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Faculty Senate

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EASTERN ILLINOIS UNIVERSITY

FACULTY SENATE

Minutes of February 21, 1972

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

MEMBERS ABSENT: None

STUDENT OBSERVERS: Mary Ann Hayes, Alan Grosboll, Jach Marks

The regular weekly meeting of the Faculty Senate was held Monday, February 21, 1972, at 12:00 noon, in the Heritage Room of the University Union. The minutes of the regular meeting of February 14, 1972, were approved as published.

COMMUNICATIONS

The following communication was received:

1. A memorandum from President Fite thanking the Senate for the resolution it proposed which objected to the Board of Higher Education trying to determine curricula on the individual campuses.

OLD BUSINESS

Apportionment Board

Mr. Maxon, Mr. Grosboll, and Mr. Marks were present to represent the student viewpoint and Mr. Williams, Mr. Foote, and Mrs. Hoods (members of the Apportionment board) were present to answer questions about the make-up of the apportionment board.

After considerable discussion, Mr. Lenihan moved that the Senate recommend to the President that the apportionment board consist of 7 student voting members and 3 ex-officio faculty members. The motion was seconded by Barford and it passed with 7 yes, 5 no, 2 abstentions, and 1 absent.

COMMITTEE REPORTS

Executive Committee

Mr. Whitlow announced that the next meeting of the Senate will be held on March 13, 1972.

Mr. Whitlow appointed Mr. Lenihan (chairman), Mr. Whalin, and Mr. Trank to serve on the Distinguished Faculty Awards Committee.

Nominations Committee

Miss Read presented the list of nominees for the various councils, committees, and the Senate. Downs moved, seconded by Smith, that the list be published. The motion passed unanimously. (See Appendix 1)

Elections Committee

Mr. Smith announced that faculty elections will be held on April 14, and run-off elections will be held April 28.

Council of Faculties

Mr. Hennings announced that the Council will meet on March 13, 1972, in Chicago. Mr. Cox, Department of Personnel, will be there to discuss the new insurance program. Any faculty member that has had any difficulty with the new plan should contact Mr. Hennings and Mr. Rommel immediately.

A copy of the proposed budget cuts at Western were distributed and discussed.

Mr. Hennings and Mr. Rommel will be attending a meeting of The Pension Laws Committee for the State on Thursday, February 24 in Chicago. Mr. Gibala will speak on the present situation of the pension fund.

Council on University Planning

Received the minutes of the Council meeting held on February 9, 1972.

Ad-Hoc Committee on Recognition of Retiring Faculty Members

The committee presented a proposal for the recognition of retiring faculty members. A framed certificate of appreciation would be prepared by the Senate and then forwarded to the retiring faculty member's departmental chairman for presentation.

Maurer moved, seconded by Elliott, to accept the proposal.

Whalin moved to amend the motion to have the Senate provide for an annual reception in which the certificates would be presented. The motion to amend passed with 9 yes, 1 no, and 4 abstentions.

A vote was held on the original motion. This passed with 12 yes, 1 no, and 2 abstentions.

Student-Faculty Relations Committee

Mr. Barford moved to publish the report prepared by the committee. The motion was seconded by Whalin and it passed with 13 yes and 1 abstention. (Appendix 2)

Owens moved, seconded by Downs, to adjourn. The motion failed.

After further discussion on the report, Mr. Whitlow asked that the committee consider the comments and suggestions made by the Senate and report to the Senate at the next regular meeting.

The meeting adjourned at 1:50 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, March 13, 1972.

AGENDA

1. Personnel Matters
 - a. Interim-to-tenure policy
 - b. Promotion
 - c. Tenure
 - d. Dismissal
2. Classroom Visitation
3. Summer Rotation
4. Eastern's Graduated Tuition Plan
5. By-Laws
6. Improvement of College Teaching
7. Textbook Rental Plan

Tom Elliott
Secretary

(APPENDIX I)

To: Faculty Senate

Attention: Committee on Elections

From: Committee on Nominations

The following nominations are made for the indicated positions:

COUNCIL OF FACULTIES (1)

Ferrel Atkins
William J. Crane
Robert Hennings
R. Glen Wiley

Thomas H. Nickels
Janet L. Norberg
George Schinsog
Robert Winkleblack
Thomas M. Woodall

