

Spring 1-16-1985

Senate Meeting January 16, 1985

Academic Senate
Illinois State University

Follow this and additional works at: <http://ir.library.illinoisstate.edu/senateminutes>



Part of the [Higher Education Administration Commons](#)

Recommended Citation

Senate, Academic, "Senate Meeting January 16, 1985" (1985). *Academic Senate Minutes*. Paper 471.
<http://ir.library.illinoisstate.edu/senateminutes/471>

This Article is brought to you for free and open access by the Academic Senate at ISU ReD: Research and eData. It has been accepted for inclusion in Academic Senate Minutes by an authorized administrator of ISU ReD: Research and eData. For more information, please contact ISURed@ilstu.edu.

ACADEMIC SENATE MINUTES

January 16, 1985

Volume XVI, No. 9

CONTENTS

Call to Order

Seating of New Senator

Approval of Minutes of December 12, 1984

Chairperson's Remarks

Vice Chairperson's Remarks

Student Body President's Remarks

Administrators' Remarks

ACTION ITEMS: NONE

INFORMATION ITEMS: NONE

Committee Reports

Communications

Adjournment

Meetings of the Academic Senate are open to members of the University community. Persons attending the meetings may participate in discussion with the consent of the Senate. Persons desiring to bring items to the attention of the Senate may do so by contacting any member of the Senate.

ACADEMIC SENATE MINUTES

(not approved by the Academic Senate)

January 16, 1985

Volume XVI, No. 9

Call to Order

Chairperson Gowdy called the meeting of the Academic Senate to order at 7:01 p.m. in the Circus Room of the Bone Student Center.

Seating of New Senator

Vice Chairperson Christian introduced new student senator, Robert Glen, a senior Economics major.

Roll Call

Secretary pro tem John K. Boaz called the roll and declared a quorum present.

Approval of the Minutes of December 12, 1984

Dr. Strand requested the following corrections:

Page 10, Provost's Remarks Continued: Item 3, Line 5 "subdivided" misspelled; Item 3, Line 5, substitute "separate publications" for "units"; Item 3, Line 10, "particular" misspelled; Item 4, Line 4, substitute "said to be" for "dangerously"; Page 11, Item 4 (continued): paragraph 2, Line 3, insert "non" before "tenure-track"; paragraph 4, Line 5, add after "testimony" "from Dr. Richardson"; paragraph 4, Line 6, add "The Hearing Officer indicated that she would allow the group represented by Dr. Richardson to file a brief at the conclusion of the hearing."; page 13, paragraph 6, line 6, substitute "prohibit" for "indicate"; page 14, paragraph 5, Line 3, substitute the following wording after "certain" "administrative responsibilities that a department chair needs to complete in hiring temporary faculty but the DFSC need not be consulted since the ASPT process pertains only to tenure-track positions."; page 15, paragraph 2, Line 1, add after "chairs", "who did not indicate that the proposed language would be a problem."

Ms. Balbach requested a correction on Page 7, second line which should read: "The committee would not have been as effective...."

Mr. Eimermann requested a correction on Page 11, paragraph 6, Line 3, which should read: when rather than or; "...when both the Board of Regents...."

Mr. Christian moved to approve the minutes of December 12, 1984, as corrected. (Second, Pontius). Motion carried on a voice vote.

Chairperson's Remarks

Ms. Gowdy welcomed everyone back. She announced that the Second Semester (Spring 1985) Schedules should be turned into the Senate Secretary as soon as possible.

She announced that the next Senate Meeting will be February 6th. We only have four meetings in which to complete the Senate Business Calendar items that we hope to accomplish. She strongly urged the Executive Committee not to carry over any business items.

She said that the Executive Committee Minutes were incorrect in stating that committee meetings had been set, but she hoped that committee chairpersons would see the need to meet following a short Senate meeting to talk over the Senate business that would be coming before them and to plan what they want to get done in the next two and one-half months.

Vice Chairperson's Remarks

Mr. Christian had no remarks.

Student Body President's Remarks

Mr. Charnogorsky announced that the SBBB is sponsoring the second voter registration drive. Students may register until next Monday on the second floor of the Bone Student Center across from MacDonalds. They also wish to go to fraternities and sororities to gain registrations.

This Saturday in the Redbird Room there will be a meeting of an ad hoc committee entitled "Students for Normal". They will be interviewing candidates for the Normal mayoral position. Representatives from Senate are Mark Spencer and Ken Christian and from the Black Student Union, Greg Gordon and Phil Casson.

The first SBBB meeting will be held on Sunday, January 20, in the Founder's Suite at the Bone Student Center.

Administrator's Remarks

Dr. Watkins wished everyone a happy new year.

The enrollment for the Spring semester 1985 is strong, and is running ahead of one year ago and two years ago. It will probably be a record high enrollment for the second semester. While we have more students on campus, we are not teaching as many credit hours as before. The number of hours taken by full-time students is down.

The last issue of the ISU Report that came out January 14 details the budget that has been recommended by the Illinois Board of Higher Education for ISU. He hoped everyone would view the bottom of that page where it stated: "We must remember, however, that the IBHE recommendations are just that--recommendations. We now must attempt to obtain the legislative and executive actions necessary for the appropriation of the dollars proposed for Illinois State University."

"The IBHE recommends that Illinois State University receive funding for a master's program in writing (\$75,000), a baccalaureate program in international business (\$60,000), equipment for the Chemistry Department (\$300,000), an undergraduate writing program (\$200,000), enrichment of the Honors Program (\$116,500), additional computer capabilities (\$300,000), a peer intervention program in alcohol and drug education (\$53,500), an advisement and counseling program for minority students (\$132,500), and a math/science teaching improvement program (\$400,000)."

"In addition, \$398,300 is recommended for use in improving undergraduate program quality." ISU told the IBHE that it would use this sum to fund otherwise unfunded NEPRs and SASs in the previously determined priority order. Thus specifically, the Undergraduate Writing Program was approved by the Board of Regents as a NEPR for \$331,000; the IBHE approved only \$200,000; so we added \$131,000 to complete that program. We had an SAS request for equipment for communication for \$100,000. The IBHE did not propose to fund this at all. The undergraduate programs in International Business were approved at \$125,000, IBHE only approved \$60,000; we added \$60,000 to make a total of \$120,000. The Small Business Area Program was not approved--we moved \$107,000 to that program, in the College of Business. We followed very closely the approved NEPRs and SASs.

Dr. Strand stated that at the last meeting of the Senate on December 12, the topic of temporary faculty was discussed. In December the IBHE recommended changing some of the Board of Regents regulations pertaining to temporary faculty, so we put our policy on hold momentarily. We have now found out that the BOR is not going to propose any changes in temporary policy, so we are back to the point of implementing our policy. There are a couple of modifications that are being considered relating to the use of academic rank with some of the titles and the implementation of a time limit to some of these faculty classifications. These will be refined in the next few weeks, and then we will share them with the University community. The revised policy will be effective July 1, 1985. We will be moving ahead essentially with what we proposed earlier, except for the types of changes that I commented upon generally and which you will see specifically when the policy is distributed.

