

1975

July 22, 1975

Faculty Senate

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EASTERN ILLINOIS UNIVERSITY

FACULTY SENATE

Minutes of July 22, 1975

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

MEMBERS ABSENT: Buchanan, Wood

FACULTY VISITORS: Herb Bartling, Harold Coe, Lavern Hamand, Members of the Council of University Administrators

STUDENT VISITOR: Joe Natale

The meeting was called to order at 1505.

The minutes of July 8, were approved as published.

COMMUNICATIONS

1. Student Senate Meeting Minutes---June 26, 1975.
2. Memoranda from various individuals and groups expressing support for the Faculty Senate resolution on contract reductions (25 signatures).
3. Council on University Planning Minutes---June 25, 1975. There was brief discussion of these Minutes.
4. Memorandum to MacLaren from the Executive Committee of the Council of University Administrators urging the Senate to retract their resolution (on Contract Reductions) at the earliest possible time.

NEW BUSINESS

1. There was a wide-ranging discussion of the letter from the Executive Committee of the Council of University Administrators. John Grimes spoke to several points made in the letter. It was his request that the Senate help to improve communications between teaching faculty and administrators rather than to encourage divisiveness.

The Senate took no action on the request to retract the resolution on contract reductions which was approved July 1, 1975.

2. Lavern Hamand spoke to the Senate with regard to a suggested change in the time of Spring Semester Commencement, the reasons for which included students' convenience, parents' convenience, and potentially better weather (seconded by our resident weatherman, Price) in the morning. Hamand recommended a change from 6 p.m. on Sunday before final examinations to 10 a.m. on Saturday after final examinations. It was reported that the Student Senate had already given its approval to this change.

It was moved by Goodrich, seconded by North, that the Faculty Senate support Dr. Hamand's recommendation to adjust the date of the Spring Commencement. The motion passed: 12 yes, 1 no.

3. Chairman MacLaren circulated a letter that he send to President Fite concerning distribution of the latest 7% salary increase. After discussion, it was moved by Price, seconded by Doughty, that the letter be published in the Minutes. The motion passed unanimously. The letter is attached to these Minutes.

REPORTS

1. Student Evaluation of Faculty---Johnson.

Harold Coe and Herb Bartling recommended that the Senate approve the use of the "Purdue Cafeteria" system of instructor and course appraisal. They cited many significant advantages of using this proven system. These advantages were summarized on a handout which is printed below.

Purdue Cafeteria Instructor and Course Appraisal

Emphasis helping the instructor through diagnosis.

Computer makes individually-tailored forms for each instructor.

Each instructor is given a catalog of 200 appraisal items from which to choose.

Instructor indicates, on an item selection form, the items he wants.

Each department, at its option, can select items for a departmental core.

A university core of 5-10 items is added automatically.

Better than what we could make "from scratch."

Items have already been analyzed, re-worded, discarded, etc.

Item norms already available to help interpret results.

Computer program already worked out.

Much less of a burden than doing our own programs for each department (which was already a problem last year).

Cost---

About \$300 per year licensing fee to Purdue Research Foundation.

About \$700 per year maximum commodities cost.

Probably considerably less than if each department makes its own appraisal form.

The use of this system would be voluntary. Two sets of results would be delivered to the instructor, one for his use and one which he could make available to the Department Personnel Committee.

It was moved by Goodrich, seconded by North, that the Faculty Senate approve the recommendation of Coe and Bartling that EIU adopt the Purdue Cafeteria System of Instructor and Course Appraisal for the 1975-76 Academic Year.

After discussion in which concern was expressed over the cost of the project during the present budget squeeze, the motion was approved: 12 yes, 1 no.

2. Johnson reported on the function of the Performing and Visual Arts Board. This board is primarily involved in budget matters concerning art, theatre, and music. It consists of five students and three faculty. There was discussion of potential changes in the makeup of the present board. No Senate action was taken at this time.
3. Goodrich reported that the Senate's position on the Alumni Distinguished Teaching Award has been presented to President Fite for his action.

The Senate moved into executive session to discuss personnel matters.

The meeting adjourned at 1645.

The next Faculty Senate meeting is scheduled for July 29, 1975 in the University Union Martinsville Room.

Terry M. Weidner
Faculty Senate Secretary

Note: The following note is for the purpose of clarifying a section of the letter to President Fite, dated July 7, 1975, which accompanied the Senate-UPC Joint Resolution on Contract Reductions. The letter was printed with the Faculty Senate Minutes of July 8, 1975 (see Vol. III, p. 111, #4).

Salary figures were presented which would serve merely as an example to show the depressing influence that a shrinking contract year has had on annual salaries for teaching faculty. The illustration was intended to demonstrate the considerable advantage that results when one can rely on a constant, solid 12 month contract. The figures used were for example only and were not said to apply to all individuals, either in administration or in teaching.

TO: President Gilbert C. Fite
FROM: Fred MacLaren, Chairman, Faculty Senate
DATE: July 21, 1975
SUBJECT: Faculty Salary Increases for 1975-76

I respectfully call your attention to aspects of the plan for awarding next year's salary increases which I feel are undesirable and unfair in certain important respects. I am aware, of course, that it has been a difficult and challenging task for the university administration to attempt to deal with rapidly changing budgetary circumstances. To be sure the entire university should be grateful that the BHE staff, the BOG staff, and Eastern's administration have worked, and the Governor has agreed, to revise a figure as low as 5% upward to an average level of 7% for salary increases. Nevertheless, the latest revised salary plan, as presented by Vice President Moody in the July 15, 1975 issue of the The Press Run, is discriminatory in that the instructional staff has been asked to absorb by far the greatest reduction in originally recommended salary increases.

As the situation has developed, we have finally arrived at the stage where the original plan for 8% average increase in salary has ultimately been trimmed to a 7% overall level. In order to accomplish the necessary reduction the step taken, essentially, was to delete the \$20 per month adjustment for teaching faculty. Having done so, a comparison of the 8% plan and the 7% plan makes it obvious that virtually all non-teaching administrators are left totally unaffected by that reduction, receiving the same amount in either case. The exception to this is merely that those who were not recommended for merit increases will receive \$5 less per month. This reduction involving a few persons is hardly equal to that inflicted upon the instructional arm of the university. All those not sharing merit funds likewise will lose \$5 per month, while additionally all instructional personnel, including department chairman, coordinators, and librarians, are asked to forfeit \$20 per month, the entire amount allocated for the "catch-up" adjustment. The 1% decrease from the original 8% plan means only that an overall decrease was achieved and not that the reduction was universally shared. To interpret the course taken as a fair solution is to regard the special adjustment for teaching faculty as having been an ill-conceived attempt to provide some sort of undeserved gratuity or windfall bonus. The instructional faculty does not so regard it, but rather has looked upon the provision as long overdue equity compensation, an integral and sincere part of the salary increase plan.

Once more the teaching faculty is called upon to bear the major burden of sacrifice. Again selected non-teaching professionals are relatively immune to the effects of hard times. As Chairman of the Faculty Senate, it is my duty to respectfully point out on behalf of the faculty that continuation of such a course can only have the most devastating effects on faculty moral. Recognizing the realities of the current economic situation, most of the faculty realize that retrenchment is necessary and will do whatever must be done while hoping for better times. However, this latest instance of exclusive treatment for some makes it all the more difficult for the rest to carry on in good spirit.

cc: Dr. Moody
University Personnel Committee
Faculty Senate
Council of Faculties