FACULTY SENATE (5)

Patsy R. Alexander
Dwight Connelly
Earl Doughty
Sam W. Eiler
Lucy Gabbard
James A. Herauf
Charles H. Johnson
June Johnson
J. Knott
Lloyd L. Koontz Jr.
Fred MacLaren
Gene W. Scholes
P. Scott Smith
John M. Speer
Francis L. Teller
Larry Thorsen
Wanda L. Wiley
Robert C. Wiseman

COUNCIL OF GRADUATE STUDIES

L & S (1)
Richard D. Andrews
Jon M. Laible
William Miner
Mauderie Saunders
Wayne L. Thurman
Other than L & S (1)
Marise Daves
Francis L. Bayley

PERSONNEL COMMITTEE (1)

Robert Carey
Lewis Coon
Richard C. Funk
William J. Keppler
Donald A. Kluge
R. Glen Wiley
Lorene Ziegler

INTERVIEW COMMITTEE L & S (2)

Beryl F. McClerren

INTERVIEW COMMITTEE Not L & S (1)

COUNCIL ON TEACHER EDUCATION

Home Ec. (1)

School Business (1)
Robert Sullivan

COUNCIL ON ACADEMIC AFFAIRS (3)

Gerald F. Carr
Dayton K. Chase
Michael Goodrich
Dorothy Hart
Frank Hustmyer
Ann Jackson
Roy Meyerholtz
Walter H. McDonald

L & S (1) Eng., F. Lang., Phil.,
Speech, Sp. Path. Aud.,
Theater Arts. (1)
Leo L. Kelly

(APPENDIX 2)

Report of Committee on Student-Faculty Relations - Classroom Visitation

General Remarks. The principle of classroom visitation has to be seen in the larger context of the continuing need for improvement of college teaching. It is only recently that the emphasis and expenditure of funds on research are beginning to be equalized in favor of giving proper attention to and recognition of good teaching. The Project to Improve College Teaching, sponsored jointly by the American Association of University Professors and the Association of American Colleges supported by a grant from the Carnegie Corporation, was recently completed, a project which held three conferences over a two year period with participants from all strata of American colleges and universities. The PICT issued several reports including a monograph entitled The Recognition and Evaluation of Teaching (K. E. Eble, Salt Lake City, 1971). This report emphasizes that any serious effort to improve college teaching will include some form of criticism and evaluation of actual teaching performance. Among the ways of assessing teaching performance such as student evaluation, self-appraisal, analysis of course materials and data, recording devices, and team teaching, classroom visitation has maintained a steady, if somewhat declining (Eble, p. 14) role. The traditional rationale of classroom visitation seems to be: how better to assist the young and inexperienced college teacher than by having the benefit of direct observation in the teaching situation followed by constructive criticism by the experienced members of the staff. And as regards evaluation in relation to retention and tenure, it is thought to be preferable to have judgment based on personal observation rather than on hearsay and disconnected bits of information. Yet classroom visitation has aroused widespread faculty resistance, both here at Eastern and elsewhere (cf. Eble, pp. 75-89). The peculiar nature of such resistance at Eastern is the subject of the following paragraphs.

History of Classroom Visitation at Eastern. On 9/15/69 Vice-President Moody issued the following directive to Department Heads, Deans, and Directors:

At least twice during each academic year Department Heads will visit and observe a class taught by each non-tenured faculty member. Such visits will be followed immediately by short constructive critiques of the instruction observed. In the case of very large departments, the Department Head may delegate such visits to senior members.

The purpose of the policy was clearly stated by Dr. Moody in another directive issued on 9/29/69: (1) to improve instruction through constructive criticism; and (2) to evaluate teaching performance of the non-tenured. These are, incidentally, the main purposes of all faculty evaluation as found in the literature. According to Dr. Moody the origin of this policy was a directive from former President Doudna to the Council of Instructional Officers (CIO) requesting a discussion of certain policies on faculty evaluation followed by President Sachs of Northeastern (Minutes of FS, 9/29/69). The CIO took up the matter of evaluation at its meeting of 5/22/69 and recommended on 9/11/69 the policy stated above (cf. Minutes of CIO, 5/22/69 and 9/11/69).