Mr. Eimermann asked about the question he raised at the last Senate meeting with respect to the participation of faculty in the evaluation of faculty. He wondered if Dr. Strand had had a chance to review this?

Dr. Strand had not concluded any discussion on that topic. There will be some participation of faculty in the hiring process when convenient. Much of the hiring of non-tenured temporary people takes place in the summer when

many faculty are away. As far as the evaluation process is concerned, that would in all likelihood include some of the senior, tenured track faculty. Beyond that, there are no specific changes.

Dr. Harden commented upon the three pages of information that he distributed: "Credit Hours Per Student 1974-1984 - Fall". "Credit Hours Per Student 1975-1984 - Spring"; and "Summary of Salary Increases FY1985". These figures were compiled in relation to some questions raised in connection with the North Central report. Over a period of years our enrollment has crept up. At the same time our FTE students have gradually fallen, even though the head count has increased. "Credit Hours Per Student 1974-1984 - Fall" shows there is a drift downward in all classes of students, 14.96 in 1974 compared with 13.89 in 1984. One could argue that it is because of part-time student growth, but in examining the trend for full-time students, we also see the drift downward, 15.70 in 1974 and 14.61 in 1984.

The Spring semester page shows basically the same thing as the Fall semester page. As you can see, the drift downward shows up in classes for both the full-time and part-time student. Our FTE students (students as viewed on IBHE calculations) have not been going up as it appears to us on campus as headcount. The drift is clearly there.

The third page will be coming out in the Chancellor's Report next week. These are basic data we supply to the Illinois Board of Higher Education. This has been put together to show where the salary increases finally settled out after all the adjustments, including the market equity. The overall increase was 8%. This year there is a slight compaction -- the Associate and Assistant Professor ranks moved closer to full Professors by a very small amount. The percent increase for Professors was 7.6%, for Associate Professors was 8.5%, for Assistant Professors was 8.2%, for Instructors was 8.5%. The administrative/professional staff received 8%.

Mr. Schmaltz commented that the average person reading these monthly salary figures multiplies by twelve, when they should be multiplying by nine. This creates a false impression in the press and to the public.

Dr. Harden said this table represented earnings per year, per staff member, including salary for nine months. If you work two months in the summer, you add that on, plus overload. That data has been there and no one has picked up on it. If you take what people actually earn at ISU, we show up high. ISU is second to University of Illinois in the State, in overall earnings per year. You need to be careful how you blend facts. The IBHE would rather show monthly than total pay.

Mr. Gordon asked if these downward trends in credit hours taken reflect a larger number of non-traditional students. Dr. Harden said, no, ISU is moving that direction, but ISU is one of the most traditional institutions in the State of Illinois as far as age distribution of its students, resident population, etc. is concerned. This can be clearly demonstrated.

Mr. Eimmermann asked if these downward trends reflect a trend of students having to work more to make money for school -- perhaps going to school 12 hours and holding a job on the side.

Dr. Gamsky said he was doubtful from one standpoint. In terms of the University itself, the work study and student help funds have not increased the way the general budget has increased. Aside from employment in the University, we have no way of keeping track of student employment. It would be possible to check the students on financial aid statements where they have to indicate the amount of money they have earned.

Mr. Luther asked if there is any correlation with our withdrawal process. Dr. Harden answered that that was involved, the fourteen-hour rule was involved, and possibly the question of what constitutes a Baccalaureate Degree was involved. He really did not know the specific reasons. He thought perhaps the students were going to school longer, but the data did not support this. The bulk of the students, 48% to 50%, graduate in eight semesters. This has been almost constant over the years.

Mr. Jahrke said as an undergraduate, taking fewer semester hours and being involved in activities was more important than taking a heavier load of classes.

Mr. Petrossian said that in counselling students he has noticed the past few years the total number of hours has diminished. Many of the students he has worked with are working 15-20 hours outside the University.

Mr. Watkins said that the number of students attending the University on a full-time basis (12 hours) or on a head count basis has gone up, but the numbers of credit hours has gone down. The exact reasons were unknown. He thought that almost every reason had been covered tonight. One reason is that we are not requiring as many hours in some majors and for the Baccalaureate Degree.

Mr. Nelsen asked if there was any knowledge of these trends in other institutions. Dr. Harden cited Western Illinois University as an example. A few years ago their enrollment was 15,300; now it is down to 11,000. Southern Illinois University in full-time head counts has declined, but part-time students have increased. But as to trends in credit hours taken at these two schools, he could not sort it out. He doesn't know.

Ms. Getsi said that a few years ago at a University High School parent/teacher meeting, the same trend was noted. High school students were working to support their cars, etc.

Mr. Graff asked if the number of students attending summer school had been checked. Many students take summer school classes so that they can have a lighter load. Dr. Harden said that the eight-week summer session had remained constant. It had been higher a number of years ago. We have picked up on the pre-session which has now stabilized. Summer school is a big factor.

Ms. Balbach said the trend might be explained by the number of students who take 100-level courses at a community college in their hometown over the summer and then transfer them to ISU. Dr. Harden agreed this was a possible explanation.

Dr. Gamsky had no remarks.

Committee Reports

Academic Affairs Committee. Ms. Balbach had no report, but asked that the committee meet following Senate meeting.

Administrative Affairs Committee. Mr. McCracken had no report, but asked that his committee meet following Senate meeting.

Budget Committee. Mr. Eimermann had no report, but asked that his committee meet following Senate meeting.

Faculty Affairs Committee. Mr. Rosenbaum reported that the Faculty Affairs Committee and the University Review Committee had a joint meeting that afternoon, and the URC had presented to both committees their proposal for handling the Market Equity raises. Actually, their proposal does not require legislative action by the Senate, but the whole issue will be brought before the Senate at the next meeting. The committee was asked to meet after the Senate meeting adjourned.

Rules Committee. Mr. Pontius said his committee would meet following the Senate meeting.

Student Affairs Committee. Mr. Spencer announced that his committee would meet after the Senate meeting.

XVI-102

Motion to adjourn by Christian (Second, Charnogorsky). Motion carried on a voice vote. Academic Senate meeting adjourned at 7:45 p.m.

