

1970

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Faculty Senate

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EASTERN ILLINOIS UNIVERSITY  
FACULTY SENATE  
Proceedings of December 7, 1970

MEMBERS PRESENT: Funk, Lahey, Lenihan, Kluge, Nichols, Rawls, Palmer, Green, Barford, Elliott, Gover, Downs, Tingley, Whalin, Whitlow

MEMBERS ABSENT: None

Student Observers Present: Midkiff

Student Observers Absent: Brown, Grove

The Proceedings of November 16, 1970, were approved as published.

Mr. Tingley welcomed Mr. Nichols and Mr. Rawls as new members of the Senate replacing Miss Read and Mr. Calvin Smith, who are on sabbatical leave.

Mr. Tingley brought up the matter of the schedule of meetings for the Faculty Senate during the winter quarter. There are no rooms available for meetings on January 18 and February 15. Mr. Tingley had reserved the Heritage Room from 2 - 4 p.m. on January 19 and February 16. It was the feeling of the Senate that it was best to wait until close to those dates before deciding whether or not to hold meetings during those two weeks.

COMMUNICATIONS:

A. The following letter was received from Mr. McKenna:

"Professor White's response to my views about student fees, published by the Faculty Senate on November 2, overlooks the fact that I was critical about students subsidizing any campus buildings and any student elites. I argued that student-subsidized athletic scholarships do not justify student-subsidized art, music, drama, or journalism scholarships. And vice versa. The same can be said for student-subsidized buildings.

"Professor White remarked that "low-cost education" encourages students with extra money to indulge in extra-curricular activities. I want to add that indulgences such as automobiles and parties are sufficiently conspicuous to provide officials with the argument that students can afford higher fees. After all, such exhibitions of affluence are on campus. But financial dropouts and people who could not afford to start college are not around to be seen, much less to be counted."

B. The following letter was received from Mr. Moody:

"A statement contained in the "Notes and Recommendations" of the ad hoc Committee on Calendar (reported in 16 November Senate Proceedings) may be misleading concerning student loads during the summer terms. Please note that:

"a) An undergraduate "normal load" for the undergraduate ten week summer quarter is 16-18 quarter hours.

"b) A graduate student may take no more than 12 quarter hours in the eight week graduate term"

- C. The following letter was received from Mr. White. The matter of classroom visitation was placed on the agenda of the Senate.

"Recognizing that in this first year under its new constitution the Faculty Senate is undertaking a whole series of actions affecting the University, I nonetheless must request Senate consideration of another matter of concern to the entire faculty. Speaking for the Executive Committee of the Department of English, I request full examination by the Faculty Senate of the current University policy requiring that the classrooms of all non-tenured faculty must at least twice each academic year be visited by the department head or other senior staff member.

"When this policy was instituted a year ago the staff of the Department of English voted overwhelmingly to oppose its implementation, and cooperation during the first year was less than wholehearted. This fall the Executive Committee acted to request that the Faculty Senate, which now has constitutionally defined responsibilities it did not have when the visitation policy was imposed last year, review the entire matter.

"That the work of non-tenured faculty should be closely observed is an unassailable truth, apart from its being Board Policy. It is to the advantage of the individual member and of the University community that good classroom performance be recognized, and that poor classroom performance be identified and improved. It may be true that visitation (one form of observation) helps young faculty to acquire "good marks" on their record. Visitation will sometimes indicate, in ways no other method can, whether an instructor has successfully "reached" his students, whether students in his class are relaxed or nervous, interested or bored, learning or having their time wasted.

"But compulsory class visitation does not often accomplish its goals. Visitation is likely to be reliable only when the practice is entered into with interest and concern by both parties, when the visited and the visitor are working together to improve the instructional methods, and when the visited is recognized by his visitor as a potential teaching equal. Compulsory visitation proscribes these positive qualities. Compulsory visitation assumes that the occasional spot check will reveal basic truths, that single visits can reveal the cumulative effect of weeks of work, and it also presumes, often falsely, that the senior staff member is always a superior teacher, the visited instructor an inferior one. Compulsory visitation tends to turn a possible learning situation into a judgment, and a judgment made under highly subjective circumstances--often demeaning to both parties. In fact, classroom visits under compulsory circumstances are likely to generate abnormal situations-- whether the artificial climate of announced visits or the disturbed atmosphere of unannounced visits-- when students and instructor are at their worst or best, certainly not at their normal level. The instructor, fearing that his future may depend on his

performance this hour, either "performs" to the visitor's tune and presents a false picture to the visitor, or lapses into resigned lassitude or indignantly independent assertiveness.

"In a series of visitations over the past year I have learned some helpful facts about the teaching practices in this department, but I have also observed some clearly artificial and unusual teaching situations. I have observed a nervously inept performance by a young instructor who, as I can testify both from candid "transom listening" and from student reports, is ordinarily relaxed and confident in his classroom performance, who is en rapport with his students; I have also observed slick performance by a candidate apparently prepping for the Dale Carnegie school. Neither performance, I believe, reflected the true teaching going on in those classrooms under ordinary circumstances. Nonetheless, observing one or two performances, I am now to pretend that I "know" how well an instructor teaches, and what is more important, I am to formally commit this "knowledge" to the instructor's permanent record.

"In summary, voluntary and sympathetic visitation seems to the Executive Committee in English to offer worthwhile profit; compulsory visitation seems to us to provide artificial and misleading information. The obvious response to this conclusion will be that with visitation voluntary, the instructors most in need of improvement will not invite the visitor. But such response is in fact irrelevant; even if it be true, which we by no means concede, compulsory visitation will not reach the real problem, for an instructor who does not wish to be visited cannot be visited profitably, compulsory or not. To impose compulsory visitation on all non-tenured staff in order to find a few weaknesses is to use a hatchet where a surgeon's scalpel is needed, is to attack the entire arm to remove a splinter in the finger.

