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ACADEMIC SENATE MINUTES

November 4, 1970

Vol. II, No. 4

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Meetings of the Academic Senate are open to members of the University community. Persons attending the meetings may participate in discussions 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

November 4, 1970

Vol. II, No. 4

CALL TO ORDER

Mr. Morris convened the Senate at 7 p.m. in 401 Stevenson.

APPROVAL OF MINUTES

With regard to the Minutes of the meeting of October 21, 1970, Mr. Kohn felt that the number of Yes votes, No votes, and Abstentions should have been included in the text for Motions #18, on p. 17, and #23, on p. 18.

Three Senators said they had left the meeting early and thus should not have been included in the vote tally on pages 26 and 27. Those who left, and the motions on which they did not vote, are: Mr. Ferrell, 22-39; Mr. Turner, 14-39; Mr. Truex, 22-39. Two typographical errors were also noted.

- (II-40) By unanimous voice vote, the Senate approved a motion (Mr. Finley, Mr. Wedemeyer) to approve the Minutes of the meeting of October 21, 1970, as corrected.

FACULTY STATUS COMMITTEE: APPROVAL OF POLICY

- (II-41) By unanimous consent, the Senate approved a motion (Mr. McCarney, Mr. Hubbard) to suspend the rules so Mr. Clarence Moore of the Faculty Status Committee could join the discussion.

- (II-42) Following the policy which had been initiated by the University Council, the Senate moved to approve the policy and criteria contained in the current Faculty Handbook. There were no changes. By unanimous voice vote, the Senate passed a motion (Mr. McCarney, Miss Kelly) to adopt the "Policy and Criteria Guidelines for Evaluation of Faculty" as shown in the Faculty Handbook 1970-71.

- (II-43) Following a brief discussion of minor changes involved, the Senate approved a motion (Mr. Goodall, Mr. Ichniowski) to adopt the "Policy Regarding the Handling of Appointment, Salary, Promotion, and Tenure Matters at Illinois State University" as revised by the Faculty Affairs Committee. The vote was Yes -34; No -0; Abstentions -2.

The Faculty Status Committee will make recommendations for future plans following the current APT deliberations.

STUDENT LIFE -- ISU

- (II-44) On August 5 the Senate had authorized the printing and distribution of Student Life--ISU with the understanding that subsequent changes would be made. Rather than act on proposed changes at the meeting, the Senate decided to recommit the document to the committee and have proposed changes, and the reasons for them, written out and distributed to Senators. The Senate approved a motion (Mr. Kohn, Mr. Zeidenstein) to recommit Student Life--ISU to the Student Affairs Committee. The vote was Yes -21; No -8; Abstentions -7.

- (II-45) It was pointed out that the Senate had not formally adopted the document at the August 5 meeting. A motion (Mr. Whitlow, Mr. Hage) was passed to adopt Student Life--ISU. The vote was Yes -32; No -3; Abstentions -2.

POLICIES AND PROCEDURES RELATIVE TO DISTINGUISHED PROFESSORS AT ILLINOIS STATE UNIVERSITY

- (II-46) By unanimous voice vote the Senate passed a motion (Mr. McCarney, Mr. Wedemeyer) to adopt, with proposed changes, the document "Policies and Procedures Relative to Distinguished Professors at Illinois State University." This enables the University to continue to designate as Distinguished Professors individual faculty members who have distinguished records in teaching or research in a given discipline.

POLICIES AND PROCEDURES RELATIVE TO UNIVERSITY PROFESSORS AT ILLINOIS STATE UNIVERSITY

The classification "University Professor" was proposed with the following purpose: ". . . to enable the University to honor distinguished faculty members whose interests and contributions transcended traditional disciplinary boundaries and whose appointment and assigned responsibilities enable the University to respond with maximum flexibility and creativity to the needs of its students and its public."

Nominations would be made to the Dean of Faculties who would evaluate them and make recommendations to the President who, in turn, would make recommendations to the Senate. The Senate may vote by secret ballot on any of the recommendations.

"University Professors" could be appointed for terms of 1-5 years, which are renewable. Examples were given of persons who might be considered for such positions: Boulding, Bone, Foreman, Harrington, Humphrey, Browne, Dillinger, and Kinneman.

- (II-47) By unanimous voice vote, the Senate approved a motion (Mr. McCarney, Mr. Cohen) to adopt the "Policies and Procedures Relative to University Professors at Illinois State University" with changes as recommended by the Faculty Affairs Committee.

- (II-48) By unanimous voice vote the Senate approved a motion (Mr. McCarney, Mr. Grace) that both policies (Distinguished Professors and University Professors) be re-examined three years after their adoption by the Academic Senate.

POLICY ON DISPLAY OF FLAGS

- (II-49) Mr. Ichniowski asked that consideration of the revised policy on display of flags on campus be postponed until open hearings can be held to obtain student opinion. Notice of such hearings will be carried in University publications. By unanimous voice vote, the Senate approved a motion (Mr. Ichniowski, Mr. Adams) to postpone consideration of the "Revised Policy for the Display of Flags on Campus" until the meeting of November 18.

