

1972

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Faculty Senate

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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 January 24, 1972

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

MEMBERS ABSENT: Whitlow

STUDENT OBSERVER: Mary Ann Hayes

The regular weekly meeting of the Faculty Senate was held Monday, January 24, 1972, at 12:00 noon, in the Heritage Room of the University Union. Mr. Lenihan, Vice-Chairman, presided during the meeting. The minutes of the regular meeting of January 17, 1972 were approved as published except the vote on Mr. Lenihan's motion for the Senate to participate in a University Forum on University Governance should have read 11 yes, 0 no, and 3 abstentions.

COMMITTEE REPORTS

Executive Committee

Mr. Lenihan reminded the Senate of the referendum to be held on Tuesday, January 25, on the principle of elected as opposed to appointed department heads. Senate members were asked to work at the polls sometime during election day.

Nominating Committee

Miss Read reported that petitions for the various faculty councils, committees, and the Senate will be mailed out this week. February 18 is the deadline for the petitions to be returned.

COMMUNICATIONS

The following communications were received;

1. A memorandum from Mr. Buckellew, Department of Physical Education, asking for support of the academic community to continue an instructional program in physical education activities. He also suggested that the appropriate councils make a resolution rejecting the right of the BHE to arbitrarily determine program priorities.

After considerable discussion, Barford moved that the Chairman appoint a committee to draft a resolution questioning the right of the BHE to determine program priorities. In addition, the committee is to report back to the Senate at the next regular meeting. After the motion was seconded by Kluge, it passed unanimously. The chairman appointed Shuff, Katsimpalis, and Whalin to serve as members of the committee.

2. A letter from Mr. Jocums, Foreign Language, to Dr. Morton, Executive Director of the Board of Governors, requesting the Board to give written reasons for issuing him a terminal contract. The letter, also, requested the Board to have a hearing before an impartial panel from the university community in order to judge the veracity of the reasons given.
3. A memorandum from Mr. Horak stating his support to Dr. Alexander's views as expressed in her letter of January 15, 1972. Mr. Horak also urged the Senate to hold a referendum concerning department headships. The memorandum was referred to the ad hoc Committee on Election of Department Chairman.
4. A memorandum from Mr. Strandberg concerning department chairmanships. This communication was referred to the ad hoc Committee on Election of Department Chairman.
5. A memorandum from Dr. Ziegler concerning the term of office of department chairmen if they are elected. This memorandum was referred to the ad hoc Committee on Election of Department Chairman.
6. A letter from Mr. Rommel, English, in rebuttal to Dr. Alexander's letter of January 15.
7. A memorandum from Mr. Whitley supporting the concept of elected department chairmen. This memorandum was referred to the ad hoc Committee on Election of Department Chairman.
8. From Mr. Strandberg, a copy of the procedures used in selecting department heads at San Diego State College. This communication was referred to the ad hoc Committee on Election of Department Chairman.
9. From Mr. Bayley, School of Business, a memorandum asking the Senate to reassess the structure of the Council on Graduate Studies and a plan for greater representation of the various graduate programs in the decision making process of the Council.

Kluge moved that the request be referred to the By-Laws Committee. The motion was seconded by Shuff and it passed unanimously.

Elliott moved, seconded by Owens, that the memorandum be published. The motion passed with 9 yes, 1 no, and 4 abstentions. (See Appendix 1)

10. The minutes of the January 10 meeting of the Council of Faculties. Kluge moved, seconded by Whalin, that the Senate publish Mr. Hennings' written summary of the meeting. The motion passed with 9 yes, 1 no, 3 abstentions, and 1 absent. (See Appendix 2)
11. Copy of the Student Senate minutes dated January 15, 1972.

