

1971

October 4, 1971

Faculty Senate

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#### Recommended Citation

Faculty Senate, "October 4, 1971" (1971). *Minutes*. 477.  
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E A S T E R N      I L L I N O I S      U N I V E R S I T Y

FACULTY SENATE

Minutes of October 4, 1971

MEMBERS PRESENT:        Read, Downs, Whitlow, Hattabaugh, Trank, Elliott, Barford, Whalin, Owens, Lenihan, Kluge, Maurer, C. Smith, Katsimpalis

MEMBERS ABSENT:         Shuff

STUDENT OBSERVERS:     Jack Marks, Becky McIntosh, Jim Birchler, Debbie Lynch

The meeting was called to order by Roger Whitlow, Chairman. The proceedings of September 27, 1971 were approved with the following correction: "Page 2, #3 The motion passed 12 yes, 2 no."

EXECUTIVE REPORT

1. The Chairman reported that he had analyzed the budget for the Faculty Senate and had concluded that certain communications could be included verbatim.
2. Chairman Whitlow reported that the Senate's resolution on the option to have 9 months pay spread over 12 months had been approved; however, the option would not begin until after the October payroll.

COMMITTEE REPORTS

1. Committee on Fair Financing for Higher Education met and has made plans for a mass demonstration in Springfield on Wednesday, October 13, 1971. A meeting will be held in the Lincoln Theatre at 9:00 a.m. with the march to begin about 9:30. All students, faculty and non-academic employees are invited to participate. Transportation to Springfield will be coordinated by the local chapter of AFT.

Debbie Lynch, Student Senator reported that the Student Senate has organized a mass rally in front of the Library at 4:00 p.m. Thursday, October 7, 1971. All students, faculty and non-academic employees are invited to attend. She also suggested that faculty members contribute to the cost of transportation to Springfield and the students will do the same. Debbie also reported that the Student Senate had decided to send two students from each legislative district with petitions signed by the students from that district.

Whalin reported that the two unions on campus, AFT and AFSCME plan a mass meeting in the Lab School Auditorium at 8:30 p.m., Wednesday, October 6, 1971. Students, faculty and non-academic employees are invited to participate. The two groups also plan to underwrite part of the cost of buses to Springfield.

A motion was made by Whalin and seconded by Barford that the

Faculty Senate encourage faculty to participate in the October 13 rally in Springfield. The motion passed unanimously.

2. Council on University Planning - The minutes of the September 22, 1971 meeting were received by the Faculty Senate.
3. Ad hoc Committee on General Faculty Meeting - A meeting has been set for 7:30 p.m. Wednesday, October 20, 1971 at which time the AAUP, AFT, AFSCME and IAHE will have an opportunity to present their programs to the faculty.
4. Nominations Committee - A motion by Elliott which was seconded by Lenihan approved Cliff Fagan as an alternate to the Athletic Board. The motion passed unanimously.

#### COMMUNICATIONS

1. From President Fite granting approval to the Faculty Senate resolution to grant faculty the option of having their 9 months salary spread over 12 months.
2. From President Fite a response to the Faculty Senate resolution on revised contracts for the 1971-72 school year. Downs made a motion which was seconded by Whalin that the text of President Fite's memo be published in the minutes. The motion passed with 8 yes, 1 no and 4 abstentions. (See Appendix 1)
3. From Don Marshall, President of Faculty Senate, Western Illinois University, a statement on the Governor's budget veto.
4. A copy of a memo to Board Chairman Stipes from Ewell Fowler regarding the original plans for financing the University Union.
5. From President Emeritus Doudna a memo clarifying the reason for his veto of the Faculty Senate's motion to rename the University Union.
6. From Vice President Schaefer endorsing the concept of a University Forum.
7. From the Student Senate, their minutes of September 23, 1971.
8. A copy of a letter to Pat Lenihan from Peter Lee, Northeastern asking the faculty to sponsor a financial drive to take students to the Springfield rally.
9. A report from Calvin Smith regarding a discussion with President Fite about summer sabbaticals, i.e. are faculty members who are the recipients of a summer sabbatical counted in the summer rotation plan. The question was referred to the Faculty Senate's committee on sabbatical leaves and the personnel committee.
10. Memos from Rhoderick Key and John Linn regarding priorities for the sabbatical leave policy. Lenihan made a motion which was

seconded by Owens to publish both letters. The motion passed with 12 yes, and 1 no. (See Appendix 2 and 3)

