned at 9:50. The next meeting of the Faculty Senate will be Wednesday, May 1, at 8 a. m. in the Heritage Room of the University Union.

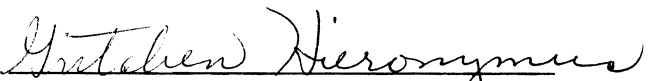
CALENDAR

January	Homecoming nominations
February	Welfare
March	Committee nominations
April	Elections
May	Buildings and Grounds
June	-----
July	-----
August	-----
September	University Calendar
October	Welfare
November	Budget
December	-----

AGENDA

1. Reasons for dismissal of non-tenured faculty
2. Consultation with Department Head
3. Personnel Committee Structure
4. Procedures of Personnel Committee
5. Constitution for the Senate
6. Senate Position on Policy-making
7. University Parking
8. Faculty Manual
9. Faculty Appointments
10. Year round contract
11. Stadium-Auditorium
12. Secretary to the Faculty
13. Conflict of Interest
14. Communication between Senates

Respectfully submitted,


 Gretchen Hieronymus, Secretary

ADDENDUM

Procedures in Granting Sabbatical Leaves

Number: According to the Board of Governors policies we have one sabbatical leave each year for each 25 faculty members. We will have 554 faculty next year which gives us 22 sabbaticals.

Eligibility: As applications are received in the president's office, they are checked for the applicant's eligibility. A person must be in at least his fifth year applying to go on leave in his sixth year or later for his first sabbatical. After that he must be in at least his sixth year since his last sabbatical applying to go on leave no sooner than the seventh year since his last sabbatical. To facilitate faculty planning, a December 15 deadline is usually set. In past years late applicants have been considered for remaining leaves after eligible persons who applied by December 15.

Work List: All of those eligible are listed in terms of type of leave requested (that is three quarters at half pay or one quarter or two quarters at full pay) with information about the number of years the applicant has been at Eastern, the proposed activities while on leave, and the dates and types of previous leaves.

Types of Leaves: The Board of Governors policies specify that we may not give more two-quarter leaves at full pay than we give one-quarter leaves at full pay. If a quick check of the eligible applicants indicates that not all the two-quarter leave requests can be balanced by one-quarter leaves granted or not used for lack of applicants, those people are informed of the situation and each is asked if he would like to apply for a different kind of leave or if he would accept a one-quarter leave at full pay if it were available. That procedure was followed this year because of imbalance of two-quarter and one-quarter leave applications.

Evaluation and Recommendation: The Personnel Committee and the president then study the applications in terms of applicants' number of years of service, time since the last leaves, purposes for which leaves were requested, and the balancing of one- and two-quarter leaves. This year there were more applicants than could be granted leaves, but frequently in the past there have not been. The Personnel Committee recommended preference be given people working toward higher degrees. One could argue that is a questionable procedure since it is unfair to those who came here with higher degrees already earned; however, there is an important element of upgrading the staff of the university involved as well.

After studying the situation this year, the Personnel Committee recommended to President Doudna, and he agreed, that 13 leaves should be granted for three quarters at half pay, five leaves for one quarter at full pay, and four leaves for two quarters at full pay. It should be noted here that a two-quarter leave and a one-quarter leave combined count as two leaves since they use a complete salary for three quarters rather than a half salary for three quarters. Therefore, the 13 three-quarter leaves at half pay plus four of the one-quarter and four of the two-quarter leaves (which equal eight) total 21 leaves. The fifth one-quarter leave brings the total to 22. There were 26 applicants; four were put on a waiting list.

Recently, one person who was granted a three-quarter leave at half pay has withdrawn. The Personnel Committee is considering granting a three-quarter leave at half pay or a two-quarter leave at full pay (to balance the one quarter at full pay which was previously not matched) to replace the withdrawal.

There is one application on file which arrived after the deadline for applications. If the waiting list of eligible applications submitted before the deadline is exhausted, late applicants will be considered.

	3 Qtr. Half Pay	1 Qtr. Full Pay	2 Qtr. Full Pay	Totals
Applicants	13	5	8	26
Late Applicants	1			1
Leaves Granted	13	5	4	22
Withdrawals (after leave granted; to be reassigned)	1			1

Other Considerations: Your memorandum asked specifically about ratio of the administrators to teaching faculty in leaves granted. Duties in the university are not usually, and this year were not, considered as a factor in granting of leaves. Incidentally, the people put on the waiting list were a director, a department head and two faculty who have no administrative duties.