12. A memorandum from Mr. Kluge protesting the referendum on the question of "elective department chairmanships or appointive department headships." The basis for the protest is the constitutionality of the decision to permit only ". . .academic, full-time teaching faculty for instruction" to vote. Owens moved, seconded by Kluge, that the protest be published in these minutes. The motion failed with 5 yes, 6 no, 2 abstentions, and 2 absent.

OLD BUSINESS

Insurance Committee

1. Mr. Knott and Mr. Rommel, members of the insurance committee, were present to report and discuss the recommendation of the insurance committee to change insurance carriers for the group life insurance program. They recommended that we change from the program now in force from North American Life Insurance Company to the program sold by the Northwestern National Life Insurance Company. (This is the same company that covers the life insurance programs for all the other state universities except Eastern and Southern.) The reason for the proposed change is that Northwestern provides better benefits with lower premium rates in most instances. This change will be effective June 1, 1972. Mr. Knott announced that a person may enroll in the new program equal to his coverage under the North American plan. An enrollee may be covered up to \$40,000 under the new plan. The committee will distribute pamphlets describing the new plan to all faculty members in the near future.
2. C. Smith moved that the Senate recommend to the Insurance Committee that the group life insurance carrier be changed (effective June 1, 1972) from North American Life Insurance Company to the Northwestern National Life Insurance Company. Owens seconded the motion and it passed unanimously.
3. Barford moved, seconded by Read, that the Senate thank the Insurance Committee for the time and effort they have spent on the faculty's behalf. The motion passed unanimously.

Agenda Items

1. Agenda Item 7 -- Creation and Selection of Administrative Positions

Kluge moved that agenda item 7 "Creation and Selection of Administrative Positions" be removed from the agenda. Hattabaugh seconded the motion and it failed with 5 yes, 6 no, 2 abstentions, and 2 absent.

C. Smith moved, seconded by Trank, that the Senate write a letter to President Fite requesting his continued consultation with the Senate prior to the creation of new administrative positions and selection of administrative personnel. The motion passed with 8 yes, 3 no, 2 abstentions, and 2 absent.

2. Agenda Item 8 -- Recognition of Retiring Faculty

Mr. Lenihan appointed Mr. Owens and Mr. Downs to investigate the possibilities of recognizing retiring faculty.

Mr. Smith moved, seconded by Owens that the meeting adjourn. The motion was defeated with 5 yes, 6 no, 1 abstention, and 3 absent.

3. Agenda Item 9 -- Summer Rotation Plan

Mr. Owens moved that a committee be appointed to study the summer rotation plans. The motion was seconded by C. Smith and it passed with 8 yes, 2 no, 1 abstention, and 4 absent. The committee will be appointed at the next meeting.

4. Agenda Item 10 -- Teacher Evaluation

Mr. Barford reported that the teacher evaluations will be held during the week of February 14-18. He will give a report on the financial problems at the next regular meeting. Details of the evaluation will be announced in the school paper.

The meeting adjourned at 1:45 p.m. The next regular meeting of the Faculty Senate will be held in the Heritage Room of the University Union at 12 noon, Monday, January 31, 1972.

AGENDA

1. Sabbatical Leave Policy
2. Department Chairmen
3. Personnel Matters
 - a. Interim-to-tenure policy
 - b. Promotion
 - c. Tenure
 - d. Dismissal
 - e. Election of Department Chairmen
4. Classroom Visitation
5. Recognition of Retiring Faculty
6. Summer Rotation Plan
7. Teacher Evaluation
8. Composition of Apportionment Board
9. Eastern's Graduated Tuition Plan
10. By-Laws
11. Improvement of College Teaching

Tom Elliott
Secretary

APPENDIX I

TO: Dr. Roger Whitlow, President, Faculty Senate
FROM: Dr. Francis Bayley, Assistant to the Dean, School of Business
RE: Structure of the Council on Graduate Studies
DATE: January 20, 1972

The purpose of this petition is twofold: (1) to invite reassessment of the structure of the Council on Graduate Studies, and (2) to offer a plan for greater representation of the various graduate programs in the decision-making process of the Council.