APPOINTMENT OF COMMITTEE ON ADVISEMENT

The Executive Committee recommended the appointment of the following persons to the Committee on Advise ment:

Betty Keough	College of Applied Science and Technology
John Meador	College of Business
Evelyn Rex	College of Education
Donald Christie	College of Arts and Sciences
Herbert Sanders	College of Fine Arts
Don Templeton	Representative of the Dean of Faculties
Nell Bailey	Representative of the Dean of Student Services
Patty Isome	Freshman
Mark Kruzick	Freshman

Barb Lindahl	Sophomore
Sherry Coulter	Junior
Larry Roth	Junior
Don Bartlett	Senior
Robert Moore	Coordinator of Academic Advisement

(II-50) The Senate passed a motion (Mr. Grace, Mr. Drew) by unanimous voice vote to approve the appointments.

RESOLUTION ON CRISIS COMMITTEE

(II-51) The Senate approved a motion (Mr. Kohn, Mr. Truex) to adopt the following Resolution:

WHEREAS in situations of crisis as determined by the President of the University or the Chairman of the Academic Senate, it may not be possible to assemble the full Academic Senate, and

WHEREAS under those conditions it is of the utmost necessity to have faculty and student input on administrative decisions,

BE IT RESOLVED that in such situations the administration seek the advice of the Executive Committee of the Academic Senate, or if this is not possible, that of the Chairman of the Academic Senate and the President of the Student Body before committing itself to a definite action, therefore

BE IT FURTHER RESOLVED that the full Academic Senate be called into session at the earliest possible moment after a crisis situation has been determined.

The vote was Yes -13; No -12; Abstentions -13.

COMMITTEE TO EVALUATE PROCEDURES AND OPERATIONS OF THE SENATE

Mr. Morris reported that at its last meeting the Executive Committee thought it would be well to establish a committee to evaluate the procedures and operations of the Senate. He asked the Senate to approve this proposal.

The Senate discussed this point for thirty minutes, engaging in some self-analysis, offering suggestions for the charge to the committee, and also remarking on a memorandum which Senators had received from the Council of Deans; it was received after the proposed committee had been listed on the agenda. The latter reported the concern expressed by the Deans with regard to some actions by Senate committees; Mr. Cohen, Mr. McCarney, and Mr. Ichniowski, as committee chairmen, responded to the statements.

The proposed committee, it was suggested, should be assigned a deadline for its report and should be urged to interview individual Senators and non-Senators about their views.

(II-52) The Senate approved, by unanimous voice vote, a motion (Mr. Egelston, Mr. McCarney) that the Rules Committee draw up a recommendation for a committee which will be charged with making an evaluation of the Academic Senate, of its procedures and operations, and with presenting its findings as soon as possible.

ACADEMIC RANK FOR ADMINISTRATIVE PERSONNEL

(II-53) Mr. McCarney, reporting for the Faculty Affairs Committee, discussed a change in the original report. The Senate approved a motion (Mr. McCarney, Mr. Whitlow) to adopt the "Report of the Committee to Consider Academic Rank for Administrative Personnel," with the suggested changes. Except for 1 abstention, all votes were Yes.

REPORT: AACMU

Mr. Hill, faculty representative to the Academic Association of the Conference of Midwest Universities, reported on a meeting held Friday, October 30, in Chicago. The group voted against proceeding with the Mackinac project because of lack of information relative to financial arrangements. He also reported that the Board of Governors has expressed its wish that the Conference office be located on a campus rather than in Indianapolis or in Chicago. Also, an active search is underway for an Executive Director.

PROPOSED AMENDMENT TO THE CONSTITUTION

Copies of a proposed amendment to the I.S.U. Constitution were distributed. (A copy is appended to these Minutes.) It was requested that this be an item on the next agenda.

PROPOSED NEW BY-LAWS

Copies of proposed new By-Laws 3.3 and 3.4 were distributed; these cover codification of the Athletic Board and of the Economic Well-Being Committee, respectively. It was requested that these items be on the next agenda.

REPORT ON STANDING COMMITTEES

Copies were distributed of a report on ISU Standing Committees which are under the jurisdiction of the Senate. The report lists each committee and gives the names of members and dates of expiration of terms. The 9-page report also indicates where new members are needed.

The Senate directed that the Minutes show the deep debt of gratitude expressed for Mr. Witte and Mr. Zeidenstein, who compiled the report.

SENATE COMMITTEE REPORTS

Executive Committee

A letter from Gene Norris, dated October 23, 1970, about parking was referred to Mr. Johnson for response. A letter from Mr. Johnson asked the Senate to consider representation by the civil service staff, for two reasons: the large size of the non-academic group and the need of having their in-put in decisions. The letter was referred to the Executive Committee. A communication from the ALSO Board, proposing a University Forum, was sent to the Student Affairs Committee.

Mr. Sherman Peck is the civil service person appointed to the Appeals Board.

A letter about the proposed tuition increases and the proposed decrease in tuition waivers will be sent to Mr. Gordon Millar. Mr. Geigle reported that,

at the November 3 meeting of the Higher Board, representatives of Southern Illinois University delivered 8,000 letters from students. The Board wants in-put from campuses by November 12.

A bulletin board will be placed outside the Senate office in Moulton Hall for use in announcing committee meetings, etc.

Student Affairs Committee

The committee is considering the proposed University Forum, committee vacancies, and Student Life--ISU.

Rules Committee

Copies of proposed By-Laws on the election of the permanent Senate have been sent to College Councils for their response. If possible, this will be on the next agenda.

Academic Affairs Committee

An information item concerning reports by the University Curriculum Committee was distributed.

Administrative Affairs Committee

A revision of the proposals relative to selection of Heads and Chairmen is being mailed to Senators. Proposals for selecting Deans and for selecting Heads or Chairmen should be on the next agenda.