FOR THE ACADEMIC SENATE

JOHN K. BOAZ, SECRETARY PRO TEM

CREDIT HOURS PER STUDENT 1974 - 1984

FALL SEMESTER	FRESHMEN	SOPHOMORES	JUNIORS	SENIORS	UNCLASSIFIED	UNDERGRADUATE
1974	15.06	15.41	15.57	14.79	6.85	14.96
1975	14.96	15.41	15.38	14.59	7.15	14.83
1976	14.95	15.07	15.23	14.31	6.85	14.63
1977	14.92	14.97	15.05	14.20	7.31	14.53
1978	14.86	14.79	14.81	14.11	6.87	14.40
1979	14.75	14.81	14.69	13.87	6.69	14.32
1980	14.93	14.75	14.64	13.70	6.34	14.36
1981	15.03	14.78	14.64	13.66	6.49	14.43
1982	14.89	14.70	14.57	13.58	5.88	14.29
1983	14.68	14.55	14.35	13.58	6.18	14.17
1984	14.08	14.36	14.13	13.45	5.45	13.89

CREDIT HOURS PER FULL TIME STUDENT 1974-1984

FALL SEMESTER	FRESHMEN	SOPHOMORES	JUNIORS	SENIORS	UNCLASSIFIED	UNDERGRADUATE
1974	15.29	15.80	16.00	15.97	14.55	15.70
1975	15.22	15.79	15.94	15.82	14.48	15.64
1976	15.19	15.50	15.71	15.53	14.29	15.37
1977	15.15	15.34	15.53	15.40	14.02	15.32
1978	15.14	15.28	15.37	15.27	14.00	15.24
1979	15.03	15.15	15.24	15.11	14.08	15.11
1980	15.13	15.11	15.13	14.99	13.61	15.09
1981	15.22	15.14	15.15	14.92	13.16	15.11
1982	15.16	15.11	15.05	14.94	13.60	15.07
1983	14.87	14.95	14.94	14.92	13.50	14.91
1984	14.26	14.77	14.75	14.82	13.14	14.61

CREDIT HOURS PER STUDENT 1975-1984

SPRING SEMESTER	FRESHMEN	SOPHOMORES	JUNIORS	SENIORS	UNCLASSIFIED	UNDERGRADUATE
1975	15.33	15.62	15.70	14.75	6.67	15.05
1976	15.12	15.38	15.55	14.43	7.23	14.85
1977	14.98	15.15	15.17	14.23	6.83	14.57
1978	14.97	15.09	15.07	14.22	7.46	14.57
1979	14.94	14.87	14.95	13.90	7.14	14.42
1980	14.68	14.78	14.65	13.75	6.43	14.21
1981	14.72	14.78	14.64	13.56	6.48	14.25
1982	14.63	14.67	14.59	13.45	6.36	14.13
1983	14.63	14.68	14.54	13.50	6.31	14.11
1984	14.48	14.40	14.38	13.40	6.32	13.99

CREDIT HOURS PER FULL TIME STUDENT 1975-1984

SPRING SEMESTER	FRESHMEN	SOPHOMORES	JUNIORS	SENIORS	UNCLASSIFIED	UNDERGRADUATE
1975	15.64	15.99	16.17	16.02	14.82	15.95
1976	15.50	15.80	16.07	15.83	14.54	15.79
1977	15.32	15.50	15.66	15.54	14.43	15.50
1978	15.28	15.46	15.57	15.52	14.48	15.45
1979	15.23	15.30	15.45	15.25	14.08	15.30
1980	15.00	15.14	15.19	15.08	14.27	15.10
1981	15.01	15.14	15.11	14.82	13.62	15.02
1982	14.94	15.09	15.09	14.87	14.25	14.99
1983	14.96	15.13	15.09	14.91	13.85	15.01
1984	14.76	14.88	14.91	14.81	13.71	14.84

SUMMARY of SALARY INCREASES, FY 1985

		Illinois	State	University		
	Headcount	Average		Average		
	Number of	Monthly	Ratio to	Monthly	Ratio to	Percent
	Employees	Salary	Professor	Salary	Professor	Increase
		FY 1984		FY 1985		
FACULTY						
Professor	274	3659	1.000	3938	1.000	7.6
Associate	224	2894	0.791	3141	0.798	8.5
Assistant	161	2614	0.714	2828	0.718	8.2
Instructor	4	2434	0.665	2641	0.671	8.5
All	663	3139		3396		8.0
Range		1225		1297		
Associate	60	1940		2087		7.6
All	723	3040		3283		8.0
Admin. and Profession.	200	2495		2695		8.0
Total	923	2922		3156		8.0
Source:	From data	supplied	Board of	Regents	and IBHE	for
	annual	salary	survey.			

AGENDA OF THE ACADEMIC SENATE

TIME: 7:00 p.m., Wednesday, January 16, 1985

PLACE: Circus Room, Bone Student Center

Call to Order

Seating of New Senator

Approval of Minutes of December 12, 1984

Chairperson's Remarks

Vice Chairperson's Remarks

Student Body President's Remarks

Administrators' Remarks

ACTION ITEMS:

INFORMATION ITEMS:

Committee Reports

Communications

Adjournment

ACADEMIC SENATE MINUTES

(not approved by the Academic Senate)

December 12, 1984

Volume XVI, No. 8

CONTENTS

Call to Order

Roll Call

Approval of Minutes of November 28, 1984

Chairperson's Remarks

Vice Chairperson's Remarks

Student Body President's Remarks

Administrators' Remarks

- ACTION ITEMS:
1. Rules Committee Recommendations
 2. Theatre Proposal to Rename the Acting/Directing Sequence (11.14.84.3)
 3. Curricular Request in Industrial Technology (11.14.84.4)
 4. Proposal from HPERD to Consolidate Degrees and Establish Sequences in the Dance Program (11.14.84.5)
 5. Division of Management and Marketing (11.19.84.1)

INFORMATION ITEM: 1. Academic Plan

Provost's Remarks

Committee Reports

Communications

Adjournment

Meetings of the Academic Senate are open to members of the University community. Persons attending the meetings may participate in discussion with the consent of the Senate. Persons desiring to bring items to the attention of the Senate may do so by contacting any member of the Senate.

ACADEMIC SENATE MINUTES

(not approved by the Academic Senate)

December 12, 1984

Volume XVI, No. 8

Call to Order

Chairperson Gowdy called the meeting of the Academic Senate to order at 7:06 p.m. in the Ballroom of the Bone Student Center.

Roll Call

Secretary Sessions called the roll and declared a quorum present. Mr. Robert Glen, a new senator, was to be seated, but was not present.

Approval of the Minutes of November 28, 1984

Mr. Spence had sent word that Page 12, paragraph 1, second sentence should read: "He questioned an in-depth knowledge gained from no art courses. . . ."

Dr. Strand had several corrections: Page 3, paragraph 6, under Administrators' Remarks: Master of Writing, instead of Bachelor of Arts.

Page 14, paragraph 5, third sentence should read: "The fifth planning priority concerning the Mission and Ethos of the University became the basis for the University mission statement in Section I."

Page 15, paragraph 1, third line, "said" misspelled.

Page 15, paragraph 4, third line: change to "questions about the educational and economic viability of the program."

Page 15, paragraph 6: "will come before the Senate this year".

Page 15, paragraph 7, "Mr. Eimermann suggested that . . . "

Page 16, paragraph 5, sixth line: "For example, a survey at State Farm Insurance Company might indicate that ISU should . . ."

Ms. Gowdy had a question about her remarks on Page 11, paragraph 3, second sentence: "Was this inconsistent with Section 12 which was declared as curriculum or staffing needs?"

Mr. Zeidenstein noted on Page 6, third paragraph from the bottom of the page, last full line should read: Mr. Zeidenstein was concerned that a department might be required to admit students as a major immediately.

Mr. Gamsky said page 7, paragraph 2, line 3, the words attributed to him: "Dr. Gamsky said that ISU doesn't search out undesirables, but someone could slip through." were not his statement. Please delete.