"The Department of English requests that the Faculty Senate consider whether or not involuntary class visitation is a fit means to the good end of improved teaching in this university; and requests that after such consideration, the Senate make an appropriate recommendation to the President and to the Council of Instructional Officers."

- D. Mr. Kluge submitted a summary of the July 30, 1970, Minutes of the Retirement Board for the information of the members of the Senate.
- E. President Doudna sent the following reply to an inquiry about the status of the policy of  $11\frac{1}{2}$  month contracts for the faculty:

"The matter of possible employment of certain teaching staff members for  $11\frac{1}{2}$  months will, I believe, be on the agenda for the next Council of Presidents meeting. This will be held on December 29. I wrote Dr. Morton last month on the subject but he did not get it on the agenda for the meeting that had been scheduled for Tuesday of this week. In any case, that meeting could not be held because the Board of Higher Education meeting lasted so long."

#### REPORTS:

- A. Mr. Lenihan reported on the November 13 meeting of the Council of Instructional Officers. Some time was devoted to the matter of faculty members

taking courses for credit. Apparently not everyone is aware of the limitation of one course per quarter for full-time employees.

- B. Mr. Elliott reported on the November 12, 1970, meeting of the Council on University Planning. The main topic of the meeting was the space needs of the Psychology Department.
- C. Miss Green requested that the report of the ad hoc Calendar Committee be brought to the attention of the group preparing the Calendar. Mr. Tingley will find out who is now in charge of calendar preparation and bring the recommendations of the Committee to their attention.

COMMUNICATIONS:

- F. From Mr. Knott, material about the Campus Annuitants Association, a group of retired faculty members mainly from the University of Illinois, who are interested in the problems of retired people. Mr. Tingley will get more information from Mr. Knott, but thinks that probably some emeritus faculty member should be the one to work with the association.
- G. Mr. Gover submitted the following resignation as Chairman of the Committee on Promotions, Tenure and Dismissal:

"It is with reluctance that I must ask that I be replaced as chairman of the ad hoc Faculty Senate Committee on Promotions, Tenure and Dismissal. This is a very important topic that needs to be considered and resolved, but with my teaching load this quarter it will be impossible for me to give this committee the time necessary to do a good job in the assigned task. In Management 371 (Corporation Finance) the enrollment is 45; 45 (including some graduate students) in Management 484 (Commercial Banking); and 37 in MBA 564 (Financial Management). With the necessity of accommodating this large number of students my time will be limited this quarter.

"Thank you for your consideration."

Mr. Elliott will serve as chairman at least for the time being. The members of the committee suggested that the work of the committee be subdivided as they felt its scope was too broad.

- H. From Mr. Williams, the following memorandum regarding Item C under Reports - Faculty Senate Minutes of November 9, 1970:

"Can you please tell me what method of financing for the proposed union addition the members of the Faculty Senate wish to substitute for the proposed one? "

The opinion was expressed that any building which was necessary on the campus ought to be paid for with State funds. It was the consensus of the Senate that student fees should not be raised and that if the project cannot be financed in any other way perhaps it should not be built.

Mr. Kluge asked for volunteers from the Senate to help in the Constitution election.

NEW BUSINESS:

The subject of the proposed enrollment limitation was taken up. Mr. Whitlow moved that, relative to the decision of Committee L of the Illinois Board of Higher Education, the Executive Committee of the Faculty Senate appoint a committee (1) to draft a letter to the Higher Board expressing the major objections to the decision; and (2) to supply the President with suggested arguments which may be incorporated with those of other university councils as part of Eastern's official response to the decision.

Mr. Nichols said he was not sure whether enrollment limitation per se was bad, and thought the merits of enrollment limitation should be discussed before deciding whether to be for or against it.

Mr. Whitlow said that he was not against the idea of an enrollment limitation as such, but that he was against the sudden imposition of an enrollment ceiling which virtually coincided with the present enrollment. An enrollment ceiling which agreed with the University's projection of the enrollment three or four years hence would at least allow for orderly planning of the required adjustments.

Mr. Kluge pointed out that dormitories had been built on the assumption that the controlled rate of growth planned for the University would take place, and that sudden changes such as cessation of that rate of growth could result in partial occupancy of dormitories. This would result in poor utilization of facilities and in difficulties in paying off the dormitory indebtedness.

The motion passed with 10 for, 3 against, and 1 abstention.

Mr. Whitlow, chairman, Mr. Barford, and Mr. Funk were appointed as a committee to draw up the statement to bring to the Senate at its next meeting.

Mr. Midkiff said that the Student Senate is also considering the matter of enrollment limitation and would like to consult with the Faculty Senate about it.

Mr. Tingley reported on the status of the Presidential Search. About 125 applications have been received. The University Search Committee will meet on December 8 to go over the list of nominees with the intent of reducing the size of the list. Those nominees which the University Committee agrees do not merit further consideration will be presented to a joint meeting with the Board of Governors Committee on December 16, and those nominees which both committees agree to eliminate will be.

By consensus the subject of Registration was added to the agenda. At the next meeting the agenda will be considered to bring it up to date.

The meeting adjourned at 1:45 p.m. The next scheduled meeting of the Faculty Senate will be on Monday, December 14, 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
11. Classroom Visitation
12. Registration

Edwin Whalin  
Secretary