COMMUNICATIONS

Miss Kelly reported for the Retreat Committee and sought reaction for the dates of Friday and Saturday, February 19-20, 1971 for a Retreat at Allerton Park. The Retreat will be planned for those dates.

No written resignation, from the Executive Committee, has yet been received from Mr. Sarlo.

Mr. Bond said a report on the proposed new calendar may be ready for the next meeting.

The topic of sending copies of documents to Senators not present at meetings was discussed briefly. It was also proposed that committee meetings be publicized in the Vidette.

The Senate adjourned at 9:55 p. m.

For the Academic Senate,

John S. Hill, Secretary

NAME	ATTEN- DANCE	VOTE							VOICE VOTE		
		Motion # 43	Motion # 44	Motion # 45	Motion # 51	Motion # 53	Motion #	Motion #	Motion No.	Y	N
Adams	P	Y	Y	Y	N	Y			40	X	
Alexander									41	X	
Barz									42	X	
Brockman									46	X	
Cohen	P	Y	P	Y	N	Y			47	X	
Comfort	P	Y	Y	Y	N	Y			48	X	
Drew	P	Y	P	Y	N	Y			49	X	
Egelston	P	Y	Y	Y	P	Y			50	X	
Ferrell	P	Y	Y	Y	P	Y			52	X	
Finley	P	Y	N	Y	Y	Y					
Flaherty											
Flashaar											
Gillett	P	Y	Y	Y	Y	Y					
Goodall	P	Y	N	Y	N	Y					
Grace	P	Y	N	Y	N	Y					
Gray	P	Y	N	Y	P	Y					
Hage	P	Y	N	Y	Y	Y					
Hakala	P	Y	Y	Y	P	Y					
Hansen											
Hicklin	P	Y	Y	Y	N	Y					
Hill	P	Y	Y	Y	P	Y					
Hubbard	P	Y	N	Y	Y	Y					
Hufford	P	Y	Y	Y	Y	Y					
Ichniowski	P	Y	P	N	P	P					
Kagy	P	Y	Y	Y	P	Y					
Kelly	P	Y	Y	P	P	Y					
Kohn	P	Y	Y	Y	Y	Y					
Linman	P	Y	P	Y	Y	Y					
McCarney	P	Y	P	Y	P	Y					
Morris	P	Y	Y	Y	P	Y					
Murdock	P	Y	P	Y	Y	Y					
Perry											
Peterson											
Pritner	*P			Y	N	Y					
Retzer	P	P	Y	P	P	Y					
Ronan	*P					Y					
Sarlo											
Smith											
Truex	P	Y	Y	N	Y	Y					
Turner	P	Y	Y	Y	N	Y					
Youngs	P	Y	P	Y	N	Y					
Walther	*P				Y	Y					
Wedemeyer	P	Y	N	N	N	Y					
Whitlow	P	Y	N	Y	Y	Y					
Zeidenstein	P	Y	Y	Y	N	Y					
Witte	P	P	Y	Y	Y	Y					
Johnson											
Hulet	P	Y	Y	Y	P	Y					
Bond	P	Y	Y	Y	P	Y					
Geigle	P	Y	Y	Y	Y	Y					

* Arrived Late

Y = Yes N = No P = Present

PROPOSED AMENDMENT TO THE I.S.U. CONSTITUTION

Article V, Section 1.A: relating to eligibility of a graduate student to run for the Academic Senate

(added language is underlined)

The third sentence of Article V, Section 1.A shall read as follows:

"To be eligible to serve as a member of the Senate, an undergraduate student shall have been enrolled in the University one full academic term prior to his election and be registered as a full-time student, and a graduate student shall be currently enrolled in graduate school as a full-time student, as defined by the Dean of the Graduate School, and shall not otherwise be eligible to be elected as a representative of the faculty or of the undergraduate student body."

Schedule: this amendment shall take effect for the next regular election of the Academic Senate, and shall not be applied ex post facto.

HONORABLE RICHARD
DEAN OF FACULTIES

1234

RECEIVED
DEC 7 1970

Academic Senate

S P E C I A L A P P E N D I X

to Minutes of Meetings of

November 4, 1970
November 18, 1970

Vol. II, No. 4
Vol. II, No. 5

contents

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2. Policies and Procedures Relative to Distinguished Professors at Illinois State University
3. Policies and Procedures Relative to University Professors at Illinois State University
4. Report of the Committee to Consider Academic Rank for Administrative Personnel
5. Policy for the Display of Flags on Campus
6. Procedures and Policies for Selecting Department Chairmen or Heads
7. Procedures and Policies for Selecting College Deans
8. By-Law 4.1: Election of Faculty Representatives to Academic Senate
9. By-Laws 3.3 and 3.4: Codification of Athletic Board and Economic Well-Being Committee, respectively
10. Rules re University Curriculum Committee
11. Statement on Trimester Plan

POLICY REGARDING THE HANDLING OF APPOINTMENT,
SALARY, PROMOTION, AND TENURE MATTERS AT
ILLINOIS STATE UNIVERSITY

AS

ADOPTED BY THE ACADEMIC SENATE, NOVEMBER 4, 1970*

Appointing and retaining a faculty composed of competent professional persons is a major function of the University. The procedure for handling appointment, promotion, and tenure (APT) as well as salary increases at Illinois State University is a democratic system which involves the faculty in the evaluation of professional competence. General guidelines are set forth in the Governing Policies and Practices of the Board of Regents. The structure for evaluating professional competence at ISU includes a single University Faculty Status Committee, a College APT Committee in each college of the University, and a Department APT Committee in each department which elects to have such a committee. Department APT recommendations are of primary importance in that these recommendations are critical in obtaining and retaining highly qualified staff members.

