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Faculty Senate

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EASTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Proceedings of November 16, 1970

MEMBERS PRESENT: Calvin Smith, Funk, Lenihan, Whitlow, Read, Palmer, Green, Barford, Elliott, Downs, Gover, Tingley, Whalin, Kluge

MEMBERS ABSENT: Lahey

Student Observers Present: Midkiff

Student Observers Absent: Brown, Grove

The proceedings of November 9, 1970, were approved as published.

COMMUNICATIONS:

- A. The following letter from Mr. White: "Though highly sympathetic with the views of Professor Raymond McKenna as published in the Faculty Senate Proceedings of 2 November 1970, I suggest that there is another view as to the best means of "equalizing opportunities" in public education.

"To provide low-cost education equally for all students is not so much to equalize opportunity as to encourage extra-curricular activity by those who have extra funds available. But to require all students to pay as nearly as possible the full cost of their education, and concurrently to provide full scholarships pro-rated according to financial need, is to provide equality where it counts: A strengthened educational process rather than higher attendance at college.

"None of the above should be taken as disagreement with Professor McKenna about the desirability of athletic scholarships or University guest houses; he is surely justified in opposing the former, and he is probably justified in opposing payment for the latter with student fees."

- B. A letter from Mr. Daniel A. Gallagher, the Secretary of the Illinois Commerce Commission, replying to the letter which expressed the opposition of the Faculty Senate to the discontinuance of the Panama Limited. He states that the Illinois Commerce Commission opposes the discontinuance, and that the Railroad Passenger Service Act of 1970 prevents the proposed discontinuance. He also states that the Commission has ordered the Illinois Central "to show cause why any and all services in connection with the operation of Trains 5 and 6 heretofore provided should not be restored immediately and the remaining services now provided by said trains retained."
- C. A copy of a rather lengthy letter from President Doudna stating his position on tuition increases to the Board of Governors. Mr. Gover moved that since the letter had been published previously that the Senate not publish it again in the interests of economy, but that it be made available in the office of the secretary for the inspection of those people who might not have already seen it. The motion was seconded by Mr. Funk, and passed with 11 for and 1 abstention.
- D. Minutes of the Student Senate meeting of November 5, 1970.

- E. The attached report of the Ad Hoc Committee on Calendar.
- F. Mr. Whalin submitted the following report of the Committee on Department Heads:

D R A F T

The following recommendations concerning Department Heads are made by the Committee.

1. That the designation of the department leader be changed from Department Head to Department Chairman.
2. That the Department Chairman be elected by a secret ballot of all departmental members with a simple majority required to elect.
3. That the term of office for Department Chairmen be three years.
4. That Department Chairmen be eligible for an unlimited number of terms.

It is felt that some general criteria for the performance of duties by the Department Chairman would be helpful. The following criteria are suggested.

1. Conducts the business of the department in a democratic manner consulting with departmental members on such matters as
 - (a) budget making
 - (b) schedule making
 - (c) general departmental policy
 - (d) hiring, retention, and tenure
 - (e) curriculum development
2. Strongly supports the consensus position of the department in dealing with other sections of the University.
3. Provides leadership in strengthening the faculty and programs of the department.
4. Mediates in a helpful manner in personality differences within the department.

REPORTS:

Mr. Tingley reported on the November meeting of the Board of Governors. A good deal of the time at the meeting was taken up in considering the Union addition. Mr. Tingley spoke at the meeting opposing financing the addition by student fees and opposing student fee increases in general. A question was asked about how it was decided to have such facilities as the guest rooms in the proposed addition. Mr. Midkiff replied that about a year ago a survey was taken of students concerning the facilities they desired in a new Union Addition if one were built. The top ten items or so on the students' preference list were given to the architect to incorporate in the plans. At the time of the survey nothing was said about financing such an addition. The study by the Board's bond expert will be reported

at the January Board meeting. Other actions taken at the Board meeting included approval of final contract amounts of \$1,949,542 for the Fine Arts Addition and \$3,340,000 for the Physical Science Building Addition. A new set of travel regulations effective January 1 were approved.

NEW BUSINESS:

Personnel Committee representatives, Mr. Scott Smith and Mr. Leonard Wood, came to report on the new interim-to-tenure policy.

Speaking for the Personnel Committee, Mr. Scott Smith stated that the fact that some faculty members, who had been kept five or six years and then released, sometimes claimed that they had not been informed soon enough or in some cases at all of remediable inadequacies showed the need for an interim-to-tenure procedure. The Committee also felt that such a procedure would force departments to face up to the problem of eliminating unsatisfactory probationary members at an earlier date, since in fact a delayed decision frequently has led to situations in which social entrenchment has made it difficult to terminate a persons of mediocre quality. Mr. Smith stated that the Personnel Committee felt the interim-to-tenure procedure was now in a trial period with problems to be worked out before achieving a final form. Among the problems he pointed out were the mechanics of evaluating probationary members of small departments with very few senior members, the problem of preventing the propagation of mediocrity in mediocre departments, and the problem of achieving uniformity over the campus in the designation of the senior department members who are to be involved in the interim-to-tenure evaluation. Mr. Wood, who became a member of the Personnel Committee after this proposal had been brought forward, concurred in the essential features of the proposal.