Mr. Christian moved to approve the minutes of November 28, 1984, as corrected. (Second, Pontius). Motion carried on a voice vote.

Chairperson's Remarks

Chairperson Gowdy thanked the President for the refreshments at the meeting. She mentioned that each senator had a written sheet of Chair's Remarks on the Academic Plan at his seat.

She said the election of the persons to the Graduate Dean Selection Committee could move to the Action stage with a two-thirds vote of the Senate.

Vice Chairperson's Remarks

Mr. Christian wished everyone a Merry Christmas.

Student Body President's Remarks

Mr. Charnogorsky wished everyone happy holidays and especially wished students good luck on their final exams.

XVI-81 Mr. Christian moved to postpone Provost's Remarks until after the Action Items.
(Second, Lorber). Motion carried on a voice vote; 2/3 majority.

Administrator's Remarks

Provost's Remarks were postponed until after Action Items.

President Watkins said the Illinois Board of Higher Education did approve the BA/BS in International Business and the Master's Degree in Writing.

Mr. Harden had no remarks.

Mr. Gamsky had no remarks.

ACTION ITEMS

Dean of the Graduate School Selection Committee

XVI-82 Mr. Pontius moved to move the election to Action stage (Second, Spencer).
Motion approved by two-thirds vote.

Ms. Getsi moved three nominations from the floor: Mark Johnston, Foreign Languages; Carl Eckberg, History; and Ray Lewis White, English.

Mr. Eimermann asked about electing a committee for the Selection of "Associate Provost for Research and Dean of Graduate Studies." Had there been a re-definition of the position?

Mr. Strand said that the job title for this position would be changed. The change was for two reasons: to formalize the relationship of this position as a member of the Provost's staff, and to give greater visibility to our commitment to research. This is the title which the chair of the search committee, the Provost's Office, and the President agreed upon. It appeared in a position announcement in the Chronicle for Higher Education and The ISU Weekly Report. The duties of the position have not been changed.

Mr. Strand commented about additional members that could be appointed to the selection committee. He referred to provision 3.f. in the document that spelled out who would serve on such a selection committee. "The Provost may determine that up to two additional members may be added to the committee. The method of selection of such members may be determined by the Academic Senate upon the recommendation of the Provost." He recommended that, after the Senate elected members of the committee, the Provost Office be allowed to add up to two members to achieve a distribution from colleges of the University and to have representation from protected classes. He sought the Senate's concurrence.

- XVI-83 Mr. Lorber moved to concur with the Provost on this. (Second, Spencer)
Motion as presented was approved.

Mr. Strand announced that Dean Elizabeth Chapman from the College of Applied Science and Technology would serve as secretary of this committee.

Rules Committee Recommendation

- XVI-84 It was moved by Mr. Pontius (Second, Spencer), to approve the appointment of Wilma Jean Alexander from the College of Business to the Council for Teacher Education.

Theatre Proposal to Rename the Acting/Directing Sequence (11.14.84.3)

- XVI-85 It was moved by Ms. Balbach, Chair of the Academic Affairs Committee, (Second, Belknap), to approve the Theatre Proposal to Rename the Acting-Directing Sequence (11.14.84.3). Motion carried on a voice vote.

Curricular Request in Industrial Technology (11.14.84.4)

- XVI-86 Ms. Balbach on behalf of the Academic Affairs Committee moved that the Senate approve the Curricular Request in Industrial Technology (Second, Whitcomb).
Motion carried on a voice vote.

Division of Management and Marketing (11.19.84.1)

- XVI-87 Ms. Balbach moved that the Senate approve the Division of Management and Marketing into two departments, Management and Quantitative Methods and Marketing. (Second, Whitcomb). Discussion followed.

Dr. V. K. Unni and Dean Andrew Nappi were present for questioning.

Mr. Rosenbaum was concerned about the name, Management and Quantitative Methods. It seemed in this case the name was eccentric. The title, Quantitative Methods, could be added to the names of many different departments.

Dr. Unni said the title, Quantitative Methods, is a commonly accepted nomenclature that several business schools use. All appointments in the Department of Management and Marketing are distinctly in three areas, management, quantitative methods, and marketing. National accrediting agencies (AACSB) recognize Quantitative Methods as an accepted department in itself. He knew of at least seven schools in North and South Carolina that have Quantitative Methods departments.

Mr. Rosenbaum said that Management and Quantitative Methods indicates that there is something special about this department that teaches quantitative methods. Other departments on campus, such as Mathematics and Economics, could teach quantitative methods.

Dr. Nappi said that for many years Quantitative Methods has been accepted and recognized in business. A survey of salaries by discipline shows Accounting as the highest, then Finance, Management, Marketing, Quantitative Methods, Business Education, Business Law, Information Systems, and Production Operations. The school he came from had a department of Quantitative Methods and Information Systems.

Mr. Rosenbaum questioned whether it was misleading to add this to the name.

Ms. Balbach said that it was traditional; it does exist as a universal terminology that has been recognized.

Mr. Rosenbaum questioned joining together as a dual name or department what in many schools are two separate departments. Why not call it the Department of Management? If in the future the program is sufficient to ask for a department of Quantitative Methods, add it then. Dean Nappi addressed the question of "Why not just the Department of Management?" He thought it was better for faculty to share common concerns and common thrusts in teaching. It gives proper recognition and visibility to scholars in that discipline.

Mr. Rosenbaum suggested the name Management and Quantitative Business Methods. Dean Nappi replied that Northern Illinois University has Business Information Systems. This issue of title was not arrived at overnight. The title best represents the teaching and research of the faculty, the kind of program that they have and are trying to build upon in the future. This has been given solid thought and consideration and this is the title they would like to have. They had agreement for this title among the faculty in the department.

Mr. Rosenbaum had made a random check of thirty-two prominent universities. Only one had a department of Quantitative Methods, the University of Illinois at Chicago. Another had the phrase Quantitative Methods in its title, the University of Washington. Thirty schools did not have the phrase Quantitative Methods in it at all. He felt the title was eccentric.

XVI-88 Mr. Rosenbaum moved that Quantitative Methods be deleted from the title of the department. (Second, Ford).

Mr. Strand spoke against the motion. He thought the title reflected the considered judgment of the faculty members in the department.

Mr. Taylor spoke against this motion. He thought the Senate mistakenly sees the College of Business as trying to get a corner on Quantitative Methods. This was not the case. The name of the department was in accordance with what the faculty does.

Ms. Balbach spoke against the motion. If the business world accepts this terminology, we should be able to accept it also. Students and employers are cable of recognizing what the discipline entails.

(XVI-88) The amendment failed on a voice vote.

Mr. Parr said members of the Math Department have experienced some concern that things come under Quantitative Methods that also are taught under other departments. He wanted assurance that the Business Department would not monopolize. Dr. Unni replied that they were only interested in the best curriculum. This title is to identify all the faculty that have been working with quantitative methods. The College of Business has a good track record of working with other colleges and departments on campus.