I. General Policies

A. Committees:

1. It is understood that all committees act only in an advisory capacity to the President who has the ultimate responsibility for making recommendations regarding appointment, salary, promotion and tenure to the Board of Regents.
2. The members of the University Faculty Status Committee and the college APT committees will be elected before May 15. The department APT committee shall be elected after May 15 and prior to October 15.
3. Elected members of the Academic Senate shall not be eligible for election to the University Faculty Status Committee.

B. Procedures:

1. Final reports of the University Faculty Status Committee on salary, promotion, and tenure shall be presented to the faculty members of the Academic Senate in executive session for appropriate action.
 - a. The final report containing individual recommendations for salary, promotion, and tenure shall be available in the President's office and the Office of the Dean of Faculties for forty-eight hours prior to the Senate meeting. Faculty members of the Senate may present suggestions or comments in writing to the President.

*Departures from these policies can be made only in those specific instances where the Academic Senate has given formal approval for the exception.

- 1) There shall be no oral discussion of salaries of individual faculty members during executive session, only written comments given to the President prior to the Senate meeting.
- b. The final report containing a summary of objectives, procedures, and formulas utilized shall be presented to the Academic Senate.
2. Elected members of the University Faculty Status Committee and the college APT committees may not be present at or participate in salary, promotion, and tenure deliberations concerning individuals in their own department. No person at any level may participate in deliberations regarding his own salary.
 - a. The department APT committee may accompany the department head when he makes his report to the college APT committee. The department APT committee may make comments and ask questions at this time. However, all departmental APT committee members must absent themselves when the college APT committee deliberates on the recommendations for them and the members of their department. (See III, C 1).
3. When a person has duties in more than one department or area, the Dean of Faculties shall designate as his major department or area that department or area in which he devotes more than one-half his time and as his minor department or area, that department or area in which he devotes less than one-half his time. (The exception to this rule shall be with respect to supervisory responsibilities connected with the Department of Professional Laboratory Experiences whereby regardless of the fractional assignment in supervision, the individual shall be regarded as a member of his academic department.) In making decisions regarding salaries, promotions, and tenure of these individuals, the major department must take into consideration the recommendations of the minor departments or areas.
 - a. The names of all persons with an assignment in the Department of Professional Laboratory Experiences shall be cross-listed on the Professional Laboratory Experiences worksheet and on the respective academic worksheet where the individual is starred. The fractional time assigned to supervision shall be indicated.
 - b. Copies of letters of consultation between the head of the major department and the head of the minor department shall be included in the department head's report to his college APT committee. Copies of the letters shall be made available to the FSC if requested. The head of the major department shall (in writing) inform the head of the minor department of the recommended salary before he reports the recommendation to the college APT committee.

C. Appointments:

1. While it is understood that each department head in consultation with his APT committee is responsible for the recruitment of new staff members, the dean of each college shall have the basic responsibility for the appointment of personnel within the college. College deans, however, shall consult with the Dean of Faculties

in decisions regarding appointment and the salary of new staff members. The Dean of Faculties must approve all new appointments.

2. Recommendations for appointment shall be made by the department head to the dean of the college on the appointment sheet provided for that purpose. The appointment sheet shall designate whether the appointment is permanent or temporary as well as the rank, salary, and maximum probationary period before the person is to be considered for tenure.
3. Recommendations for appointments usually shall have the approval of the majority of all department APT committee members and majority of all members of the department with tenure.
4. If any staff member abstains or votes "no" on an appointment sheet, he must state his reasons in writing.
5. The dean of the college shall study the appointment sheet and request additional signatures if he considers them necessary. The dean of the college with the approval of the Dean of Faculties or his representative may adjust the signature requirements as necessary to expedite specific decisions.
6. A candidate for the rank of Assistant Professor or Instructor should be seen and interviewed by a faculty member officially representing the department. It is desirable but not mandatory that the candidate come to the campus for the interview. At least three letters of recommendation should be required. One of these should come from his immediate supervisor where the candidate is now employed or studying. A telephone conversation may substitute for any of the letters. A telephone inquiry is mandatory from this campus to the supervisor of the person being hired. The salary and rank will be determined cooperatively by the department APT committee, department head, and the college dean.
7. In case an applicant shall have duties in more than one department or area, the recommendation for appointment shall originate with the major department. The recommendation for appointment of a person working in more than one department or area, however, shall be made only after consultation among the supervisors of all areas to which he would be assigned. Cooperative interviews are encouraged. The written appointment form shall include the signature of the head of the minor department and shall be accompanied by a written agreement stating the terms of employment signed by both the head of the major and minor departments. These written agreements shall be included in the college dean's file and copies shall be made available to the FSC if requested.

D. Promotion and Tenure:

1. Promotion and tenure recommendations must conform with stated policies of the Board of Regents, and reference should be made to current regulations as published by the Board.
2. Tenure is not automatically attained. In order to achieve tenure, staff members must serve a probationary period, be recommended for tenure by the department APT committee, or in those departments which have no APT committee, by the department head, and meet the requirements of the Board of Regents.