Mr. Barford stated that he felt a secret ballot enabled a person to veto without giving reasons. He felt that it was presumed on the basis of his credentials that a person was competent when he was hired, and that it should be necessary to give reasons why he is not progressing satisfactorily, if such a conclusion is reached. Mr. Scott Smith stated that reasons for unsatisfactory progress are to be stated, but that a person is not guaranteed tenure when he is hired but must prove himself.

Mr. Calvin Smith wondered how the department members who are called upon to render judgment on a person will know about his competency. Mr. Scott Smith replied that particularly in large departments not all the department members will have knowledge about the probationary member. Only those department members who are knowledgeable about the person should vote, those who are not knowledgeable should abstain. For the decision to be valid it would be necessary for a minimum fraction of the department to vote. He felt strongly that all tenured members of the department have both the right and responsibility to determine by vote who are to become their peers. On the other hand, he felt such matters as salary and promotion determinations may be delegated to a departmental personnel committee.

It was asked why the probationary member's status should be reported to him by the department head, if the decision about his status involved so many other

people and might conceivably be opposite to the decision desired by the department head. It was stated that the original proposal from the University Personnel Committee had the probationary member's status reported to him by the departmental personnel committee, but this was changed to department head by President Doudna.

It was asked why the proposal of the Personnel Committee on interim-to-tenure had not been distributed to the faculty. It was stated that President Doudna did publish the interim-to-tenure proposal but with some major modifications.

Mr. Midkiff was bothered by the fact that student evaluation was not involved, since he felt that other faculty members are not aware of a colleague's competency as a teacher. Mr. Scott Smith replied that student evaluation results will be available to the departmental personnel committee and it is presumed that the evaluations will be given weight in reaching the decision; however, some study needs to be given by the faculty on how student evaluations are to be used in personnel evaluations. Mr. Midkiff felt that student evaluations should be formally taken into account in the interim-to-tenure procedures.

Mr. Elliott inquired about the procedures for dealing with small departments. Mr. Scott Smith felt that some modification in the evaluation procedure from that applied to large departments would be required. Perhaps it would be necessary to consult members from related departments or from the entire school. The basic idea of evaluation though, he thought, was valid for all departments.

A question was raised about the general policy of maintaining secrecy about personnel matters. It was felt that, in general, the reason for personnel decisions affecting faculty members should be provided to the faculty member and the decision whether to publicize these reasons should rest with the faculty member concerned.

Mr. Gover felt that recommendations from departmental personnel committees forwarded to the University Personnel Committee through department heads should be signed by the departmental personnel committee members so that it is known who has made the recommendations and to verify their accuracy.

Mr. Funk asked what the relationship of the University Personnel Committee was to the Faculty Senate and the Administration. It was felt that its relationships were somewhat ill defined.

Mr. Barford moved that the University Personnel Committee submit their recommendations on Interim-to-Tenure to the Faculty Senate for discussion and distribution to the faculty. He was seconded by Mr. Palmer. The motion passed unanimously.

Mr. Tingley was directed by the Senate to inquire of the President what the present status was of the proposal for $11\frac{1}{2}$ month contracts for tenured faculty.

Mr. Nichols and Mr. Rawls will join the Faculty Senate as of the winter quarter replacing Miss Read and Mr. Calvin Smith, who will be on sabbatical leave.

The meeting adjourned at 1:50 p. m. The next scheduled meeting of the Faculty Senate will be on Monday, December 7, 1970, in the Heritage Room of the University Union.

AGENDA

1. Selection of President
2. Personnel Matters
3. Grievance Committee
4. Relationship of Senate to Council of Faculties
5. Competitive Recruitment
6. Library Budget
7. Evaluation of Council of Faculties
8. Voting Status of Faculty Assistants
9. Travel Expenses
10. Faculty Salary Equalization

Edwin Whalin
Secretary

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(over)

Report of the Ad Hoc Committee on Calendar
Notes and Recommendations

1. University calendars examined-- Western, Northeastern, Chicago State and Eastern.

All calendars except Western and Eastern are based on a trimester division of the year. Western has a quarter division with an eight week session in the summer. All calendars except Eastern indicate the completion of a quarter or trimester just prior to the Christmas - New Year holiday season. Eastern progresses into the winter quarter for two weeks prior to this holiday.

Recommendation: That some arrangement of our calendar be worked out so that the winter quarter is not broken. Eastern's present calendar arrangement may be conducive to the feeling in the students that they can wait until after the holidays for the serious work to begin.

The question came up as to whether it might be unrealistic to base a summer session on the premise that graduate students can do the same amount of work in eight weeks that undergraduates do in $10\frac{1}{2}$ weeks.

2. According to the faculty manual, faculty members are entitled to Memorial Day, Thanksgiving, July 4, Labor Day, Christmas and New Years as holidays, in addition to regular vacations. It has been noted that while non-academic personnel have the previous day off (Friday if the holiday falls on Saturday and Monday if it falls on Sunday), faculty does not have this benefit.

Recommendations: In order to facilitate the work of the University the holidays for faculty and non-academic personnel should coincide.

Although not related to calendar, the committee members recommend that offices remain open during the noon hour where the numbers of non-academic personnel and faculty make such an arrangement feasible.

E. Whalin
D. Downs
M. Green