

1970

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Faculty Senate

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EASTERN ILLINOIS UNIVERSITY  
FACULTY SENATE

Proceedings of May 4, 1970

MEMBERS PRESENT: Kluge, Downs, Elliott, Read, Whalin, Green, Lahey, Smith, Lenihan, Palmer, Tingley, Gover, Keiser, Whitlow.

MEMBERS ABSENT: Hattabaugh.

The Proceedings of April 27, 1970, were approved as published.

Miss Hieronymus, as her final duty, conducted the elections for the new executive committee of the Senate. The new chairman of the Senate is Mr. Tingley. The new vice chairman of the Senate is Mr. Palmer. The new secretary of the Senate is Mr. Whalin. Miss Hieronymus was given a standing ovation in recognition of her services to the Senate as she turned the chair over to Mr. Tingley.

REPORTS:

- A. Mr. Whalin distributed the minutes of the meeting of the Council of Administrative Officers of April 23, 1970. He also circulated copies of a new calendar proposal pointing out that the major change is that registration is not scheduled to begin until the Tuesday after Labor Day.
- B. The minutes of the meeting of the Council on University Planning of April 22, 1970, were circulated and perused with little comment.
- C. Messrs. Gover and Keiser reported on the most recent meeting of the President's Advisory Council. On the matter of student evaluation of faculty the sentiment of the President and the other administrators present was that the proposal approved by the faculty had general merit. Cooperation from the administration will be forthcoming in terms of funding, it seems, but the actual operation of the program will be the responsibility of a joint committee of the Faculty Senate and of the Student Senate. No answer was given to the expressed concern that unless the joint plan of the Senate and the Personnel Committee for more complete faculty participation in evaluation was put into effect, the faculty would be undergoing formal evaluation by students and administrators without an opportunity themselves to participate in the process in an established fashion. The agenda item dealing with evaluation of the President's Advisory Council was not discussed.

COMMUNICATIONS:

- A. From Mr. Coon, a memorandum which reads as follows: "I have talked casually to three people and none of us can make heads or tails of paragraph A under reports. (Proceedings of 4/27/70) Does it involve a secretary for the Faculty Senate and two other disjoint(sic) topics? Does the salary differential referred to include one just for being black or for some other worthy purpose? Does the \$15 concern about publishing infer that we will return to a more abbreviated form of the proceedings or to letting the secretary decide (sic) what lengthy diatribes such as those of last week about the budget committee and other topics should be published in the proceedings. Please clarify!"

It was remarked that a secretary for the Faculty Senate was not discussed. The President did not reveal the final terms of the contract he intended to offer the candidate being interviewed for the History Department. The "possible" salary differential referred to reflected the Senate's understanding and general concurrence that qualified black scholars and teachers command higher salaries than their white counterparts at present because of a large demand and a limited supply. It was also the sentiment of the Senate that the departments involved should have a greater voice in the terms of employment. The "\$15 concern" referred to in regard to publishing the Proceedings is the President's and questions about the future should be referred to him. Finally, as should be obvious, the Proceedings have included as much as possible of everything received by the Senate. The Senate did not consider the item on the budget committee (a letter from Vice President Holt) to be a "lengthy diatribe."

- B. From President Doudna, a memorandum requesting that the Faculty Senate concur in his request to allow Mr. DiPietro to remain on the Personnel Committee until May 10 when Mr. Wood would take his place. This would allow current business to be completed by those who began it. It was moved (Kluge) and seconded (Keiser) that the Senate concur in the President's request with the suggestion that Mr. Wood be included in the present deliberations as a non-voting participant. The motion carried unanimously.
- C. From Mr. James B. Holderman, a letter which reads as follows: "Thank you very much for your April 17, 1970 letter and the position statement of the Faculty Senate of Eastern Illinois University. I very much appreciate the support you have given the Board and its staff regarding these two position papers."
- D. From Mr. E. G. Gabbard, a letter commending the Senate for its vote against the proposed fee hike for assistance to athletics.
- E. From President Doudna, a copy of a letter to Mr. Gregory Crockett of the Afro-American Association, expressing his continued concern for the establishment of an Intercultural Council and urging Mr. Crockett to provide the Senate with the information it has sought on the matter. As before, the Senate stands ready to assist the Afro-American Association or other groups in the establishment of an Intercultural Council when it is pointed out what specific action is desired on a specific program.
- F. From Miss Inez Livingston, a copy of a memorandum to Vice President Zeigel stating she was unaware of having any delinquent parking tickets.
- G. From President Doudna, a memorandum which reads as follows:

"I recently wrote Dr. McKelvey as follows:

"I have your careful analysis of my proposal for  $11\frac{1}{2}$  month assured employment of teachers with doctorates and assistant professors without doctorates but with ten years of regular membership on the faculty.

"I had thought of the proposal as an innovative one in administration addressing itself to a very old problem: In the main, teachers in public schools and universities are assured of only three-quarters of a year of employment annually.

"With some measure of discouragement, my inclination is to drop the project now. I do want to talk with you about it, however.