- a. A person who has a sabbatical or a non-sabbatical leave during his probation years postpones his date of tenure for each year of leave.
 - b. The probationary period on this campus may not exceed seven years. This period may be reduced to four years by service on other faculties of institutions of higher learning. Departments are not encouraged to recommend early tenure except under unusual circumstances. The absolute minimum, under board policy, is three years unless specifically approved by the Board.
 - c. Since the decision on tenure must be made at least twelve months before the expiration of the tenure period the Department APT committee shall submit, for every faculty member whose probationary date is the following year, its recommendation by May 1 to the college APT committee which in turn will report to FSC.
 - d. The requirements for tenure and promotion shall be clarified for the candidate by the administrators concerned with his employment. Under no circumstances should a candidate be promised or in any way assured of tenure and/or promotion.
3. Promotions are not automatic, and are not based solely upon the completion of degree or credit hour requirements which constitute only minimum requirements or qualifications for consideration.
- a. For promotion from associate professor to full professor a minimum of four years in rank shall ordinarily be required. Only in exceptional cases should promotion from assistant to associate professor be granted to those who have been on the faculty only one year.
 - b. Recommendations for any change in rank should not be made unless it is planned to retain the person on the permanent staff; that is, recommend only those for whom tenure would also be recommended at this time were the person eligible for tenure.
 - c. Promotion of an assistant professor without the earned doctoral degree to associate professor requires the special action as outlined in the Board of Regents Policy. Copies of this action should be distributed to the department heads by the college dean when requested.
4. Appropriate certification of the completion of degrees or credit hours necessary for consideration for tenure or promotion must ordinarily be obtained by April first if to be considered in recommending tenure or promotion for the following academic year. The Dean of Faculties, however, may use discretion in interpreting "appropriate certification" and authorize promotion, tenure, and salary increases contingent upon the completion of degree or credit hours in June or August.

E. Termination of Employment:

1. Notification of termination of employment must conform with the stated policy of the Board of Regents, and reference should be made to current regulations as published by the Board. (See IV, C 6)

- a. If a tenured or non-tenured faculty member protests his termination of employment or dismissal, the FSC should recommend to him the resources outlined in the Statement of Policy Regarding Dismissal Proceedings at ISU.

II. University Faculty Status Committee

A. Membership:

1. The University Faculty Status Committee shall consist of the Dean of Faculties, and six faculty members.
2. Faculty members of the committee shall be elected by the Academic Senate for three year terms of office, and the Senate shall fill vacancies by election.
3. A faculty member of the committee may not be elected to succeed himself (unless he is serving a partial term of eighteen months or less), and may not serve on a college or department APT committee. Not more than two faculty members from any one college may be elected to the committee.
4. Each year, the committee shall elect one of its members to serve as co-chairman with the Dean of Faculties.
 - a. Committee personnel shall continue serving on the committee until their recommendations are approved by the Governing Board and until all unfinished business is completed.

B. Responsibilities:

(Items related to this section are also found under III, College APT Committees, B (Responsibilities) and C (Reporting).)

1. Assure that appropriate information and specific instructions are made available to the college and department APT committees.
2. Provide allotments to the colleges for salary increases. The allocation for salary increases shall be computed by the FSC after consultation with the University Budget Officer and the college deans. The allocations shall be reported by the college deans to the departments in their colleges. Only enough money shall be retained by the FSC to enable the committee to examine with meaning (a) joint appointments between colleges, (b) University-wide contribution of individual faculty members, to (c) either relieve or deliberately establish inequalities between departmental allocations and (d) for appeals.
3. Prepare a schedule for reporting by college deans which will enable individual faculty members to appeal to the University Faculty Status Committee before the committee presents its recommendations to the Senate.
4. Review recommendations from each college regarding salary, promotion, and tenure.
 - a. The FSC Shall give special attention to individual faculty members having joint appointments and major and minor assignments.
5. Provide adequate review of recommendations for administrators holding faculty rank.
 - a. Recommendations for the salaries of department heads and other administrative officials shall be made by their

immediate supervisors to the appropriate vice-president. The latter shall present the recommendations to the FSC for their questions and discussion.

6. Coordinate college APT reports and make recommendations to the Academic Senate.
7. Act as an appeal body to receive in writing the grievances of individual faculty members. (See III, C 4) The committee shall investigate each case, make a final recommendation, and communicate that recommendation to the individual faculty member concerned.
8. Resolve inconsistencies in the implementation of policy in the colleges.
9. Prepare a final report summarizing the objectives, procedures, and formulas utilized by the committee to present to the Academic Senate.
10. Study criteria and recommend procedures for evaluation of professional competence including requirements for granting promotion and tenure, the evaluation of department heads, and handling of APT recommendations for both teaching and administrative faculty.

C. Reporting:

1. The dean of each college shall meet with the University Faculty Status Committee to present and discuss the report of the college APT committee (Items in III, College APT Committees, C 2 (Reporting), also relate to the report of the college deans and the FSC).
 - a. The college dean shall invite the vice-chairman of his college APT committee to present the report to the FSC with him.
2. The written reports of the University Faculty Status Committee signed by the members of the committee shall be discussed and acted upon by the Academic Senate in executive session. If any member of the committee disagrees with any part of the report, he shall state his reasons in writing and this statement shall be appended to the report.

