

1973

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Faculty Senate

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EASTERN ILLINOIS UNIVERSITY

FACULTY SENATE

Minutes of May 21, 1973

MEMBERS PRESENT: Trank, Maurer, Wiseman, MacLaren, Johnson, Knott, Katsimpalis, Hartbank, Weidner, Murray, North, Doughty, Hackler, Shuff, Owens

The minutes of May 14, 1973 were approved.

COMMUNICATIONS

1. Minutes of the Council on University Planning for May 9, 1973. The minutes outline space allocation in the Laboratory School.
2. Memorandum from R. Sterling concerning merit changes made for Faculty members of the History Department after the recommended merits left the History Department Personnel Committee.

The Senate referred the memorandum to the ad Hoc Committee on personnel policies.

EXECUTIVE COMMITTEE

1. Maurer reported that he had asked R. Shuff to develop a proposal on the formalization of the Budget Committee. The Budget Committee of the Senate will work with the Budget Committee of the University.
2. Maurer reported on the BOG Discussion Statement on tenure. The special Senate Committee on Tenure evaluation was appointed by the Chairman. The Committee consists of F. MacLaren, Chairman, T. Weidner, and B. Hartbank, and O. Maurer ex officio.

A motion was made by Doughty, seconded by Murray, to publish the BOG Discussion statement on Tenure. (See Appendix A) The motion passed unanimously.

3. Maurer appointed L. Trank and J. Knott to look through the Administrative Manual to see if we should include in the Senate By-Laws some reference of the role and function of the University Personnel Committee, Council on Academic Affairs, Council on Graduate Studies, etc.
4. Maurer discussed the Faculty Senate's proposed meeting with the Personnel Committee. Discussion was concerned with questions that should be asked of the Personnel Committee.

OLD BUSINESS

1. Owens reported on the 1974-75 Academic Calendar.

A motion was made by Maurer, seconded by Murray, that the Spring Semester for 1975 begin one week later and end one week later than proposed. The Spring Semester would begin on January 20, 1975. The motion passed with 12 yes, 1 no.

2. The Senate discussed briefly the Future Distinguished Faculty Awards. The Senate was especially interested in acting on the tabled motion of April 30, 1973.

A motion was made by Weidner, seconded by Knott, to postpone indefinitely the motion made by Owens on April 30, 1973. (Vol. II - 6) The motion passed unanimously.

A motion was made by Trank, seconded by MacLaren, to publish the Faculty Senate's 1973-74 Appointive Committees. (See Appendix B) The motion passed unanimously.



The meeting adjourned at 13:50.  
The next meeting will be held June 21, 1973 at 11:00 a.m.

AGENDA

1. Future Distinguished Faculty Awards
2. 1974-75 Academic Calendar
3. B of G Policy on Budget Committee Representation
4. Evaluation of Administrators by Faculty--U.P.C. Proposal

Robert C. Wiseman  
Secretary

Appendix A

From the Executive Officer's Report  
10 May 1973, Board of Governors

ITEMS PRESENTED BY THE EXECUTIVE OFFICER FOR INFORMATION

PART II: A DISCUSSION STATEMENT ON TENURE AND ITS RAMIFICATIONS

Presidential requests are being submitted for tenure approvals according to Board policy; in no way does the following discussion mean to infer a recommendation for action other than approval of the immediate recommendations. However, in light of current well known conditions impinging directly and indirectly on the tenure concept as currently practiced both by this Board and most others, it appears to the Presidents and the Executive Officer that the whole matter should be thoroughly discussed and thought through insofar as possible at this meeting and on future occasions.

In general, Board policy could be said to be predicated on an assumption that there is a general shortage of qualified faculty and that the degree of economic security implicit in tenure as now practiced is needed to get and keep good people. The facts seem to indicate that in most academic fields there is no shortage of qualified people.

On the other hand, it should be noted that in addition to providing some measure of economic security, the tenure concept also provides a safeguard for appropriate academic freedom. The need for such should not be lightly dismissed no matter what conditions may be at a given moment. Indeed, one could argue that with at least some discernible trend toward increased outside attention to and involvement in the detail activities of colleges and universities, this safeguard may, indeed, be more important now than it has been historically.

The fact remains though that assuming a rather static state of general development, there is a real danger that universities will shortly find themselves "tenured in" and will have little or no flexibility to develop new programs or respond to new needs. If there are relatively few faculty added, relatively little turn-over and tenure continues to be awarded more or less automatically after a certain number of years, then it logically follows that sooner or later all flexibility will be lost. A further force and/or complication to be considered is affirmative action.

Obviously, if there is no flexibility, it will be impossible for universities to respond to mandates for increasing the number or proportion of faculty who are women or members of minority groups.

## Appendix A (cont.)

Whatever some of the ways may be to reduce the apparent inexorable trend toward potential inflexibility, it would not seem to be a good idea to abolish the idea of tenure per se. Rather, if in fact anything needs to be done, there must remain safeguards against arbitrary dismissal for capricious reasons. And the concept of academic freedom must be protected.

Some of the ideas that have been advanced by various and sundry individuals and groups in discussing the matter are as follows:

1. Make the probationary period longer and the standards for achieving tenure higher;
2. Impose limitations on the number and/or percentage that may be given tenure either by institution or by academic unit within an institution; and
3. Change to some kind of renewable tenure concept wherein every so many years after receiving initial tenure, the individual faculty member would be re-evaluated for purpose of awarding another period of tenure or not.