Mr. Whitcomb asked whether in Math or Business there is a degree in quantative methods. Dr. Unni said there is no such degree that he knew of, Ph.D in Quantitative Methods.

Mr. Schmaltz asked why Quantitative Methods goes with Management? Is this a practical thing?

Dr. Unni said the primary reason that these two have been put together is that large service courses are taught by quantitative mtheods faculty.

(XVI-87) Question: Motion to approve the division of management and marketing was approved.

INFORMATION ITEMS

Academic Plan

XVI-89 Motion by Mr. Christian (Second, Nelsen) to take Mr. Pritner's motion off the table. (Motion XVI-77 of 11/28/84 -- "to approve the process that was pursued in preparing this year's Academic Plan.")

Mr. Taylor asked if this is approval of the process.

Mr. Pritner said his thinking was that the Senate had agreed to a process on a trial basis. He was pleased with what was done with it. He did not mean to retain the process, although his personal opinion was that we should. It seemed appropriate for the Senate to approve the process that had been taken.

Dr. Ritt affirmed that the new process worked well this year. It would be very easy to develop processes which would be analogous to this year's process. There was a large amount of consultation with faculty in the areas that were affected.

Ms. Balbach spoke as a member of the committee. It was a good-size group that had good discussions. I would not have been so effective if it were a larger group. The responsibility was greater than usual on other committees, but there was a determination to get the plan done and to make some significant accomplishment. She thought the plan was a good one.

XVI-90 Mr. Eimermann moved to amend Pritner's motion (Second, Christian): that the clause, "and recommend that it be used in future years", be added to the motion. Motion carried on a voice vote.

Discussion of whether a motion was needed to remove the motion from the table followed. Since it "was tabled until the December 12, 1984 meeting," it was automatically up for discussion at this meeting.

Mr. Strand said that as long as we have the past Chair of the Senate and the current Academic Affairs Chair on the committee, we have a check and balance and monitoring process; if anything gets out of line, it can be brought to the attention of the Senate.

(XVI-77) Sense of the Senate Resolution as amended:
"to approve the process that was pursued in preparing this year's Academic Plan, and recommend that it be used in future years". Motion carried on a voice vote.

XVI-91 Mr. Taylor moved that we abandon the old Academic Planning Committee, since we had no more use for it. No second.

XVI-92 Mr. Eimermann moved to direct the Executive Committee to have the proper Senate Committee review this process and bring a recommendation to the Senate for a vote. (Second, Getsi). Motion carried on a voice vote.

There were no further reactions to the Academic Plan.

Graduate Dean Selection Committee Election Results

Students Elected: Scott J. Parke
Karen Maher

Faculty Elected: John Dossey, Mathematics
Franzie Loepp, Industrial Technology
Ray Lewis White, English

Provost's Remarks

The Provost spoke on four topics.

1. Associate Provost for Research and Dean of Graduate Studies Selection Committee.

After the casting of ballots tonight, three colleges have no representation on the search committee. Administrative policy allows the Provost to add two people. He sought guidance whether to exclude some college or extend the guidelines to permit one representative from each college.

XVI-93 Mr. Whitcomb moved that a representative from each college be on the selection committee (Second, Christian).

Ms. Getsi asked how many persons were to be on the committee? Answer: Nine. This would change to ten if there were a representative from each college.

Mr. Schmaltz asked for a recapitulation of who would be on the committee.

Answer: Arlan Rhicardson, Chair, College of Arts & Sciences
Betty Chapman, Secretary, College of Applied Science & Technology
John Dossey, Mathematics, College of Arts & Sciences
Ray Lewis White, English, College of Arts & Sciences
Franzie Loepp, Industrial Technology, College of Applied Science & Technology

No representatives from the College of Education, College of Fine Arts, or the College of Business were on the committee.

Mr. Eimermann said if the college representation is important, the number of nominations from one College should be limited at the beginning.

Mr. Piland thought all colleges with graduate programs should be represented on the committee.

Ms. Getsi felt that the Senate would be relinquishing some authority to let the Provost appoint college representatives.

Mr. Bowen thought there should be representatives from each college.

Ms. Balbach thought there should be a representative from each college. Perhaps future ballots could be so marked.

Mr. Taylor thought there should be one member from each college.

Mr. Strand said the committee was overweighted with College of Arts & Sciences membership.

Mr. Zeidenstein noted there were candidates nominated from each of the unrepresented Colleges: Morreau - Education; Varner - Business; and Williams - Fine Arts.

Ms. Getsi thought election rules might be violated. She suggested the appointed secretary resign. Mr. Strand said the person had already been appointed, had accepted, and was eager to serve. The secretary of the committee must be an administrator with faculty rank.

Mr. Belknap said the Administrative Affairs Committee had fifteen names of candidates to begin with. He suggested the Provost go to the names on this list to make appointments.

Ms. Gowdy said the Provost could appoint two members, but the guidelines only specified two.

Mr. Watkins asked that the election record be checked for the fourth runnerup. That person was Iris Varner, College of Business. It seemed to him less complicated to use this person as one elected by the Senate, and then have the Provost appoint the other two persons to fill the other two vacancies.

Mr. Whitcomb thought that Mr. Watkins' proposal would essentially do the same thing as his motion.

XVI-94 Mr. Whitcomb moved that the Senate elect one more candidate on the basis of votes cast in the Senate, to be the next highest vote getter in the election. (Second, Christian).

Mr. Zeidenstein would vote again rather than take the next highest vote getter.

Mr. Eimermann said there should be a motion to suspend the rules, because established Senate policy was being changed.

XVI-95 Motion by Christian (Second, Spencer) to suspend the rules. Motion carried.
Senate recessed to prepare motion.

XVI-96 Mr. Whitcomb moved that the next highest vote getter on the faculty ballot be named to the committee to select the Graduate Dean. (Second, Christian).

Mr. McCracken noted there was not a motion to enlarge the committee.

Mr. Eimermann said we would still be expanding the number of persons on the committee.

Mr. Pritner said if we were to add the next higher vote getter to the elected members, we would be enlarging the committee. We had already earlier given the Provost permission to appoint two members. But as the motion is stated, we merely reduce to one the number of people the Provost appoints.

Mr. Christian asked if "elected" should be added to this motion? Yes.

Ms. Gowdy said we could allow the Provost to appoint two members as previously stated. The problem would be that a college would be without representation.

Ms. Balbach agreed with Mr. Zeidenstein that there should be another vote. She opposed the motion.

Mr. Watkins said the motion would need to be restated. The idea is that the Senate would like to set its imprimature on who a fourth elected person might be, and allowing the appointment of the usual two that the Provost does appoint. The committee will be one person larger.

Mr. McCracken added that the number of members of the committee to select the Graduate Dean be raised from three to four elected faculty members.

XVI-97 Mr. Whitcomb moved (Second, Petrossian): that from the current list of nominees for the Selection Committee for the Associate Provost and Dean of Graduate Studies a fourth member, representing one of the following colleges, be elected: the College of Business, the College of Education, or the College of Fine Arts.

