

1975

July 8, 1975

Faculty Senate

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EASTERN ILLINOIS UNIVERSITY

FACULTY SENATE

Minutes of July 8, 1975

MEMBERS PRESENT: Abell, Buchanan, Connelly, Doughty, Goodrich, Hackler, Johnson  
Knott, MacLaren, North, Rearden, Weidner

MEMBERS ABSENT: Price, Wiseman, Wood

FACULTY VISITORS: Jon Laible, John Grimes

STUDENT VISITORS: Joe Natale

The meeting was called to order at 1507.

The minutes of July 1, 1975 were approved as published.

COMMUNICATIONS

1. Copy of a letter from President Fite to Fred Schram, Chairman, Council on Faculty Research, regarding the duties of the Dean of the Graduate School as related to the Council and the administration of research at Eastern.
2. Memo from John W. Linn, Art Department, requesting that a member of the Art Department replace one of the present members of the Performing and Visual Arts Board. Linn wrote that the call for volunteers for the Student-Faculty Boards was buried in the Senate Minutes (three times). There was considerable discussion of this request. Johnson will report to the Senate regarding the specific duties of this board. No further Senate action on Linn's request was taken at the meeting.
3. Copy of a letter from the Faculty Senate Executive Committee and the University Personnel Committee to President Fite concerning the joint Senate-UPC resolution on contract reductions passed at the Senate's July 1, 1975 meeting.

REPORTS

1. Faculty Advisory Council to the Board of Higher Education---Laible

This report concerned meetings of the FAC on May 2, May 30, and June 21.

Two of the meetings were concerned primarily with proprietary (profit-making) schools in Illinois. The FAC was concerned because these schools are pushing for voting membership in the BHE, a step which faculty from public universities feel would lead to a sharing of money with these schools.

The FAC decided against taking a position on collective bargaining.

Laible circulated copies of two FAC reports to the Senate:

1. Master Planning, Phase IV; Topic No. 1: Goals of Higher Education
2. Master Planning, Phase IV; Topic No. 3: Designations of Scope and Mission.

The FAC has suggested to the BHE that, since faculty and students both have advisory committee input to the BHE, neither should have a representative on the Board (the students have a voting member now). Secondly, since all the Board members are citizens, the FAC sees no need for a Citizens Advisory Council to the BHE.

Laible has invited the FAC to meet on Eastern's Campus in April, 1976, subject to availability of funds.

It was pointed out that the Illinois Board of Higher Education Handbook states that terms on the FAC shall be 4 years. The Senate approved Laible to a 3-year term. After brief discussion, it was moved by North, seconded by Doughty, that the Faculty Senate extend Laible's term for an additional year in compliance with BHE policy. The motion passed unanimously.

2. The Senate Executive Committee---MacLaren

The Senate budget for 75-76 has been reduced in most line items as was expected during the budget crunch.

MacLaren circulated a cover letter from the UPC and Senate Executive Committee that was sent to President Fite along with the joint resolution on contract reductions passed at the previous Senate meeting. After discussion, it was moved by Johnson, seconded by Doughty, to publish the letter. The motion carried with one negative vote.

This letter and the joint resolution are appended to the Minutes.

3. Distinguished Teaching Award---Goodrich

A copy of a "Resolution to Establish the Eastern Illinois University Alumni Award for Outstanding Teaching" was circulated to the Senate. This document, prepared by Ken Hesler and Goodrich, was submitted to President Fite for his consideration. Several changes suggested by the President were incorporated into the document recommended by Goodrich.

It was moved by Goodrich, seconded by Connelly, that the Faculty Senate adopt the document as recommended. After some discussion, it was moved by Johnson, seconded by Rearden, that the original motion be amended to have members of the Alumni Award Selection Committee be faculty members with "at least half-time" teaching assignments. The amendment passed unanimously. The original motion, as amended, passed unanimously.

The meeting adjourned at 1602.

The next Faculty Senate meeting is scheduled for July 22, 1975 in the University Union Martinsville Room.

Terry M. Weidner  
Faculty Senate Secretary

A RESOLUTION ON CONTRACT REDUCTIONS

WHEREAS

Eastern Illinois University has been placed in a new budgetary crisis resulting from the Governor's order that previously recommended budgets be reduced by six percent; and

WHEREAS

adjustments will cut severely into the funding level of all line items in the operating budget with by far the greatest reduction being in funds for personal services, thereby drastically curtailing provisions for modest salary increases in a time of near-record inflation; and

WHEREAS

previous budgetary crises have fallen most heavily upon teaching faculty through abbreviation of the summer term, sharp reductions in summer employment opportunities, implementation of a systematic plan for termination of competent non-tenured teaching staff, and loss of instructional support in the form of equipment, commodities, travel, telecommunications, and student help; and

WHEREAS

the Board of Governors has clearly acknowledged that inequities in fact exist in yearly income of instructional staff vis-a-vis that of administrators, many of whom hold annual contracts up to three months longer than many teaching faculty, by granting a special \$20.00 per month "catch-up" increment to teaching faculty, with that provision having evaporated in the current crises; and

WHEREAS

plans for distribution of money available in any amount for salary raises according to an equal percentage of current monthly salary will leave those employed for the fewest number of months with a correspondingly smaller annual salary increase; and

WHEREAS

a sense of justice, fairness, and reason indicates that the trials of financial hardship should be shared equally by the entire university community rather than being suffered by selected individuals and designated groups, it being noteworthy that many on extended contracts have shown a willingness to bear part of the burden so long as sacrifice is shared universally; therefore be it

RESOLVED THAT

the Faculty Senate take the following position:

effective with the 1975-76 academic year the annual contract period for professional employees on eleven and one-half months or on twelve months contracts be reduced by one-half month, with the funds released by such adjustments to be reallocated for increasing amounts available for general salary increases, hiring of additional staff in understaffed areas, purchase of library books, and additional critical university needs. Be it further resolved that the Faculty Senate is convinced that with the action called for in the foregoing section having been taken, the university can continue to operate with all essential functions maintained. Effects of reduced time-on-duty can be minimized through effective planning, care in formulating vacation schedules within offices and units, and greater efficiency in administrative practice generally. The Faculty rejects the contention that adjustments in contract length for administrators would lead to paralysis and collapse of the university.

