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1970

### January 26, 1970

Faculty Senate

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EASTERN ILLINOIS UNIVERSITY  
FACULTY SENATE  
Proceedings of January 26, 1970

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

MEMBERS ABSENT: McCabe.

Corrections to the Proceedings of January 19, 1970: The date should have been January 19, 1970, instead of January 20, 1970. On page 5, the first line should read, "B. The sub-committee submitted, etc." The Budget Committee was not involved in drawing up the recommendations.

The Proceedings of January 20, 1970, were approved as corrected.

REPORTS:

- A. The Constitution Committee has been meeting and will complete consideration of the proposed constitution with the suggested changes by the next meeting of the Senate. The full committee will meet with the Senate at the next meeting for a discussion of the items in the constitution. So far, about twenty-nine suggestions have been reviewed by the committee and some changes in the last published proposal have been made. Particularly, there are two matters that should be given to the Senate for discussion; (1) the place of the Senate in the review and rescinding of actions of other Councils and Committees, (2) ratification of the constitution by a majority of the faculty eligible or a majority of those voting.
- B. The Nominations Committee has received two petitions to date; Jon M. Laible nominated for the Council on Graduate Studies and Dennis Gross nominated for the Council on Academic Affairs.

Several faculty members have questioned the nomination requirements as listed in the material sent to the general faculty on January 19, 1970. In the description relating to the Council of Faculties, item 2 in the middle of the page, there is a listing of those who "may act neither as nominators nor as nominees." The listing applies only to the nomination of individuals to the Council of Faculties and not to the other offices. The Council of Faculties has a constitution which specifically eliminates these members of the administrative staffs. Eligibility for the other offices is not to be construed in this way.

- C. Council of Instructional Officers: The minutes of January 15, 1970, were especially complete and descriptive. Several points in the report merited discussion by Senate members. A paragraph stated, "President Doudna discussed the apparent attitude of the Staff of the Higher Board regarding research and publication. Some statements might be taken to indicate that teaching and community service are emphasized over research and publication, yet it has seemed that programs of graduate study have found disfavor because our staff members have not engaged in extensive research and publication. Since teaching and community service have been emphasized

locally, not to be involved extensively in research and publication has not been treated as a negative for the staff member, but to be active in research and publication has been treated as a positive quality. "

Members of the Senate offered differing definitions of "community service" and questioned the pertinence of a reward system based on such an intangible. It was suggested that a distinction should be made between "community service", "moonlighting", and "consulting. "

Some discussion centered around the following statements from the report:

"The next point brought up by President Doudna was the question of informing non-tenured people who are not to be reappointed of the reasons for the non-reappointment. This was considered at some length at a recent meeting of the Council of Presidents. The question seems to be: 'When someone is not to be reappointed, shall we give reasons?' At best it was felt that this could result in an endless argument over the validity of the reasons, at worst it could result in attempted legal action.

"It was observed that every department head should have conferences with non-tenured staff members periodically, and he should keep notes of these conferences. The notes could summarize the purpose of the conference, the discussion that took place, the apparent outcome of the conference. If it becomes necessary to terminate a faculty appointment, the notes should clearly reflect the progression of the situation that made the non-reappointment advisable. If handled properly, the staff member would have been aware of the growing dissatisfaction with his services and the termination ought not to come as a surprise. It was felt that perhaps the Dean should sit in on the final conference at which the non-tenured staff member is notified that he is not to be reappointed.

"A system of conferences such as this would reflect, in part at least, the spirit in which the program of classroom visitations was advocated. The feeling was voiced that a department head should give evidence that he is concerned that the new staff member succeed in his assignment, that the success of the non-tenured staff member should be the concern of the entire faculty as well as the department head. A new staff member should not simply be left to his own resources until it is learned, too late, that he is failing in some respects. Not only should the department head be concerned about the success of the non-tenured staff member, but the staff member should be aware of the concern.

"It was stated that this should get rather wide discussion at the department level and throughout the university community. "

In discussing the report, teaching by faculty members in addition to their regular University load was alluded to by several Senate members. The report says, "It was reported that there is some question about the rule that no faculty member may teach more than one semester per year for extra pay. That rule has not been changed despite the reduction in teaching load from 16 to 12 hours. With the need for extension class teachers, it was suggested that the rule on teaching for extra pay be relaxed. "

One member pointed out that the President's statement in the Faculty Campus Newsletter of January 22 related to the matter when he said, "After appropriate consultation, it seems best to change the policy limiting the extent one may teach for extra pay in our Extension Program when on full-time duty. The policy will now be that he may teach a total of two courses during the year, which may not run simultaneously. This same policy will be extended to apply to teaching in another institution while employed here full-time.

"I emphasize that these are maximums and that I believe that normally they should not be reached. "

A Senate member had asked about the relationship between Extension teaching and teaching at Lake Land College, and this would seem to be the answer. One member asked about the two-course rule. Does a three-quarter course become the equivalent to a two-semester course and can a faculty member then teach three courses in addition to his regular duties?

Some statements were made relating to a comparison between running a business, handling investments, or farming during the time not actively engaged in classroom work. Consulting was brought into the discussion again and it was pointed out that there is a state law limiting consulting. One is expected to inform the President and, through him, the Board of any consulting work, except that already under contract to some educationally oriented organization. It was pointed out that the professor's first duty is to the institution and that he should not take on any extra jobs which might cause his classroom work to deteriorate.