### OLD BUSINESS

A motion was made by Lenihan and seconded by Owens to remove from the table the motion and amendment on sabbatical leaves. A discussion ensued covering the following topics:

1. Suggestion to return the proposal to the committee,
2. to remove "post-doctoral" from the amendment,
3. to reword the statement on completion of the doctorate to "working toward completion of advanced study",
4. additional criteria suggested included the length of time since last sabbatical and length of service,
5. to reword the statement on post-doctoral work to "study, writing and research not connected with the completion of a degree",
6. percentages applied to the criteria including summer sabbaticals.

Suggested options were:

1. Independent research,
2. Educational Leave, and
3. All in one category.

The committee was re-established with Downs, Chairman; Maurer and Gover. It was also the consensus that the Chairman will ask P. Scott Smith, Chairman of the Personnel Committee to appoint one member to the committee.

### AGENDA

1. Sabbatical leave
2. Personnel Matters
  - a. Interim-to-tenure policy
  - b. promotion
  - c. tenure
  - d. dismissal
3. Constitutional Amendments
4. Senate Constitution Bylaws
5. Classroom Visitation
6. Registration
7. Creation and Selection for Administrative Positions
8. Recognition for Retiring Faculty
9. Calendar for 1972 Summer Session

The meeting adjourned. The next meeting of the Faculty Senate will be held in the Heritage Room of the Union at 12 noon, Monday, October 11, 1971.


# Memorandum

EASTERN ILLINOIS UNIVERSITY

Office of the President

TO Mr. Whitlow DATE September 27, 1971

This is a reply to the Senate's resolution regarding contracts for 1971-72. I regret that I cannot approve this resolution. My reason is that it would be useless and that it would be an exercise in deluding ourselves. In the first place, the proposal is based on a misunderstanding, that is, that faculty members would be better off in future years if their monthly income were quoted at a higher figure even though the university only had money to pay that higher monthly salary for a shorter period. This will not be the case. We do not determine monthly salaries and then multiply those amounts by the number of people and months worked and then reach our total line item for Personal Services. First, the overall amount is determined for Personal Services and then the university does its best to provide the most liberal increments within the overall Personal Services budget. The only way, and there is only one, to keep faculty members from losing long range benefits because they failed to get a raise this year is to get enough money for Personal Services in FY 1973 to make up for the current year's lack of increments and add that amount to the increments for FY 1973. In short, unless we can get in FY 1973 what amounts to two years' raises in one, we will suffer to some extent in the years ahead. However, no attempted sleight of hand will make the least bit of difference in this situation. I want to add that I am fully committed to doing everything in my power to keep our faculty from losing a year's raise, but the availability of funds, not rewritten contracts, is the only means of achieving this goal.

  
Gilbert C. Fite  
President

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To: Roger Whitlow, Chairman  
Faculty Senate

From: Rhoderick E. Key  
School of Music

Subject: Sabbatical Leave Policy

Date: October 4, 1971

Thank you for tabling the motion concerning the sabbatical leave policy. In allowing time for further deliberation and faculty in-put on this complex problem, the senators showed a cognizance of the impact their decision will have on the professional growth, morale, and lives of many faculty members.

The Faculty Senate Minutes of September 27 seemed to indicate that a discussion took place concerning whether or not the "post doctoral" sabbatical leave request deserves priority over the "completion of the doctorate" sabbatical leave request. I submit that both requests are equally justifiable and equally worthy of consideration. To give first priority to either of these categories is not an equitable solution.