"I have not yet had an opportunity to talk with Dr. McKelvey but, with the budget situation what it is, there is an added reason for not taking up this program at this time. Dr. McKelvey's objections were presented in some detail and after the budget situation is clear, it may be that the Faculty Personnel Committee and a small committee from the Faculty Senate would like to study the objections."

The letter was referred to the Finance Committee.

- H. From President Doudna, a memorandum stating that as soon as all involved groups have responded to the matter of student membership on university council, the matter will be placed on the agenda of the President's Advisory Council.
- I. From President Doudna, a memorandum on the Calendar. The memorandum was referred to the Calendar Committee.
- J. From Mr. William E. Green, a letter which reads as follows:

"During the past year we have been frequently advised that the public is of the opinion that College Professors are receiving very high salaries and that they work no more than three or four hours per day. We have also been labeled by the national press as being radical, leading student demonstrations, etc. From reading the newspapers and watching TV, it would appear that the public image of the university and its professors is about as low as it can go.

"In view of all this, may I suggest that the matter of most immediate concern to the senate and to the faculty in general is one of public relations. If the university is to survive as a viable organization, it must have support of the public. Until the past few years the university has been held in high esteem as a developer of skills and knowledge and a source of well prepared people who would make great contributions to all society. This image has been recently tarnished by news service reports of student and faculty activities which do not conform to the public's concept of valued citizens. At least some of these reports are to my knowledge exaggerated at best and fabricated at worst.

"If the university is to regain its status and continue to serve society in the best manner, it is essential that the faculty take immediate action to change the image which is developing. In order that we live up to the demands of

professional status, the Faculty Senate is urged to pursue the following steps:

"Develop, publicize and implement a set of ethical standards, and standards of professional conduct. These standards should be disseminated within the academic community only, and should state basic principles to which all faculty should adhere.

"Emphasis should be placed upon the fact that this is a tax-supported institution and that responsibilities to the tax payer exist and should be observed.

"In addition it should be emphasized that the faculty member cannot, in the minds of the public, divorce his personal activities from the university community. He, therefore, carries a responsibility to each faculty member for the influence he may have on the reputation of the entire faculty.

"None of this will indicate a diminution of individual freedom within the framework of organized society. It simply recognizes that the individual has a responsibility to his (1) colleagues, (2) university as an entity, (3) community at large and especially to the taxpayer who pays his salary. This simply states that other people have rights which must not be impinged. All faculty members, if we are worthy of the title of scholar, or professional person, must be willing to adhere to high standards and demand that colleagues likewise conform to standards. The chief means of enforcement is simply disapproval by colleagues.

"The chief point of all this is that the academic community demand that, in all activities which influence the university, the faculty member conduct himself as a scholar. Actions and public statements shall be based on fact, reason and logic.

"The university exists and thrives in freedom. In fact, freedom is essential to our concept of a university. That freedom must be preserved and perpetuated. It must be recognized, however, that with freedom goes a commensurate responsibility. Freedom has been defined as "the right to exercise self discipline." If this responsibility is not recognized and met, the university and all its faculty will suffer the consequences. The public university, as any other tax supported institution; has the obligation to serve the needs of the general public. The general public (the taxpayer) has no obligation to the university except as he receives benefit from the university. (In order for the university to function effectively it must make the taxpayer aware of the benefits being received)."

While it was agreed that the universities could well improve their images and while it was agreed to publish Mr. Green's letter, there was a good deal of criticism of his approach. It was remarked that while the function of a university is to pursue truth in a variety of ways, the intent of this letter seems to be to limit that activity in terms of what taxpayers believe. The word conform seems too prominent for a guide to university behavior. In essence, the criticism centered about Walter Lippman's contention that "where everyone thinks alike no one thinks at all."

- K. From the Student Senate, the minutes of its meeting of April 23, 1970. Received and distributed.
- L. From Mr. Coon, a memorandum remarking about the uniform nine weeks summer term discussed in the past but no longer under serious consideration. Referred to the Calendar Committee.

NEW BUSINESS:

There was no new business.

OLD BUSINESS:

- A. After a review of each item on the agenda it was moved (Keiser) and seconded (Gover) to remove items 5, 6, 9, 12, 13 and 15 listed in the agenda in last week's Proceedings and to add the item "Personnel Matters" which had been implicit in item 15. The motion passed unanimously.

The meeting was adjourned at 1:50 p.m. The next scheduled meeting of the Faculty Senate is on Monday, May 11, from noon to 2 p.m. in the Heritage Room of the University Union.

AGENDA

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| 1. Evaluation  | 8. Evaluation of Council of Faculties                         |
| 2. Selection of President                            | 9. Distribution of Funds for Salary Increases                 |
| 3. Recognition of Retiring<br>Faculty Members        | 10. Student Senate Resolution on Presi-<br>dential Sabbatical |
| 4. Grievance Committee                               | 11. Voting Status of Faculty Assistants                       |
| 5. Relationship of Senate to<br>Council of Faculties | 12. Travel Expenses   |
| 6. Competitive Recruitment                           | 13. Faculty Salary Equalization                               |
| 7. Library Budget                                    | 14. Personnel Matters   |

John H. Keiser  
Secretary