TO: President Gilbert C. Fite

FROM: Faculty Senate Executive Committee and University Personnel Committee

DATE: July 7, 1975

SUBJECT: Joint Resolution on Contract Reductions

At its meeting on July 1, 1975, the Faculty Senate passed the attached resolution by a vote of twelve to two. The University Personnel Committee approved the resolution on the same date. The effect of this joint action is to revive a recommendation made originally by the Program Review Committee in its report of March 1, 1972, and reaffirmed by the Faculty Senate on September 25, 1973. The action on the latter date resulted from your request of June 28, 1973 that the Faculty Senate recommend equitable ways to adjust contract length since the university was no longer operating on a ten-week summer term, with the understanding that any funds resulting from contract adjustments should go "to improve the position of our nine-month faculty." The recommendation was as follows:

Because beginning Summer 1973 full-time faculty lost the opportunity of earning more than eleven months' salary a year, all professional staff on either eleven and twelve month contracts have the contract year reduced by a half-month.

In framing the current resolution several major points came up for consideration:

1. Many persons on lengthy contracts fail to understand or acknowledge that the teaching faculty has already undergone drastic cuts. It is time for sharing the burden among those at the loftier administrative levels as well as by rank-and-file faculty members. Those who call for further cuts in teaching contracts from nine to eight or fewer months exhibit an exceptional insensitivity to the concept of fairness. Also, the argument that a reduction in pay or contract length would not be ethical or fair because administrators have come to "expect" a certain salary or contract length is rejected by the faculty. Until 1973 instructional faculty expected eleven and one-half months of employment. They were reduced up to two and one-half months and the matter of "expectation" was not raised by the administration in behalf of teaching faculty.

2. The action called for in the resolution must be considered in the context of a time of financial stringency. During normal circumstances such reduction in length of contracts would perhaps not be needed. Without doubt there is much useful work that all university staff could undertake on a twelve month basis. But now it is obvious that expensive services, no matter how desirable and regardless of how competently they are performed, simply can no longer be afforded for periods up to twelve full months.

3. During the past year, a special committee charged with drawing up a Financial Exigency Plan understood its task to be that of developing a plan to deal with the most dire situation, involving conditions in which involuntary lay-offs of tenured persons would be necessary. It was assumed by that committee that stringent cut-backs such as this proposal advocates

would have been adopted as pre-emergency measures, hopefully warding off the need ever to use a Financial Exigency Plan. It would seem that the current situation is a prelude to financial exigency. Good sense suggests that we must now undertake the action indicated here.

4. The faculty is understandably dismayed by the fact that an across-the-board increase of only five percent means considerably more dollars for those on twelve or on eleven-and-one-half-month contracts. In the past several years of high inflation, this has created an even greater gap in the real salaries between administrators and teaching faculty. If inflation is ignored, a growing disparity in administrative and faculty salaries is obvious. Consider the example that follows:

ANNUAL SALARY(\$1,500/mo. for 70-71) 5% annual increase

<u>Year</u>	<u>Administrator (12 mo.)</u>	<u>Teaching Faculty</u>
70-71	18,000	17,250
71-72*	18,900	17,325
72-73	19,845	18,191
73-74	20,837	19,101
74-75**	21,879	18,232
4-yr. increase	21.5%	5.7%

\*Summer school reduction from two and one-half months to two months.

\*\*Summer school employment to equivalent of one-half time.

5. One argument advanced in opposition to fairly sharing financial hardships through contract adjustments is that administrators lack the security of tenure. In practice it appears that they are almost never terminated. Reports from the Office of the President showing head count figures reveal that Fall 1970 there were 564 full time faculty members, including department chairman, coordinators and librarians, and 99 full time members of the administrative staff. In the Fall of 1974 the comparable figures were 500 faculty and 97 administrators, indicating greater stability in numbers for administrators.

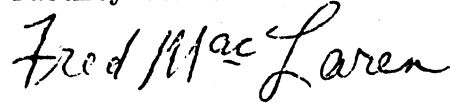
6. In implementing the proposal set forth in this resolution, a number of practical considerations can be taken into account.

- a. When it clearly can be demonstrated that excruciating pain would be inflicted on a vital function of the university, exceptions can be granted. Such exceptions should be very rare since provisions for continuing operations in units and offices while administrators are on vacation for up to 23 working days could be extended to cover the additional period without contract.
- b. Contracts for those administrators who have already undergone reductions should be reviewed with those adjustments being taken into consideration as a policy of equitable sharing is implemented.

- c. In exceptional instances where persons holding twelve month contracts have extremely low monthly salaries, and contract reduction would lower annual income to an intolerable extent, the monthly salary level can be raised to compensate for the effect of the reduced contract period.

7. A special committee should be appointed to study the operations of Civil Service personnel to determine whether any contract reductions are in order. The Faculty Senate and the University Personnel Committee have no information on which to base recommendations in this area.

Fred MacLaren, Chairman  
Faculty Senate



Bert Holley, Chairman  
University Personnel Committee

