

1969

September 29, 1969

Faculty Senate

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EASTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Minutes of September 29, 1969

MEMBERS PRESENT: Lahey, Read, Whitlow, Holley, Hieronymus, Tingley, Spaniol, Keiser, Sparks, Gover, Hattabaugh, Crane, Palmer, McCabe, Green.

MEMBERS ABSENT: None.

Correction to the minutes of September 22, 1969: In line seven in Item A of Reports, the word "total" should be substituted for the words "out-of-state."

The minutes of September 22, 1969, were approved as corrected.

REPORTS:

- A. Mr. Holley reported that the most significant item in the minutes of the meeting of the Council on University Planning of September 24 was that Eastern would be the first university to present its long-range plans, five and ten year plans for overall growth and development, to the Board of Governors. This will be done on November 20. Because of the significance of these plans, it is important that all departments submit relevant reports and observations as soon as possible.
- B. Miss Hieronymus reported that the Executive Committee met on September 26 with Messrs. Roger Whitlow and Robert White to discuss a proposal to revise the Senate's procedures for conducting nominations and elections. A draft of a proposed Senate constitution, revised in response to criticisms of the document presented to the faculty last year, was also discussed. When the constitution is formally resubmitted, it is proposed to appoint a committee from the faculty to consider the document.
- C. The minutes of the meeting of the Council on Faculty Research of September 23, 1969 were discussed briefly. Mr. John Buenker is the new chairman of the Council. It was noted that a grant of \$200 for travel and \$80 per diem had been made for the purpose of attending a professional meeting, and it was remarked that departmental budgets should support this sort of activity.
- D. Mr. Whitlow reported that the Nominations and Elections Committee had received acceptances for the following student-faculty board appointments:

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| Artists Series Board (Chairman) | James Robertson |
| Artists Series Board | Ray Stapp |
| Artists Series Board (Alternate) | Julian Hamerski |
| Publications Board (Alternate) | Frances McColl |
| Safety and Traffic Board | James Herauf |
| Safety and Traffic Board (Alternate) | Ronald Leathers |

- E. Mr. Crane reported on the last meeting of the Council of Academic Officers. Among other things it was observed that the policy to tow away illegally parked cars will begin "as soon as details are worked out." Each university under the Board of Governors may soon retain its own lawyer rather than using the Board's attorney.

COMMUNICATIONS:

- A. From President Doudna, a memorandum pointing out that "figures quoted (in the Senate minutes of September 22) with respect to 'total fees at Eastern' are misleading in a sense because they do not take into account the Summer Quarter fees. For the entire year, fees in the four schools total as follows: Eastern, \$412.00; Northeastern Illinois State College, \$418.75; Western Illinois University \$425.25; and Chicago State College, \$435.25."
- B. From President Doudna, a memorandum stating that the Director of the Universities Retirement System "advises that there would be no problem as far as the System is concerned if we were to give two contracts to persons qualified under my proposal (for 11-1/2 month contracts), even if we gave both contracts at the same time." He also observed that "a person who has a leave of absence without pay and does not elect to pay in is not covered under disability whereas, if he has a nine-month contract and no contract for the summer, he is, in fact, covered under disability." It was remarked that there are some specific questions about disability coverage (between quarters, when not teaching summer school and others) that have never been answered definitely. There apparently have been several instances when persons have not been covered by disability when they assumed they were. The secretary was instructed to contact Mr. Edward Gibala of the Universities Retirement System and request that he appear at a Senate meeting to answer such specific questions about the System, such as, is someone who is paying retirement but on leave covered by disability.
- C. From Mr. E. G. Gabbard, a memorandum expressing his hope that the Faculty Senate "will support the Student Senate's recommendation concerning scholarships for minority groups." It was moved (Tingley) and seconded (Crane) that the matter be placed on the agenda. The motion was defeated by a vote of eight against and seven in favor.
- D. From Mr. Harry J. Merigis, a memorandum requesting that the Senate "consider through appropriate channels the feasibility of requesting the Board of Governors to grant scholarships to the children of deceased members of the faculty." It was moved (Crane) and seconded (Gover) that the matter be placed on the agenda. The motion passed by a vote of ten in favor and four abstentions.
- E. From Dean Kluge, a copy of a letter requesting that the Insurance Committee recommend a change in the policy which now states that faculty members must enroll for Health and Hospitalization Insurance during the first ninety days of their employment in order to receive the state contribution toward the insurance premium. Dean Kluge believes the policy should allow any faculty or staff member who signs up for insurance to receive the state contribution. The Senate awaits action by the Insurance Committee.
- F. From the Student Senate, the minutes of its meeting of September 18, 1969. Received.
- G. From Stuart L. Penn, a memorandum stating that the Philosophy Department "has some reservations" about the announced policy of classroom visitation of non-tenured teaching faculty. Received.

- H. From Mr. F. H. McKelvey, a copy of a letter indicating receipt of a letter from the Senate concerning the Board's Policy Statement on Campus Disturbances.
- I. From Mr. Robert White, a copy of a memorandum, which because of its applicability to the next item of business is quoted at length:

On behalf of the Department of English, I write to urge reconsideration of your undated directive that a regular pattern of classroom visitation be immediately established in all departments.

I am personally and professionally disturbed that a practice of such faculty-wide concern should be established without prior consideration by any teaching faculty. Although I see possible benefits to staff and to department from visiting the classes of our thirty-three non-tenured staff, those benefits are insufficient to justify the demoralizing effects of immediately proceeding with such visits on a staff that is emotionally, intellectually, and ethically opposed to the practice. The staff in English is demonstrably opposed to the practice of visitation.