The suggestion made by Senator Katsimpalis holds the potential for resolving this dilemma equitably. An equal distribution between "post doctoral" and "completion of the doctorate" sabbatical leaves will provide each eligible faculty member with an opportunity to justify his request. If priorities are set, then some faculty members will be relegated to the status of second class citizens in the university community.

Your careful consideration of this important decision is greatly appreciated.

cc: Faculty Senate Members

October 2, 1971

Faculty Senate  
Eastern Illinois University

Gentlemen:

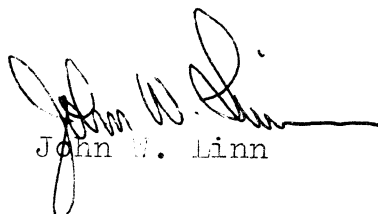
I am writing in support of non-tenured, non-doctorate faculty to receive at least equal consideration with doctorate faculty in the awarding of sabbatical leaves. Regardless of whether, under normal circumstances, the sabbatical leave is an earned right or a privilege, the circumstances in which we now find ourselves, with more applicants for the leave than there are leaves available, are not normal. Thus there is a need to establish a priority system largely to determine the relative merits of the doctorate and non-doctorate applicants who plan on doing work of one kind or another on their leaves.

The arguments in favor of the tenured applicant already in possession of the doctorate so far are at least three in number: 1) The applicant, by virtue of his already having earned the doctorate, is apt to perform research and other work of a more significant nature. 2) By having achieved the advanced degree, he has earned more favorable consideration for the leave. To do otherwise, it is thought, would be discriminatory. 3) It is not the university's role to subsidize the applicant's quest for the advanced degree.

Few will argue against the likelihood of the applicant for a post-doctoral position performing work of a more specialized and more sophisticated nature. However, it should at least bear mentioning, there is no guarantee of this occurring. At the same time it is questionable whether the specialized gains made by the post-doctoral worker will bring more of broad teaching value to the university than what the returning new or near doctorate can bring.

The second argument overlooks the already favored position of the holder of the doctorate in matters of salary, advancement, and job security. True, if all things were equal and the non-tenured, non-doctorate applicant were repeatedly given preference over his counterpart with the doctorate, discrimination could justly be claimed. But all things are not equal. Even supposing that the doctorate applicant serves to greater advantage for himself and the university in terms of knowledge, prestige, and so on than the non-doctorate applicant while on sabbatical leave, the difference could not be so great. However, the difference in disadvantages that can be suffered between the two applicants can be enormous. The tenured, doctorate applicant may lose a year or so waiting for his sabbatical leave, while the non-tenured, non-doctorate applicant will lose his position if not allowed to take his sabbatical leave in order to earn the necessary hours to retain his job.

Finally we arrive at the last argument. Should the university assume the role of subsidizing the further education of its faculty. Why not? Aside from the applicant himself, who stands to benefit more from the acquisition of the new degree or, at least, the advanced skills gained from an added year of education? Interestingly, the university probably stands to benefit more from its subsidizing role than the foundations, state and federal governments, and other subsidizing agencies that have helped educate many of those who use this last argument. At any rate, is there any more justification for the university in subsidizing post-doctoral research and writing? Granting that some of these questions may represent moot issues, the questions needn't be asked at all if the sabbatical leave were considered an earned right. After all, if a certain length of service automatically qualified one for sabbatical leave, it should be of little concern to the university what he did with that leave. Since evidently no such automatic qualifications exist and certain exigencies do, some questions do need to be asked. Not the question of whether the university should subsidize anyone's education, but "what is the fairest way of distributing the available sabbatical leaves?" or "How can the awarding of these leaves best contribute to the university's well-being?" and, from the standpoint of humane judgment, "How can we avoid doing anyone the most harm?" The last question, of course, refers to the fact that where a sabbatical leave may be desirable for a tenured, doctorate applicant, it is critical for a non-tenured, non-doctorate one.

  
John W. Linn