

1969

April 16, 1969

Faculty Senate

Follow this and additional works at: [https://thekeep.eiu.edu/facsen\\_mins](https://thekeep.eiu.edu/facsen_mins)

---

#### Recommended Citation

Faculty Senate, "April 16, 1969" (1969). *Minutes*. 390.  
[https://thekeep.eiu.edu/facsen\\_mins/390](https://thekeep.eiu.edu/facsen_mins/390)

This Article is brought to you for free and open access by the Faculty Senate at The Keep. It has been accepted for inclusion in Minutes by an authorized administrator of The Keep. For more information, please contact [tabruns@eiu.edu](mailto:tabruns@eiu.edu).

EASTERN ILLINOIS UNIVERSITY  
FACULTY SENATE  
Minutes of April 16, 1969

MEMBERS PRESENT: White, Lahey, Tingley, Price, Bouknight, Overton, Fagan, Holley, Ferguson, Gover, Smith, Green, Hieronymus, Crane.

MEMBER ABSENT: Spaniol.

Changes to the minutes of April 9, 1969: Under OLD BUSINESS, B, page 3, should be added "It was agreed to remove this item from the agenda."

The minutes of April 9, 1969, were approved as changed.

REPORTS:

- A. COUNCIL OF INSTRUCTIONAL OFFICERS: Dr. Hieronymus reported that the Council was in receipt of the five-year plans from the various departments and divisions and that a summary form had been distributed to the members of the Council. No action has been taken at this time.

Areas to be studied in regard to the five-year and ten-year plans will include: (1) the future organization of different areas of the university, (2) capital improvements needed to support proposed academic programs, (3) support of proposed programs with the library, (4) the uses of the plans. It was felt that specific suggestions for programs would be of use within the university, but for use outside the institution, long-range plans should be kept general, therefore flexible.

Vice President Moody mentioned the need for testing programs to measure academic achievement after students come to Eastern. Suggestions have been made that testing be a graduation requirement, that students in teaching programs take the National Teacher Examination, and that all other students take the advanced Graduate Record Examination.

Vice President Moody asked for reaction to his proposal that hours required for graduation be reduced to 190 and that the reductions come in general requirements rather than in major areas. Reaction to the proposal was favorable.

The remainder of the discussion dealt with the need for flexibility in the various curricula, especially for coordination with junior college programs.

- B. NOMINATIONS AND ELECTIONS COMMITTEE: A list of nominees for the forthcoming elections to university committees and councils is being prepared. The only committee for which tenure will be a requirement is the Personnel Committee. For the Interviewing Committee, other than Letters and Science, the alternate will not be considered a regular member of the Committee, but both regular and alternate members will be elected.

Since the proposed constitution stated that ratification would be by a simple majority of the eligible voters and since a simple majority did not indicate approval in the recent election, the constitution was not ratified. Although constitutional authorities have stated that ratification results when there is a majority of those voting, the requirements for this constitution were specific and were not met.

- C. AD HOC COMMITTEE ON PARKING: A summary and recommendations were presented to the Senate, but because of the press of time, the matter was not discussed. It will be taken up at the next meeting.
- D. ACCEPTANCES FOR THE COUNCIL ON ACADEMIC AFFAIRS AND THE STUDENT-FACULTY BOARDS: The nominees for the Council on Academic Affairs--Walter Elmore and Gene Strandberg--have accepted the nominations and will be added to those faculty members already nominated by the Senate. All appointees to the Student-Faculty Boards have accepted and a list of faculty Board members will be sent to the Dean of Student Personnel Services.
- E. DISTINGUISHED FACULTY MEMBER AWARD: A form has been drawn up for nominations for the award. Forms will be distributed to the faculty as soon as President Doudna has been apprised of the changes and the procedures.
- F. LIBRARY ADVISORY COMMITTEE: For reasons of time, the report will be held until the next meeting of the Senate.
- G. STUDENT-FACULTY TRAFFIC AND SAFETY BOARD: A report of the April 14 meeting. The Board's recommendation that there be one-way traffic dorms was turned down because of problems of enforcement, but the recommendation for a light at 3rd and Buchanan was referred to the City Council. A report was received on disaster readiness and storm warnings and it was recommended that a campus-wide committee be established involving student and academic personnel to further research and to initiate a comprehensive plan for disaster situations.

#### COMMUNICATIONS:

- A. From President Doudna on the Council of Faculties: There has been no recent decision by the Senate as to whether the Council is a major or minor council or committee. It was the feeling of the Senate that the matter of changing the Council from minor to major be held until a later meeting. At present, there is no indication about the amount of time and work that will be involved in membership on the Council. In addition, by allowing a member of the Council of Faculties to be eligible for membership on the Faculty Senate, immediate communication is possible. If the Council is given major status, some other form of communication will have to be devised.
- B. From Dr. Spaniol, a copy of a letter from the chairman of the Council of Faculties giving the agenda for the meeting at Macomb on April 16.