III. College APT Committees

A. Membership:

1. Each college APT committee in colleges with five or more departments shall consist of the dean of the college and at least six faculty members. Each college APT committee in colleges with four or fewer departments shall consist of the dean of the college and at least three faculty members.
 - a. At the beginning of each school year the FSC shall request from the college dean (on a form provided) a report of the membership policy of the college APT committee and a list of the members of the committee.
2. Faculty members of each college APT committee shall be elected by their college council or equivalent for three-year terms of office, and each college council or equivalent shall fill vacancies by election.

3. A faculty member of these committees may not be elected to succeed himself (unless he is serving a partial term of eighteen months or less) and may not serve on the University Faculty Status Committee or his department APT committee. A member may not appoint a proxy to serve during his absence. Department heads are not eligible for election. Not more than two faculty members from any one department may be elected to a college APT committee.
4. The dean of the college will serve as chairman. Each year the committee shall elect one of its members to serve as vice-chairman.

B. Responsibilities:

Each college APT committee shall:

1. Establish a college statement of policy and evaluation criteria. Any extensions or additions to Academic Senate Policy and Criteria Guidelines must be reviewed by FSC.
2. Review and approve departmental statement of policy and evaluation criteria.
3. Formulate and distribute to all staff members within the college each year--personal data sheets. The information provided by the faculty member on the data sheets shall be considered by them in deciding salary, promotion and tenure. The college deans shall make the completed data sheets available to the FSC upon request.
4. Provide allotments to the departments for salary increases. The FSC shall be informed of the amounts, criteria and procedures used in proposed allotments one week before final allocation.
5. Review recommendations from each department regarding salary, promotion, and tenure. (See IV, B 3)
6. Coordinate department APT committee reports and make recommendations to the University Faculty Status Committee.
7. Review recommendations for new appointments to the rank of Associate Professor or Professor. The committee may exercise the option of reviewing any appointment.
8. Resolve inconsistencies in the implementation of policy within the departments of the college.
9. Prepare a final report summarizing the objectives, procedures, and formulas utilized by the committee to present to the University Faculty Status Committee.

C. Reporting:

1. The head of each department shall meet at least once with his college APT committee to present and discuss the report of the department APT committee. The departmental APT committee members may accompany the department head when he makes his report to the college APT committee. The departmental members may make comment and ask questions at this time on any aspect of the report. The college APT committee may in turn question the departmental APT committee members if it chooses to do so. The department head shall not reveal the recommendations for the

- department APT committee members during his report if any member is present. The departmental APT committee must absent themselves when the college APT committee deliberates on the recommendations for them and the members of their department. If any member of the department APT committee has disagreed with any part of the report of his department APT committee, he shall state his reasons in writing and the statement shall be appended to the report.
2. The written report of the college APT committee signed by the members of the committee shall be presented to the University Faculty Status Committee for appropriate action. If any member of the college committee disagrees with any part of the report, he shall state his reasons in writing and this statement shall be appended to the report. This minority report shall be included in the report of the college deans to the FSC. Dissenting members may be invited to meet with the FSC.
 3. The college APT committee will report its recommendation regarding salary, promotion and tenure to the FSC.
 4. After the FSC has prepared its recommendations, the faculty members will be informed through the appropriate channels in time for the faculty members to address any questions, especially the possibility of the omission of relevant information, through each level if necessary. The FSC serves as the final faculty appeal agency, but should be utilized only if differences cannot be resolved at the departmental or college level.

IV. Department APT Committees

A. Membership:

1. Each department shall determine annually by secret ballot, between May 15 and October 15 whether or not it will have an APT committee.
2. Only permanent department members who have completed at least one regular semester of full-time service at the instructor level or higher at the University shall be eligible to participate in any election on APT matters. Faculty members of each department APT committee shall be elected by a vote of only the permanent department members who have completed at least one semester at the University.
3. Each department with an APT committee shall establish a written policy with regard to its APT committee. These policies shall be approved by the department and reviewed by the college APT committee.
4. Each department APT policy statement shall provide that:
 - a. Each person whose major appointment is in a department shall be eligible to participate in APT matters, if they are otherwise eligible. A person holding a minor appointment in a department may participate with the permission of a majority of those holding a major appointment in the department. This permission must be voted on annually by secret ballot.
 - b. A faculty member will be eligible to serve on APT committees only where he has a major assignment.
 - c. The number of members and term of office of members of the department APT committee shall be decided by department

vote. Staggered terms of at least two years to provide for continuity are recommended.

- d. The department head shall automatically be a member of the department APT committee and serve as chairman. Department heads may not delegate responsibility of chairmanship to another.
- e. A faculty member of the committee may not be elected to more than two consecutive terms. After the lapse of one year, he may again be eligible for election.

B. Responsibilities:

Each department APT committee or head shall:

1. Establish specific written criteria for promotion, salary increment and tenure which will be consistent with criteria guidelines adopted by the Academic Senate. Copies will be disseminated to all members of the department and will be filed with the college APT committee for approval and with the FSC.
2. Review information presented and data requested by the college APT committee and the University Faculty Status Committee, and seek additional information when necessary.
3. Evaluate the work of each individual faculty member and make recommendations with regard to salary, promotion, and tenure as appropriate. (See I, D) Recommendations for promotion and tenure must be accompanied by a complete professional history documenting the justification for the recommendation.
4. Recommend appointments in consultation with the members of the staff with tenure and the faculty teaching in the area of the appointment. (See I, C)

C. Reporting and Procedure:

1. After the election of an APT committee the department head will report the names and term of office of the committee members to the college dean.
2. The written report of the department APT committee signed by the members of the committee shall be presented to the college APT committee for appropriate action. Department recommendations regarding salary, appointment, promotion, and tenure shall result from individual study and committee discussion. The department APT committee shall use the complete personal data sheets of faculty members as a guide to its deliberations, but may seek additional information more directly as necessary and desirable. If any member of the committee takes exception to any part of the final department recommendations, the reasons shall be specified in writing, and this statement shall be appended to the report.
 - a. This minority report shall be included in the college dean's report to the FSC. Copies of the letter(s) stating reasons for disagreement shall be made available to the members of the FSC if requested.
3. The department head shall recommend salary increases for members of the APT committee, withhold funds for this purpose from the department allocation, and then report to the APT committee the amount of money available for distribution to other staff members.