As the structure presently exists, the Council on Graduate Studies consists of three ex officio members without vote (i.e., Dean of the Graduate School, Provost and Vice President for Academic Affairs, and Director of Library Services), and six graduate faculty members (i.e., three from the College of Letters and Science and three from the Schools and the Faculty of Education) elected for three-year, overlapping terms by the faculty at large.

At one time, the structure of the Council's membership (i.e., three members from the College of Letters and Science and three members from the Schools and the Faculty of Education) and the procedure by which faculty gained membership in the Council may have accorded adequate or equitable representation for the existing graduate programs, graduate faculty, and graduate students. However, the changed educational environment of the University and broadened scope of graduate studies no longer permits the Council to serve as a representative body for the majority of graduate programs so long as it continues to use an obsolete membership structure and process for election to its membership. While it is a simple matter to suggest that the Council's membership represents all graduate programs at EUU, would it be presumptuous to speculate that some graduate programs are more equitably represented than others?

I urge that the Faculty Senate By-Laws Committee provide a suitable plan to create a more representative Council on Graduate Studies. Until the Council can be so reformed, may I propose that the Faculty Senate make some provision to expand the Council on Graduate Studies to include nine members: six members to be elected by the faculty at large under the present structure and three members to be appointed annually by the President of the University from a list of six candidates nominated by the Faculty Senate from among those Schools and Faculty of Education not represented on the Council by popular vote. Members appointed by the President would be vested with all the rights, duties, and privileges accorded the elected members.

The author of this petition does not assert that the proposed plan discussed herein is a panacea for the obsolete and inadequate membership structure and process for the election of members to the Council on Graduate Studies. Rather, the plan is designed to provide an opportunity for participation by several of those graduate programs which are unsuccessful in their attempt at representation on the Council through the obsolete mechanism and structure presently used to restrict membership.

APPENDIX 2

REPORT ON ACTIONS OF THE COUNCIL OF FACULTIES ON 10 JANUARY 1972

1. The Council registered its concern over the failure of the Illinois Department of Personnel to provide answers to questions regarding the new insurance program which had been transmitted by Mr. Wiant of the Board's staff. The Council also noted that no cards for dependents had been distributed at any institution under the Board.
2. Mr. Gibala, Executive Officer of the State Retirement Board, will meet with the Council during the morning of February 7th to discuss pending retirement legislation and the matter of funding.
3. President Engbretson of Governors State University will meet with the Council during the afternoon of February 7th to discuss the role of the faculty at GSU in university governance and matter of faculty tenure.
4. On February 15th the Council will hold a joint meeting with the Council of Presidents to discuss the following matters:
 - a. Implementation of Board policy
 - b. Common Contract
 - c. Personnel Files
 - d. Salary guidelines, merit pay
 - e. Transfer of Personnel policy
 - f. Minutes from Council of Presidents
 - g. Council committee chairmen to attend executive sessions of Board
 - h. Faculty-administrative ratios (Board Policy of July 1971)
 - i. Evaluation of temporary Board policies
 - j. Retirement policies
 - k. Collective bargaining
 - l. Job security for non-teaching personnel
5. Chairman Hennings designated Marshall (WIU), Spoderberg (EIU), and Pedroso (UNI) to meet with Executive Officer Morton and two of the Presidents for the purpose of proposing a procedure applicable at all institutions for handling and investigating violations of Board policy.
6. The Council directed its Chairman to reiterate its opposition to increases in tuition at the forthcoming Board meeting.
7. The Finance Committee reported that no budget committee meetings had been held within the preceding month at Chicago State University, and no official work had been received from Northeastern Illinois University. According to Board policy, administrative Level II salaries at Northeastern Illinois University are too high, as are also administrative salaries at Levels II, III, and IV at GSU. At a future meeting the Committee will report on defining faculty according to budgetary status as well as on the financial role of all campus foundations.
8. The Professional Relations Committee at a future meeting will report on the matter of faculty leads in terms of courses and students. It will also study variations in terminal degree requirements. It considered the matter of possible excess personnel and presented the following motion which was approved unanimously:

The Council would draw attention to Section VI, 4.3, page 31, of the By-Laws of the Board of Governors and indicate that we regard it as established policy, particularly applicable in these financially critical times for our campuses, to tenured teaching faculty.