On 9/29/69 the Faculty Senate placed the matter of classroom visitation on its agenda. On 9/29/69 Vice-President Moody appeared before the Faculty Senate in order to answer questions and further explain the policy. Negative reaction from the faculty began to be received by the Faculty Senate (from English Dept. on 9/29/69, Philosophy and History on 10/6/69, and Psychology on 10/13/69). The local chapter of AAUP wrote to the Faculty Senate requesting a Moratorium on classroom visitation "until the matter

of evaluation can be given proper consideration" (FS Minutes 10/6/69). Vice-President Moody then wrote to the Faculty Senate again explaining the policy and its purposes (FS Minutes .0/13/69). The Faculty Senate issued its own statement on classroom visitation (accepted with eleven votes for and one abstention) which asked the CIO "to withdraw the directive concerning the obligatory visitation of non-tenured faculty twice each year." The gist of the Faculty Senate's objection to the policy may be seen in the following: "that visitation was announced as a policy without prior consultation with the faculty through one of its representative bodies, preferably the Personnel Committee." A number of recommendations concerning visitation were made as part of the statement (FS Minutes 10/20/69). Meeting on 10/31/69 the CIO rejected the Faculty Senate's request for withdrawal, but it offered to discuss refinements of the program with the Personnel Committee in cooperation with the Faculty Senate.

No further official action was taken on this policy until a letter was received by the Faculty Senate from Dr. White, the head of the English Department. Dr. White asked the Senate for a "full examination" of the policy, and the matter was again placed on the Faculty Senate agenda (FS Minutes 12/7/70). On 4/19/71 a questionnaire was sent out in order to assess the current status of classroom visitation at Eastern. About 15% of the faculty replied (84 responses).

On the basis of this limited response the figures show that only 7.5% of the non-tenured respondents had been visited semi-annually (4 times), but that over 50% had been visited at least twice in 2 years. Twenty-one percent had not been visited at all. Asked if they believed that visitation helped to improve their instruction, 24% answered "yes" and 62% answered "no". Asked if they believed that visitation is a fair way of evaluating their teaching performance, 36% answered "yes" and 58% answered "no." Asked if they believed that the visitation policy ought to be continued, 46% answered "yes" and 39% answered "no." Department Heads were asked for their views on classroom visitation: Of 11 respondents 54% thought that the policy ought to be continued and 46% not. The questionnaire asked for suggestions on the matter of classroom visitation, faculty evaluation, and teacher improvement, and the respondents replied generously.

Summary. The picture of classroom visitation at Eastern which emerges from the above appears to be as follows. The fact that the policy was announced without prior consultation and coordination with faculty appears to have caused an initial resentment and steadily hardening resistance to the policy. Such an insuspicious beginning is at the root of many problems with the policy here at Eastern. For it is a fact that neither the Faculty Senate statement of 10/20/69 nor the information received on the questionnaire make so much objection to the policy as such, but more to the confused way in which it was instituted at Eastern. Very many of the comments received exhibit a constant theme: in the absence of a thorough airing of the virtues, vices, problems and intent of the policy, many faculty members are confused and hence negative about the way the policy actually works out. It is the judgment of this committee that classroom visitation at this time can hardly be called viable. Therefore we make the following:

Recommendations:

1. that the policy of classroom visitation as presently constituted be rescinded;
2. and, with the recognition that both junior and senior members need to improve and renew teaching skills and that both in fact mutually evaluate one another, in place of classroom visitation the following procedures be adopted in order to improve teaching and to make accurate evaluations;

- A. periodic departmental seminars be held to discuss various teaching methods appropriate to the discipline and to encourage innovation in teaching;
- B. a modified "open classroom" system be created in which junior and senior members feel free to invite each other to their respective classes for the purpose of mutual improvement;
- C. all members of the department hear a formal presentation by each member of the department every three (3) years;
- D. new members be required to make a formal presentation in their first year;
- E. structures be created which would allow a free flow of ideas and mutual assistance between the faculty, the Vice-President for Instruction, and the Council of Instructional Officers and which would deal specifically with the question of teaching improvement and faculty evaluation.

Robert Barford, Chairman
David Maurer
Edwin Whalin