#### COMMUNICATIONS:

- A. From President Doudna, a note indicating that he will place on the agenda of the Council of Presidents the topic of certain benefits for children of deceased faculty members.
- B. From President Doudna, a memorandum relating to student membership on various Councils and Committees. Dean Kluge moved that the matter be given to the Executive Committee of the Senate for disposition. The motion was approved unanimously.
- C. From Daniel Franklin, a copy of a letter sent to administrative officers of the University and the Student Senate describing and commenting on the collection of tests for file purposes by student groups on campus. The letter included a copy of a notice posted in Taylor Hall asking for copies of old tests and these questions used as examples:

"Did you know that a participant at a recent residence hall council meet suggested that 'we better change the name of the test files, because "test files" are illegal?

"Did you know that one residence hall holds floor contests, the floor winning that produces the most tests within a given period?

"Did you know that one dormitory resident, when I was questioning him about the filing system, suggested that I contact the residence hall director 'cause he knows all about it'?

"Did you know that one residence hall, in order to augment its file, held a dance solely for its residents, the admission price being one test? "

At the conclusion of the letter, Mr. Franklin says, "I appeal to the Faculty Senate to acknowledge this complaint and to manage the situation in a way which it deems appropriate, whether this involves proceeding through other channels and/or issuing a public statement of opinion on the matter and/or investigating the affair more thoroughly. I am prepared at any time to discuss the facts and ramifications of this system of test filing, as well as the methods of deterrence with you or anyone designated by you. Thank you for your consideration. "

It was generally agreed by members of the Senate that Mr. Franklin's points were of concern to the faculty and that his discussion of them was excellently prepared. Test files have been used and kept for many years, including official acceptance in library files at some colleges. A primary difficulty in dealing with files is the lack of control possible.

It was mentioned that the minutes of residence hall meetings are supposed to be sent to the student personnel offices. Hall activities related to the establishment of files might be noticeable in that way. The suggestion was made that the cogent ideas in the letter be mentioned to the faculty through the proceedings of the Senate.

Dean Kluge moved that the Senate assign the matter of test files to the appropriate committee of the Senate. The motion was seconded by Dr. Spaniol. The vote was 8 for and 5 abstaining.

- D. The Student Senate Minutes for January 15, 1970, were received. It was noted that the Student Senate had approved \$600 for expenses for a convention in Washington. One member asked about the expenses of the Student Senate banquet to be held at the Ramada Inn in Effingham on February 12, but no information accompanied the notice on page 5 of the Student Senate Minutes.
- E. From President Doudna, a memorandum asking for a report on the status of the request to recommend a name for the new residence hall.
- F. From Vice President Holt, a copy of a letter to the Director of Finance of Southern Illinois University in reference to a "Faculty Club" facility on our campus.

#### NEW BUSINESS:

- A. Final examinations. Faculty members have reported questions and statements of opinion about giving and changing final examinations. The relevance of final examinations was discussed. It was moved (Tingley) and seconded (Palmer) that the Senate recommend to the Council on Academic Affairs that final examinations for graduating seniors be eliminated. Voting was unanimously in favor of the motion. It should be noted that, at one time, Eastern Illinois University did not require finals of seniors who had a C average in a course and who were expected to graduate.

- B. Catalog changes. Innumerable changes have been made in catalog requirements of all kinds in recent months. Many have been made with the statement that they become effective immediately. As a result, program planning for students has become unusually complex because immediate information is not available to advisers or to students. It was moved (Holley) and seconded (Palmer) that the matter of program changes be placed on the Senate agenda. The vote was 12 for and 1 abstaining.

OLD BUSINESS:

- A. Council on Faculty Research: The sub-committee report states, "The proposal is the result of a great deal of work by a group of conscientious faculty members working in the best interest of the University. The proposal as presented to the Faculty Senate should be accepted, referred to the President for immediate implementation, and the congratulations of the Faculty Senate relayed to the Council on Faculty Research." It was moved (Spaniol) and seconded (Kluge) to approve the proposal of the Council on Faculty Research. Voting was unanimously in favor of the motion.
- B. 11½ month contract: The sub-committee report states, "As described by the President, the proposal for 11½ month contracts will be advantageous to a sizable proportion of the faculty. It should be accepted as presented and approved for implementation by the administrative staff as soon as possible." It was moved (Kluge) and seconded (Gover) to accept the President's proposal for 11½ month contracts with a request for adoption for the school year 1970-71. The voting was 9 for, 3 against, and 2 abstaining.
- C. Student-Faculty relations: The report of the sub-committee on Student-Faculty Relations was discussed and complete consideration was deferred until the next meeting when a complete list of recommendations will be available.

The meeting was adjourned at 1:54 p. m. The next scheduled meeting of the Faculty Senate is on Monday, February 2, from noon to 2 p. m. in the Heritage Room of the University Union.

AGENDA

1. Constitution
2. Evaluation (Visitation)
3. Selection of President
4. Recognition of Retiring Faculty Members
5. Campus Disorders, Local Policy
6. Intercultural Council
7. Grievance Committee
8. Proposal for University Government
9. Budget for Higher Education
10. Policy Statements of Higher Board
11. Relationship of Senate to Council of Faculties
12. Competitive Recruitment
13. Catalog Changes

William J. Crane  
Substitute Secretary