We recommend (1) that first each institution utilize the tenured professor in some capacity, administrative, etc., on its campus and (2) that all new or vacant positions in all five universities be reported to the Central Office which in turn will notify each President and that all tenured professors be given first consideration and a full interview for the position if he so requests. Furthermore, the transferred person is to receive the same rank, a continuity of fringe benefits without diminution, and as nearly as possible the same salary.

9. The General Policy Committee proposed the following actions or statements, all of which were approved by consensus:

- a. A Common Contract form for all non-tenured academic personnel at all institutions under the Board, and a Common Letter of Agreement form for all tenured academic personnel.
- b. With regard to any proposals which would provide job security for not-teaching or administrative personnel, the Council will be pleased to react to any suggestions from the Executive Officer (in other words, the Council reiterated its October 1971 resolution).
- c. For possible inclusion in the By-Laws of the Board of Governors:
"In the area of equivalency of degrees, each case should be scrutinized individually within the area of expertise and related experience should be considered in the evaluation of credentials."
- d. With regard to any questions the Executive Officer may have about individual personnel files, the Committee stands ready to discuss the matter with him prior to the joint meeting with the Presidents.
- e. "In view of the recent recommendations by the Board of Higher Education to phase out certain credit producing programs and in view of its recommended negation of such recent achievements as cost of living increments, the Council of Faculties reaffirms its position of March 1, 1971, cited below, and requests the Board of Governors to affirm our defense of their function.

"The Council of Faculties is alarmed to note that the Initial Draft of Master Plan Phase III of the State of Illinois Board of Higher Education (February 1971) infringes upon the policy making prerogatives of the Board of Governors of State Colleges and Universities. It is the understanding of the Council of Faculties that the Illinois Board of Higher Education was created to be only a coordinating body for all higher education in the State of Illinois, not to usurp the policy making functions of the already established governing boards. The Council of Faculties respectfully requests the Board of Governors to oppose any limitation upon the Board's right to determine policy for the institutions under its direction."

10. Because of a misunderstanding between the Executive Officer and one committee chairman, the Council approved the following by consensus:

Concerning a recent exchange of letters between the Executive Officer and a Council Committee Chairman, the Council of Faculties wishes to endorse the efforts of its members and committee chairmen to disseminate information concerning Board By-Laws and Policies and Council Resolutions on their respective campuses. It is hoped that such efforts will be assumed to be made in good faith and that any disagreements or misunderstandings which may arise will be handled with grace, dispatch, and professional respect by all parties concerned.

11. The Salary Committee made the following report on salary adjustments as a result of the recent transfer of funds:

EIU: 75% of the increases recommended last spring, to the nearest \$15 increment, were awarded for the remaining academic year.

WIU: 85% of the recommended increases were granted as a result of the resignation of some staff at high levels. (If they had remained only 70% of recommended increases would have been awarded.)

UNI: Same as EIU

CSU: As a result of CSU Senate action, every faculty member received a \$70 additional increment following November 16, 1971, and what money remained was distributed according to merit (one full professor on the Council received an additional \$5 increment as a result).

GSU: Since there were few continuing faculty, salaries were awarded according to the original appropriations and in accord with a Salary Committee recommendation at GSU to provide salary increases in a formula of 60% cost-of-living and 40% merit.

12. A preliminary report was received from the Council's Ad-hoc Committee on Student Evaluation of Faculty with discussion of the matter slated for a future meeting.