Mr. Eimermann asked if this motion meant we would hold an election rather than pick the fourth highest person on the list.

Mr. Whitcomb said this motion did not really imply anything except that there be a fourth member elected.

XVI-98 Mr. Christian moved to "elect a member from the current list".

Motion carried.

There was a strong feeling for a new election. Iris Varner, College of Business, was elected.

XVI-99 Mr. Eimermann moved that the Executive Committee charge an appropriate Senate Committee to review Senate rules in respect to college representation on search committees (Second, Spencer). Motion carried.

Provost's Remarks Continued:

2. Hearings of the Educational Labor Relations Review Board recessed at the end of the day on Monday and parties are in the process of preparing briefs summarizing their positions. These are to be presented in January. A statement summarizing this activity will be distributed to the members of the faculty and staff by the end of this week.

3. This topic deals with the UPI petition regarding a word in the new Faculty Handbook. Background about the revision process included: The Handbook for 1980-1982 was obsolete and there were recommendations from a number of groups that it be updated. It was also recommended that the book be subdivided into units for faculty, civil service, and administrative-professionals. Four faculty members helped with editing, one being paid. An announcement at the time of distribution of the Handbook asked anyone to notify the Provost's Office of changes needed or errors. The plan is to distribute some revised pages during the Spring semester. The concern expressed in the UPI petition for a particular word was language that was not red flagged by the faculty reviewers and therefore was not viewed by members of the Provost's staff as a problem. A language change will be made by the Provost's Office and distributed with other changes during the Spring semester. Due process would not allow an accusation to bring about dismissal. Any other changes that need to be made should be submitted to Dr. Webb-Lupo before the Spring Semester.

4. New Policy for Non-Tenure Track Appointments.

This topic was included as a Provost's Office goal for last year because, when he was interviewed for the Provost position, morale among temporary faculty members was dangerously low. It was thought that changes in terminology might help enhance the self-esteem of some of these people. There was also a perception by department chairs and members of the faculty that a one-size-fits-all definition really did not work with the academic departments of the University.

The new policy statement was approved by the Board of Regents staff and University legal counsel. It was announced to the chair of the Faculty Affairs Committee, to deans and department chairs. The new policy has more flexibility and yet there is no dramatic shift.

Since his discussion of this topic with the Executive Committee of the Academic Senate, he has been advised that the Board of Regents will examine their definition of tenure-track positions. This examination began last Thursday afternoon and is to be completed in time for the report for the January Board of Regents meeting. The topic will be listed as an information item at the January Board of Regents meeting. Once the language being proposed by the board staff is known, it may be necessary to make some modifications in language and content of ISU's policy statement. It is not anticipated that there will be any substantive changes in the Board regulations that will impact upon our policy.

He will keep the Senate advised of the Board statement and what implications it has for ISU policy. Since this topic will be coming before the Board of Regents, it will also be a topic of conversation with JUAC members. An early resolution is anticipated.

Mr. Luther asked about the Labor Relations Board hearings. From his understanding, there was information that was not presented at the hearings. Dr. Strand stated that correspondence from Dr. Arlan Richardson was not accepted by the hearing officer as a part of the hearings at that time. She did not allow testimony on who should be in or out of the bargaining unit.

Mr. McCracken asked for explanation of the temporary policy. Dr. Strand said the temporary policy had been in the packets for Senate this evening; also, an extra mailing was made that the Senators should have received on Monday or Tuesday, with a cover letter that had been written to the chairperson of the Faculty Affairs Committee. The new policy is on Page 3 of that document. It shows a number of classifications, some of which are new. Administrative-Professional staff and Faculty Associates are not new.

Mr. Eimermann referred to the document by Anita Webb-Lupo. On the bottom of Page 2, he wanted clarification of what was meant by: "#1 Eliminate the designation 'temporary faculty position'" or both the Board of Regents regulations and the ISU constitution make reference to temporary and tenure track faculty. Is the new policy amending the ISU constitution or the Board of Regents regulations?

Mr. Strand said the policy did not amend the ISU Constitution or the Board of Regents regulations. What is intended is in regard to contracts issued to people. These would use the categories specified on Page 3. The titles used would fit employment relationships at the university. They would all fall under the name of temporary faculty.

Mr. Eimermann noted that the title, temporary faculty, lacks prestige. He said that, on Page 3, at least one category "Faculty in Residence" does not carry rank. He asked which ones do and which ones don't?

Mr. Strand said that the Board of Regents would be studying their temporary faculty policies. ISU would go by that outcome. There should be no substantial changes.

Mr. Eimermann noted on Page 4, item 4: "All faculty on both tenure track and non-tenure track appointments shall be reviewed annually and a written performance appraisal shall be completed." He was under the impression that the current ASPT document called for a written appraisal only every other year and asked if this is a change in the ASPT policy.

Mr. Strand said that, if it was a recommended change, it would be submitted to the University Review Committee, and then go to the Faculty Affairs Comm. and the Senate.

Mr. Eimermann asked for explanation of item 5: "For purposes of employment, interchangeability among non-tenure track categories shall be allowed without prior permission of the Provost."

Mr. Strand said what is intended is that, if a department has a person serving as an Artist in Residence and that person reaches the end of that title classification, that department would not have to ask the permission of the Provost's Office to change that particular classification to Visiting Faculty or Faculty Fellow. That could be done to meet the needs of the department. Mr. Eimermann asked if the decision was at the department or college level? Mr. Strand said it would depend on the type of interchange that the dean would request of the department chair. He assumed the change would be at the department level.

Mr. Eimermann asked about the percentage of faculty that are in temporary-faculty categories. As he read the proposal, it did not address that issue at all.

Mr. Strand replied that no dramatic shift in the distribution of tenure-track and non-tenure-track faculty is expected. That question is really a Board of Regents strategy and policy matter.

Mr. Zeidenstein referred to the goal statements on the first page, regarding the statement that temporary faculty has become a major faculty employment category. These positions when added to total faculty numbers, tend to keep tenure percentages at an acceptable level. He asked if there was any possibility of this to change? Who determines, and how may other people find out, what constitutes an "acceptable level".

Mr. Strand said the Board of Regents staff in the past has said that 60% to 65% tenured is an acceptable level. Historically the University presents a staffing plan to the Board of Regents. This is shared with JUAC members in the form of a report. Mr. Zeidenstein asked for a specific figure.

Mr. Watkins said there is no quota that needs to be set. If the University is somewhere in that area (65%), there is little concern expressed. Tenure in our university is very unevenly distributed. We have some quite new departments where tenure is very low, 38% - 40% - 50%. We have other departments which are almost totally tenured.

Mr. Watkins continued that these departments have no way to bring in people for new positions or to regain positions from retirements or from people moving away. When you have a department which has 90%-95% tenured positions, you have an absolute minimum flexibility. The overall average this year was 62% or 64%, the highest in some time. About three years ago, we were at 58%. This is not uncommon in a period when people find it difficult to move.

Mr. Eimermann asked if currently the temporary faculty are hired and fired outside the ASPT system. Is there any provision for faculty collegial participation in the hiring of temporaries or the decision to keep temporaries on? Mr. Strand replied that temporaries are hired for a specific period of time. They are not fired, but are just not rehired.