There are variations of the above being discussed, but these appear to be the three basic types of attempts to at least alleviate the pending and/or current problems of being without flexibility as a result of most faculty achieving tenure status.

In addition to the tenure problem and related to it is the possible need to build in periodic evaluation mechanisms of major administrators, particularly chief executive officers. Given the nature of higher education today, it is felt by the presidents and executive officer that, somehow, people such as themselves should automatically undergo a systematic evaluative review every so many years.

Like in the case of faculty, this should be more than the annual evaluation to which recently approved Board policy is addressed.

To summarize, the most important tool of higher education by far is people. If we are to maximize responsiveness, flexibility, and accountability, then the most important media and long range concern of higher education is personnel policy. Since it is also the most sensitive to deal with, it must be approached with all possible deliberation and due process. However, it is also too important to allow progress to be stymied because of the implicit sensitivities and complexities.

## Appendix B

## Faculty Senate 1973-74 Appointive Committees

<u>Alumni &amp; Eastern University Clubs</u> (2 year term)		
Chairman--Bert Landes	Life Science	1974
Hannah Eads	Lab School	1974
John Roberts	Management	1974
John LeDuc	Mathematics	1975
Janet Holley	Advisement	1975
alt. Elmer Pullen	Financial Aids	
alt. Betty Campbell	Bus. Education	

## Appendix B (cont.)

Financial Grants Committee (2 year term)

Chairman--Paul Ward	Ed. Psych	1974
Rose Ann Bryce	Bus. Education	1974
Gloria Ceide-Echevarria	For. Language	1975
Walter Elmore	P.E. Men	1975
Peter R. Leigh	Political Science	1975
alt. Berl McClerren	Speech	
alt. Austin Jones	Accountancy	

Council on Faculty Research (3 year term)

Jimmie Franklin, Executive Director

Robert Karraker	Chemistry	1974
John Peterson	Mathematics	1974
Kenneth Sutton	Education	1975
Fred Schram	Zoology	1975
Gerald F. Carr	For. Lang.	1976
Joyce Krause	Home Ec.	1976
alt. John Moore	Marketing	
alt. Catherine Smith	Music	

Graduate Scholarship Committee (Danforth) (2 year term)

Chairman--Marise Daves	P.E. Women	1974
Marian Shuff	Education	1974
Wolfgang Schlauch	History	1975
alt. Ahmad Murad	Economics	

Insurance Committee (2 year term)

Harley Holt: Sylvia Alderton: Ex-Officio Members

John Marlon Finley	Bus. Serv.	1975
George Rommel	English	1974
Harold Coe	Psychology	1974
Gene Dolson	Mathematics	1974
Lewis Coon	Mathematics	1975
Edward Graening	Registration	1975
alt. Fred Stubbs	Management	
alt. Richard Wigley	Health Educ.	

Library Advisory Committee (3 year term) Only those areas to be appointed this year.

Abdul Lateef	1975
(Economics, Political Science, Psychology)	
alt. Jerry Sidwell	
Richard Lawson	1976
(English, Philosophy, Library Science)	
alt. Roger Whitlow	
Gene Strandberg	1976
(HPER, Home Ec., Ind. Arts & Tech)	
alt. Dorothy Hart	
alt. Barbara Owens	
William James	1974
(Life Science, Physical Science, Math.)	
alt. William Keppler	

Honors Committee Inactive

University Planning Council (3 year term)

Cary Knoop	Art	1974
Tom Katsimpalis	P.E. Men	1974
Jerry Griffith	Speech Path.	1975
Roy Meyerholz	Mathematics	1975
Robert Wiseman	Instr. Media	1976
alt. John North	Education	
alt. Janet Norbert	Speech	

Robert C. Wiseman  
Secretary of Faculty Senate

STUDENT-FACULTY BOARDS  
1973-1974

Nominations Committee Report: Betty Hartbank, Jay Knott, & Lynn Trank.

Apportionment Board

Co-Chairman June Drutza	Art	1974
Calvin Campbell	Advisement	1975
Larry Williams	Mathematics	1975
Alt. James Herauf	Health Educ.	

Men's Athletic Board

Co-Chairman Bruce Wheatley	Speech	1974
Claude Sanders	Counseling	1974
James Knott	Placement	1975
Arlen Fowler	History	1975
Garret DeRuiter	Art	1975
Alt. Herb Bartling	Testing	
2nd Alt. John North	Education	

Publications Board

Co-Chairman Paul Shriver	Psychology	1974
Roger Whitlow	English	1975
Bob Jones	Placement	1975
Alt. Calvin Smith	Speech	
2nd Alt. Frank Abell	Library	

Radio Board

Co-Chairman Lynn Miner	Speech Path.	1975
Robert Sonderman	Ind. Arts	1975
Jack Rang	Theatre	1975
Alt. Bill Cash	Speech	

Safety and Traffic Board

Co-Chairman Delmar Crabill	Mathematics	1974
Arthur Snider	Advisement	1975
Mauderie Saunders	Psychology	1975
Alt. Daniel Bolin	Health Educ.	

Art Board

Co-Chairman Phillip Settle	Lab School	1974
Bill Heyduck	Art	1975
Richard Keiter	Chemistry	1975
Alt. Frances McColl	English	