- C. From the Council on Faculties, a copy of a letter from the Chairman giving a brief description of three House Bills having at least indirect relation to higher education. There were two recommendations made by the Council of Presidents and sent to the Council of Faculties for information--the requirement of a physical examination for academic staff be removed and the service requirement following sabbaticals be served at the same institution which granted the sabbatical.
- D. From Robert Hennings, a note saying that he would be on sabbatical until September, 1970, and would be unable to serve as an alternate to the Council of Faculties. The Senate agreed that the next alternate would serve until he returned.
- E. From Dr. Hadwiger, a note asking the Senate to decide upon representatives to the Joint Committee on Experimentation and Innovation which will meet in October. Action on the recommendation was deferred until the next meeting.
- F. From President Doudna, a note and copies of two letters referring to the responsibility of the Senate to advise on the creation and appointment of new administrative positions. In practice and with the acceptance of previous Senates, the role of the Senate has been one of advising on appointments when requested. There is nothing in the present regulations which allows the Senate to be consulted on the creation of positions in administration. It was moved (Gover) and seconded (Smith) that the matter be referred to the Council of Faculties for examination and decision. The motion passed 11 to 1. The question will be discussed further at the next meeting of the Senate.

#### NEW BUSINESS:

- A. Salaries for department heads and the summer rotation plan: The members of the Personnel Committee had been invited to meet with the members of the Faculty Senate to discuss the two problems which had been on the Senate agenda for some time. Members of the Personnel Committee are Donald Moler, P. Scott Smith, Alan Aulabaugh, and Alphonso DiPietro.

Because the question of the responsibility of the Senate in creating new positions in administration had been raised previously, the opinions of the Personnel Committee members were asked on this point.

Dr. Aulabaugh said that in his recollection, the Senate has been consulted on appointments and not on the creation of positions. The position itself has come up only when it seemed necessary in the discussion of candidates. Apparently, the present policy was established in about 1957.

The date of issuance of Summer contracts was discussed and the contracts will be presented to the Board for its approval at the May meeting. The terms of regular contract and the promotion list are to be presented to the Board at the April meeting. There were several statements relating

to summer contracts which indicated that some clearer form of notice of employment was needed. At present, those faculty members who were going to work this Summer should have been notified by the Dean of Letters and Science or a similar official. It was suggested that a form of written notice should go to a department head or to the faculty member without waiting for the final approval of the Board. Such approval seems to be automatic, in any case. The unofficial nature of the present summer hiring policy seems to work to the disadvantage of the faculty member and may actually hinder the department head who is trying to staff his summer program. In some cases, contracts for the next year have not reached faculty members before they left the campus at the end of the Spring term. It should be possible for the Board to take up the matter of summer hiring and salaries earlier than it does.

The Personnel Committee has changed its evaluative procedures for next year and will be using a "going maximum increase" method rather than having department heads submit the usual forms on salary changes and promotions in terms of averages. It was suggested that the procedure should be made clear to department heads and that they be asked to inform the staff members that there had been a change in procedure. The assumption had been made by the Personnel Committee that department heads had informed their staffs.

When staff members have been consulted about salaries and promotions, there have been a number of different methods used. The Personnel Committee is aware of this and it has considered a number of fairly cumbersome plans which might regularize consultation. The preference would be to keep consultation as simple as possible.

Special remuneration for department heads is made by the other institutions under the Board of Governors. Eastern has not made it a practice, but the Personnel Committee has about decided to follow a similar plan. Until this time, department heads were not paid by the position, but received reduced teaching loads instead. This meant that a department head would not be given an added salary even if he were the head of a significant department. Regardless of the extent of duties required for the job, he would still be compensated only in the form of a reduced load. There have been some added salaries given in the past when the inconsistencies were obvious, but it has not been regular practice. The question was asked, "Will there be a specific stipend given to a department head?" The answer was that there probably would. It is recognized that there will be some possible inconsistencies even in this instance. No definite answer to the questions can be given at this time, because the final decisions have not been made.

It was suggested that the Personnel Committee reach no decisions before the Faculty Senate has an opportunity to study the matter. Specific recommendations will be drawn up and presented to the Personnel Committee as soon as possible.

The meeting adjourned at 9:55 a.m. and the next meeting will be in the Heritage Room at 8 a.m., Wednesday, April 23, 1969.

CALENDAR

September	University Calendar
October	Welfare
November	Budget
December	-----
January	-----
February	Welfare
March	Committee Nominations
April	Elections
May	Buildings and Grounds

AGENDA

1. Constitution
2. Major and minor committees and councils
3. Overloads
4. Special remunerative practices
  - a. salaries for department heads
  - b. summer rotation plans

William J. Crane  
Secretary