Mr. Eimermann asked if it is anticipated that, in these various categories that are listed, some would have no limit as to how many years a person can be rehired. In one case, there is a five-year limit. Mr. Strand answered that each would be a contract for up to one year. Mr. Eimermann asked: a maximum one-year contract? Answer: Yes.

Mr. Eimermann voiced expectation that a number of these people could work up to ten years at ISU as temporaries. Mr. Strand would place this question within the Board of Regents regulations.

Mr. Eimermann noted that Board of Regents regulations indicate that faculty are supposed to participate in the hiring of faculty. For a rather significant portion of the faculty (30% to 40%) the role of the faculty has significantly diminished. Is there anything that can change this trend? Dr. Strand said that there was nothing in this policy that addresses this concern. It is not a part of the Provost's goal statement.

Mr. Belknap mentioned two examples of colleagues who did not fit within any of the classifications on Page 3. If a person were to teach one course but is not a retiree, where could that person fit in? Dr. Strand said that if the person did not have a terminal degree, that person would be hired as a lecturer. A person with a terminal degree would be hired as a faculty in residence or visiting faculty. There would be nothing to indicate a part-time employment relationship.

Mr. Belknap set forth a second example, someone who is currently on a temporary line with the doctorate in hand; would this person be dismissed? Dr. Strand said this person could fit into the faculty in residence classification. It would depend upon the needs of the department as to whether the person would be rehired.

Mr. Schmaltz said the Faculty Affairs Committee had not studied or reviewed this document.

Mr. Rosenbaum noted that at the bottom of Page 2, a tenure-track appointment is defined as a faculty appointment with rank and with all the rights and privileges of tenure and its expectations. He said the Senate last year instructed the Budget Committee to do a budget study about how reducing the ratio of temporary faculty appointments would affect the budget process. Was there ever such a study? Mr. Strand said the budget study indicated considerable expenses associated with shifting temporary lines to tenure track lines.

Mr. Rosenbaum said that people on a temporary line never get a raise. Unless money is added at some time in the future, the temporary faculty person is on a fixed salary.

Mr. Strand said the salary is paid for services performed and not for prior relationship with the University. Money accrued for the temporary pool funds goes to deans and chairs for temporary faculty hiring. There have been times when deans or chairs have decided that higher priorities existed for those lines of money; or value judgments have been made.

Ms. Getsi referred to Page 3. As a JUAC member, she wanted to know the reason why, in just two categories, "Visiting Faculty" and "Faculty in Residence" the Provost's Office indicated whether or not the position would carry rank. Mr. Strand suggested Ms. Getsi contact Dr. Anita Webb-Lupo.

Mr. Zeidenstein asked about Page 3, last phrase, in description of Adjunct, are these non-paid faculty members? Answer: Yes. Mr. Strand said they may be resource people and volunteers that are not paid.

Mr. Pritner asked about the reappointment of temporaries. Is there a way to open this up to department chairmen and DFSC's? Mr. Strand said there were certain supervisory functions that a department chair needs to do.

Mr. Schmaltz asked about Appendix A. He thought if this document were to be external, it should be explained more clearly.

Mr. Schmaltz also asked about the goal on Page 1, attributed to the Academic Senate: "If they are successful in hiring well qualified faculty on temporary lines, they must often sit helplessly to watch those faculty, less satisfied than they might otherwise be, take more desirable positions. This is damaging to morale, especially if it happens frequently. In smaller departments it is more difficult to develop continuity in programs and to build programs, and this is damaging to morale. Also, in smaller departments the continuing-line faculty must use more of their time for committee work, for there are fewer faculty eligible to serve on committees." (Academic Senate, Item 2.17.84.1). Mr. Schmaltz did not feel that simply assigning temporary faculty members to six different categories would solve the problem. A temporary faculty member is still that, no matter what you call him. What advantages are there from this document that will take care of the morale problem?

Mr. Strand replied that there now are more academically acceptable definitions and titles for non-tenure-track positions. There is a mechanism by which to address the professional wishes of faculty members who wish to have a part-time relationship. It has greater dignity.

Mr. Eimermann asked if the document is a report from Dr. Webb-Lupo to the Provost's Office? As a part of the goal statements, what is it really now?

Mr. Strand said that as a part of the goal statements, there was consultation with the Board of Regents and the legal staff. Now the proposal was being moved from goals statement into the implementation stage, with categories and classifications being listed. The Board staff has said to move ahead.

Ms. Getsi said that her department hires a large number of temporary people who would be put into the Faculty in Residence category. These people were asking what was to be gained by stripping them of rank? Their morale hit zero. Morale was lowered significantly.

Mr. Strand noted that the document had been referred to the department chairs.

COMMITTEE REPORTS

Academic Affairs Committee. Ms. Balbach said they would meet after the Senate adjourned.

Administrative Affairs Committee. No report.

Budget Committee. No report.

Faculty Affairs Committee. It was announced that this committee would meet after Senate adjournment.

Rules Committee. No report.

Student Affairs Committee. No report.

Communications

Ms. Gowdy said the Senate had received a letter and petition from UPI. This would be considered January 9, 1985, in the Executive Committee.

XVI-100 Mr. Christian moved to adjourn (Second, Getsi). Motion carried.
Senate adjourned at 10:40 p.m.

FOR THE ACADEMIC SENATE

KYLE C. SESSIONS, SECRETARY

EXECUTIVE COMMITTEE MINUTES

January 9, 1985

Hovey 308

8:15 a.m.

Members Present: Gowdy, Nelsen, Pritner, Watkins.

Members Excused: Charnogorsky, Christian, Mason, Mohr, Piland, Sessions, Talley.

Guest Present: Strand.

The Chair called the meeting to order at 8:15 a.m.

1. Communications:

12.6.84.1 - Letter to Senate from Mark Spencer regarding Dean of Graduate School Selection Committee. (Selection of Students 12/12/84).

12.7.84.1 - Letter to Academic Senate Chair from Patrick Tarrant regarding Final Exams.

12.11.84.1 - Letter to Senate from Fred Noyes, UPI, regarding Role of Senate in Shared Governance.

12.12.84.1 - Letter to Laura Gowdy from Thomas Eimermann regarding UPI correspondence and Dr. Strand's letter.

12.12.84.2 - Letter to Laura Gowdy from David Pontius, Rules Committee, regarding finishing up of Item 4.8.83.5.

12.21.84.1 - Letter from President Watkins to Laura Gowdy approving actions of December 12, 1984 Senate Meeting.

2. Possible calendar changes were discussed. None were deemed necessary at this time.

3. Discussion about shortage of business for January 16th Senate Meeting. It was decided that the Academic Affairs, Administrative Affairs, Faculty Affairs, Rules, and Student Affairs Committees would meet following a short Senate meeting. Many items on the Senate Business Calendar need committee attention.