A department head may ask members of the APT committee to assist him, but under no circumstances may a person participate in discussion of his own salary.

4. Department heads, after consultation with the department APT committee shall make annual progress reports in writing to faculty members not on tenure and to tenured faculty members not doing satisfactory work. A copy should be sent to the staff member and to the college dean. These letters shall be included in the department APT committee's report. Copies of the letters shall be made available to the FSC if requested.
5. At the time he is notified of his projected salary for the coming year, the faculty member has a right to know his ratings and the criteria used to make them.
6. A recommendation for the termination of employment during a probationary period must follow regulations of the Board of Regents. Such recommendations shall be made in cooperation with the department APT committee, and the department head shall send a report of such action to the dean of the college and the University Faculty Status Committee. Letters of notification shall be included in the college dean's report to the FSC and a copy of the letter filed with the members of the FSC. (Non-tenure appointments shall guarantee the following dates of notification concerning the University's decision not to renew the appointment: (1) Not later than March 1 of the first academic year of service, if the appointment expires at the end of the year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination. (2) Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination. (3) At least twelve months before the expiration of an appointment after two or more years in the institution.)

POLICIES AND PROCEDURES RELATIVE TO DISTINGUISHED PROFESSORS
AT ILLINOIS STATE UNIVERSITY

Purpose

The designation of Distinguished Professor exists to enable the University to honor individual faculty members for distinguished teaching or research and to demonstrate to the broader community that excellence in these activities and in service are the foundations upon which the University is built.

Qualifications

To be eligible for an appointment to a Distinguished Professorship, a person must already hold the rank of Professor or its equivalent at this University or another institution and must have demonstrated one or more of the following capacities:

- A. He must have been identified as an outstanding university teacher by his current students, his current colleagues and his former students in accordance with carefully and publicly stated criteria.
- B. He must have achieved recognition for his contributions to research in a scholarly discipline, which recognition shall include one or more widely circulated publications which have had significant impact upon his field.

At no time shall the total number of Distinguished Professors holding rank on the University faculty exceed 1% of the total number of faculty members whose major assignment for the University is teaching and research.

Selection Procedures

- A. Any member of the University community may nominate an individual who he believes meets the foregoing qualifications for a distinguished professorship. Nominations shall be addressed to the Dean of the College and shall include as much supporting documentation as possible. The Dean shall forward nominations with his recommendations to the Dean of Faculties.
- B. The Dean of Faculties shall, after seeking the advice of the nominee's department, the Dean of his College, and the University Faculty Status Committee, evaluate all nominations and make recommendations to the President, submitting also the results of the advice he has sought.
- C. The President shall make recommendations to the Academic Senate. His recommendations shall be accompanied by materials submitted by the Dean of Faculties. Following discussion in executive session, if so desired, the Academic Senate will vote, by secret ballot, upon each of the President's recommendations.

- D. Final appointment shall be made by the Board of Regents from among those persons approved by a majority vote of the Academic Senate.

Responsibilities and Rights of a Distinguished Professor

- A. A Distinguished Professor shall continue to hold rank in an academic department. Each department which includes a Distinguished Professor shall be provided with the additional resources for the support of the Distinguished Professor called for in these policies in order that the resources of the department available to the remaining faculty in that department are not in any way diminished.
- B. Each Distinguished Professor will be invited annually to deliver at least one public lecture on a topic of his choosing. The lecture shall be widely advertised within and outside the University community.
- C. Distinguished Professors will not occupy any administrative position including that of department chairman or head.
- D. It is assumed that the assignment of a Distinguished Professor will be consistent with his rank and special status, with specific assignments to be made with the mutual agreement of him and his department head or chairman. Should the Distinguished Professor and his department head or chairman be unable to agree as to the specifics, the matter will be settled by the Dean of his College.
- E. It is recognized that there may be special needs from time to time in terms of office space and other University resources. Each Distinguished Professor shall address his requests for such allocations to the Dean of his College after discussing them with the Head or Chairman of his department.
- F. Distinguished Professors will hold twelve-month appointments.

R.R. Bond
6/8/70

POLICIES AND PROCEDURES RELATIVE TO UNIVERSITY PROFESSORS
AT ILLINOIS STATE UNIVERSITY

Purpose

The designation of University Professor exists to enable the University to honor distinguished faculty members whose interests and contributions have transcended traditional disciplinary boundaries and whose appointment and assigned responsibilities enables the University to respond with maximum flexibility and creativity to the needs of its students and its public.

Qualifications

To be eligible for an appointment to a University Professorship, a person must have demonstrated the following at this University or another institution:

- A. He must have achieved recognition beyond his department or discipline for excellence in teaching and scholarly activity.
- B. He must have achieved recognition for his active interest and proficiency in problems transcending the specialization of a particular discipline.
- C. He must have demonstrated the ability to make exceptional contributions to the wider needs and concerns of the University.