When your directive arrived, I promptly took it to the Executive Committee of the Department, which unanimously advised my taking it to the staff at large. At a meeting on 23 September, attended by forty-four staff, I pointed out that having never visited nor been visited in class I could not personally oppose visitation without a trial; that I could not say what effect a statement of Department views might have on implementation of the directive; but that I would, in the event of a clear consensus of the staff, act in accord with that consensus so far as was reasonable. The entire question of visitation--theoretical and practical--was then discussed extensively and exhaustively and, though strongly emotional undertones were apparent throughout the discussion, with considerable restraint and objectivity.

Primary objections were that occasional visits generate such artificial circumstances as to invalidate any judgments or conclusions reached; that avoidance of such artificiality is possible only with such frequent and constant visiting as to place intolerable burdens on the visitors; that visitation is professionally demeaning, besides revealing a dubiously justifiable assumption of the superiority of senior or tenured staff; that no more superiority but active genius would be necessary to evaluate meaningfully a single hour taken out of the context of some forty hours; and that such evidence of good intentions as visitation does provide could be better demonstrated through a variety of self-evaluating intra-departmental "dialogues." The relatively limited favorable comment was to the effect that no faculty member should fear observation by his peers; that the painful self-awareness derived from visitation might well benefit both visitor and visitee; that the "spirit" of open evaluation and self-improvement is to be desired.

The meeting concluded with consensus for a secret ballot on this question: "I approve acceptance by the Department of English of the policy described in a recent communication from Vice President Moody, here (on the ballot)

reproduced in full."

Results of the referendum, completed today, show thirty-four voting "No" and eight voting "Yes", a margin of more than four to one, with ballots in from all but four eligible voters.

At the invitation of the Executive Council, Vice President Moody appeared at 1 p. m. to discuss the policy of evaluation of non-tenured faculty members through visitation. The Vice President pointed out that the policy has originated with a directive from President Doudna to the Council of Instructional Officers to discuss a policy followed by President Sachs of Northeastern directing department heads to report on the progress of non-tenured faculty members. He read portions of a letter describing the policy. At several meetings the C. I. O. decided that the policy seemed to be in accordance with the desires of the Board of Governors, and that visitation would be one specific type of evaluation that did not depend on hearsay or rumors. The Vice-President felt that there were two important reasons for the policy. First, it would benefit a non-tenured faculty member who otherwise might go for several years without "some sort of clue on his tenure." Second, it would result in improved instruction since presumably a department head could offer constructive advice to a young instructor. It was the Vice President's view that critics should be willing to propose reasonable alternatives, and that he saw no reason to fear the policy. In the ensuing discussion many of the points raised by Mr. White were repeated. It was pointed out that in the portions of the letter read describing Northeastern's approach visitation was not mentioned. It was also observed that evaluation at Eastern is fragmented and uncoordinated, and that more uniform rules should be adopted and enforced. The Senate as well as the Personnel Committee, it was noted, are considering the total problem of evaluation and have offered, or will offer, specific suggestions. An untenured member asked that if the policy was to benefit him, why were not some representative faculty groups--including the non-tenured--consulted beforehand? And, it was felt by some, that evaluation was not done according to Board directive if senior staff were not consulted first. It was observed that the term "senior staff" can be interpreted by a department head to the point where it loses any meaning. It was moved (Read) and seconded (Lahey) that the matter of visitation be discussed in joint meeting with the Personnel Committee as soon as possible. The motion passed by a vote of twelve for and two abstentions. It was the consensus and hope of the Senate that departments will communicate their feelings about visitation with suggested alternatives. The Senate expressed its appreciation to Vice President Moody for his willingness to discuss the matter.

NEW BUSINESS:

There was no New Business.

OLD BUSINESS:

- A. Mr. Spaniol moved the original motion in reference to the adoption of the report of the ad hoc committee on major and minor committees. As amended, the report can be summarized as follows:

1. No faculty member may be a member of more than one committee designated as major.
2. The following committees shall be considered major:
 - Council on Academic Affairs
 - Council on Faculty Research
 - Council on Graduate Studies
 - Council on Teacher Education
 - Faculty Senate
 - Personnel Committee
3. The Council on Faculty Research shall continue to be a committee appointed by the Faculty Senate.
4. All university committees other than the above named would be considered minor committees.
5. Since the membership of the Council of Faculties is decided by a constitution for that group, its membership shall be considered separately from campus committees. Membership on that council will have no effect on membership on campus committees.
6. No faculty member who is a member of an elected school of college curriculum committee (as Curriculum Committee of the College of Letters and Sciences, etc.) shall be a member of the Council of Academic Affairs because of a possible conflict of interest.
7. The qualification of tenure should remain as it is for major committees.

The motion carried by a vote of twelve in favor, one opposed, and one present.

The meeting was adjourned at 1:50 p.m. The next scheduled meeting of the Faculty Senate is on Monday, October 6, from noon to 2 p.m. in the Heritage Room of the University Union.

CALENDAR

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

AGENDA

1. Constitution
2. Recognition of retiring faculty members
3. Campus disorders
4. Library
5. Parking
6. Evaluation
7. Intercultural Council
8. Eleven-and-one-half-month contract
9. Sabbatical leave policy
10. Review Committees

AGENDA (Continued)

11. Visitation of classes
12. Selection of President
13. Presentations to the Board
14. Scholarships for children of deceased faculty members.

John H. Keiser
Secretary

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