4. Dr. Watkins questioned the action on the "Ritt Document". It is now in Faculty Affairs Committee.

5. Agenda for January 16, 1985 Senate Meeting
Motion by Pritner (Second, Watkins) to accept the Agenda for January 16, 1985.
Motion carried.

Action Items:

Information Items:

6. Meeting adjourned at 8:32 a.m.

College of Arts and Sciences Council
Minutes of December 11, 1984
(Unapproved)

Present: Berk, Johnson, Kohn, Liberta, MacDonald, McMahan, Owen, Parent,
Ruyle, Wempen

Absent: Bieschke, Edwards, Saxton, Wellman, Wright

1. The meeting was called to order at 4:03 p.m. by Chairperson Liberta.
2. Minutes of the November 20, 1984 were approved as distributed.
3. The Chairperson thanked the Vice-chairperson for her work as member and officer of the Council. Faithe Wempen is resigning because of graduation at the end of the Fall semester. Her replacement as Vice-chairperson will be on the Council's January agenda. The resignation of Mike Wellman was also announced.
4. There were six nominations for Arts and Sciences Lecturers for 1985-86 and John Freed (History) and Roger Tarr (English) were elected by secret ballot.
5. Carl Ekberg (History) was elected by secret ballot to fill a vacancy on the College Curriculum Committee.
6. Dean Owen discussed several items: The College Research Committee had received 75 summer grant proposals most of which of high quality. The Curriculum Committee was looking into a college policy on Independent Studies and on college wide requirements for graduation. The CFSC was proposing some changes in guidelines in response to URC requirements. The Cluster Committee was meeting and was making progress in its work. Dean Owen also addressed herself to the necessity of the Council keeping informed about the activities of the various university committees and there was some discussion on this matter.
7. The Council then turned to the suggested changes in the By-Laws. It approved those concerning Article II Item 3 (motion by Johnson/McMahan), Article III Item 2 (motion Johnson/MacDonald), Article V Item A #1 (motion Johnson/McMahan). The suggested Item 6 of Article III was tabled.
8. The meeting was adjourned (motion Parent/Berk) at 4:59 p.m.

Respectfully submitted,
Walter S.G. Kohn
Secretary

Dean's State of the College Address: January 22, 1985, 4:00 p.m., Felmley 133

Council members kindly send your Spring 1985 schedules to the Dean's Office as soon as possible.

Faculty nominations for Academic Senate and College Council will be in January.

ACADEMIC SENATE CALENDAR

Executive Committee

Hovey 308
8:15 a.m.

August 22, 1984

September 5, 1984

September 19, 1984

October 3, 1984

October 17, 1984

November 7, 1984

November 21, 1984

December 5, 1984

January 9, 1985

January 30, 1985

February 13, 1985

February 27, 1985

March 20, 1985

April 3, 1985

April 17, 1985

May 1, 1985

June 5, 1985

Academic Senate

Circus Room - Bone Center
7:00 p.m.

August 29, 1984

September 12, 1984

September 26, 1984

October 10, 1984

October 24, 1984

November 14, 1984

* November 28, 1984

* December 12, 1984

January 16, 1985

February 6, 1985

February 20, 1985

March 6, 1985

March 27, 1985

April 10, 1985

April 24, 1985

May 8, 1985

June 12, 1985

* Will meet in Ballroom rather than Circus Room because of Madrigal Dinners.

DEC 11 1984

TO: Members of the Illinois State University Academic Senate
FROM: Fred Noyes, President, University Professionals of Illinois,
Illinois State University *Fred Noyes*
RE: The Role of the Senate in Shared Governance--A Faculty Petition
DATE: December 11, 1984

As many of you are aware, the University Professionals of Illinois, ISU Chapter, initiated a petition concerned with the "new" Faculty Handbook a little over a week ago. The petition put before the faculty asked the Senate to consider two items, one specific and one general. First, the Senate was asked to repudiate the concept that a faculty member could be dismissed from the University because of an accusation. (See p. 14 of the Faculty Handbook for the specific language.) Second, the petition asked that the Senate review the entire handbook. As is true with any petition, its merit is judged by the reaction to it; that is, by the signatures it gets. In this case it appears that the petition had merit as over two hundred faculty signed it in approximately six working days.

It seems clear that part of the merit of the petition was its reliance on the concept of shared governance. As initiators of the petition, UPI was well aware that the "new" Faculty Handbook originated in the Provost's Office. But it is not a Provost's Handbook or an Administrator's Handbook; it is a Faculty Handbook. The words themselves suggest that some clearly appointed faculty group or organization should have been involved in its development. The petition was placed before the faculty to ascertain their agreement or disagreement on this point about official faculty involvement. The signatories opted for shared governance, for the Senate's taking an active role in objecting to the concept of dismissal based on accusation and for the Senate's taking an active role in reviewing the entire document.

In addition to learning that the faculty favored a shared governance role for the Senate, the petition also generated another important point, the faculties' concern about due process. Many faculty were concerned that the accusation/dismissal statement might somehow be related to the permanent abrogation of due process. Such is, of course, not the case. Just as UPI was aware that the "new" Faculty Handbook originates in the Provost's Office, we were aware of the fact that the "new" Faculty Handbook specifies some rights to due process to those employed by the Board of Regents. It is not clear, however, how having due process rights makes dismissal by accusation any more tolerable. No individual, anywhere, and certainly no faculty member should fear for his livelihood because of an accusation. The chilling effects of shifting the burden of proof onto the accused, especially in wasted time, effort and energy are obvious.

The presentation of copies of this petition to the Academic Senate (i.e., the Secretary of the Senate) presents a unique and important example of the idea of shared governance at Illinois State. Seldom does the Senate have an opportunity to react to the stated wishes of a significant number of the faculty. In this instance it does. We appreciate the Senate's time in consideration of these remarks and we urge the Senate to accept these petitions as evidence of the faculties' desire to see the Senate work with the ISU administration in the best interests of the faculty and the University.

(This document and copies of the petition filed with the Secretary of the Senate are offered to the Senate for action according Article I.1.1. (a).2. and Article I.1.1. (b).2. of the Bylaws of the Academic Senate.)

TO THE ILLINOIS STATE UNIVERSITY

DEC 11 1984

ACADEMIC SENATE

WE, THE UNDERSIGNED MEMBERS OF THE ILLINOIS STATE UNIVERSITY FACULTY, URGE THE ACADEMIC SENATE, "THE PRIMARY GOVERNING BODY AT ILLINOIS STATE UNIVERSITY," TO REPUDIATE THE FOLLOWING STATEMENT FROM PAGE 14 OF THE "NEW" FACULTY HANDBOOK.

D. Dismissal Policy

The University can dismiss a faculty member under the following circumstances:

I. Misconduct

A faculty member who is accused of gross personal misconduct, gross neglect of duty, or professional unfitness as a teacher or researcher may be dismissed from the University.

WE FURTHER ENCOURAGE THE SENATE TO UNDERTAKE A STUDY OF THE ENTIRE HANDBOOK.

NAME

DATE

- 1. Margaret L. Lewis 12/17/84
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____

INITIATED BY UPI--University Professionals of Illinois

(return to Fred Noyes, FH 310B)