At no time shall the total number of University Professors exceed 1% of the total number of faculty members whose major assignment for the University is teaching and research.

Selection Procedures

- A. Any member of the University community may nominate an individual who he believes meets the foregoing qualifications for a University Professorship. Nominations shall be addressed to the Dean of Faculties and shall include as much supporting documentation as possible.
- B. The Dean of Faculties shall, as proper, after seeking the advice of the nominee's department, the Dean of his College, and the University Faculty Status Committee, evaluate all nominations and make recommendations to the President, submitting also the results of the advice he has sought.
- C. The President shall make recommendations to the Academic Senate. His recommendations shall be accompanied by materials submitted by the Dean of Faculties. Following discussion in executive session, if so desired, the Academic Senate will vote, by secret ballot, upon each of the President's recommendations.
- D. Final appointment shall be made by the Board of Regents from among those persons approved by a majority vote of the Academic Senate.

Responsibilities and Rights of a University Professor

- A. A University Professor shall continue to hold rank in an academic department. Each department which includes a University Professor shall be provided with the additional resources for the support of the University Professor called for in these policies in order that the resources of the department available to the remaining faculty in that department are not in any way diminished.
- B. University Professors will not occupy any administrative position, including that of department chairman or head.
- C. A University Professor is responsible to the Dean of Faculties or his designee. His assignment should be mutually agreed upon by the University Professor, the chairmen of departments in which he might teach and the Dean of Faculties by the end of the first semester of the preceding year. He will be encouraged to offer new or experimental courses.
- D. A University Professor shall be free to undertake special assignments which he finds acceptable, but cannot hold a special assignment for more than two years.
- E. It is recognized that there may be special needs from time to time in terms of office space and other University resources. Each University Professor shall address his requests for such allocations to the Dean of Faculties after discussing them with the Dean of his College (if appropriate) and the Head or Chairman of his department.
- F. University Professors will hold twelve-month appointments. The terms of University Professors shall be for a specified period of time from 1 to 5 years, depending upon his assignment, and may be renewable with the consent of the University Professor upon the recommendation of the Dean of the College, the Dean of the Faculties and the approval of Academic Senate.

Examples: Boulding
Bone
Foreman
Harrington
Humphrey
Browne
Dillinger
Kinneman

R. R. Bond
6/23/70

REPORT OF THE COMMITTEE TO CONSIDER
ACADEMIC RANK FOR ADMINISTRATIVE PERSONNEL

Charge to the Committee
And Definition of Problems

In April, 1969, Dean Bond appointed this committee and asked it "to make a definitive recommendation with regard to the academic rank for administrative personnel, including residence hall directors." In his letter of appointment, Dean Bond indicated that there are problems both with matters of voting and with the question of tenure. He indicated that most departments are quite willing to have a reasonably close departmental affiliation with persons whose major responsibilities are administrative, but he further indicated that departments are reluctant to make tenure commitments which might bring administrators back into the departments as teaching-research personnel. Dean Bond reminded the committee to keep in mind constantly the following factors.

1. The academic contributions which administrators and residence hall personnel make in the University community.
2. The problems which the departments face.
3. The effect of faculty rank and status on the recruitment process.

Early in its deliberations the committee came to realize the manifold complications in the problem and the complex subtleties involved. For example, the return to a full-time teaching-research position of a person who had once held rank and earned tenure in a department on this campus is quite different from the situation involved in bringing an administrator from another university and giving him rank and eventual tenure in a department. In the former case, the problem may be only one of aiding a person to establish currency in his teaching field. In the

latter case, however, the problem may be much more complex, particularly if the person has never taught for the department in which he holds rank and may achieve tenure.

Throughout its deliberations the committee has attempted to formulate recommendations which would permit the University to employ the best qualified persons to fill its administrative positions, to provide an atmosphere in which those persons could function most effectively, and to protect the interests of the departments of the University.

Procedures

After defining the problems which it hoped to solve, the committee made a search of the literature on administration in higher education and inquired about the problems and possible solutions in a few other universities and organizations, including the Association of American Colleges. The committee found no definitive solutions to the problems, but did find that the other universities contacted would be happy to receive our solutions when they are formulated.

Having found no ready-made answers, the committee began to attack individual problems and tried to formulate recommendations which it felt would be considered reasonable by the administrators and department involved and would meet the test of professional integrity.

Primary Considerations

Several factors have permeated the deliberations of the committee.

1. The University should strive to find the best qualified person to fill administrative positions.
2. There are situations in which administrative positions may best be filled by persons who do not meet usual standards for high-level, or even continuing, academic faculty rank appointments.
3. A department should be involved in the appointment of and granting tenure to persons holding rank in the department.

4. Tenure is reasonably limited to teaching-research faculty members for the purpose of protecting their academic freedom.
5. Tenure in an administrative position is contrary to ordinary academic regulations.
6. A measure of security which comes through protection from capricious discharge or threat of discharge is essential to courageous fulfillment of administrative responsibilities.
7. Assurance of reasonable opportunity for continuing employment is necessary in recruiting first-rate administrative personnel.
8. The committee endorses strongly the desirability of choosing administrative personnel with backgrounds of education and experience which would qualify them for teaching and research.
9. It is desirable that persons having administrative appointments and who possess the academic qualifications for faculty rank be given appropriate academic rank if the appropriate department agrees.
10. It is desirable, although not always possible, for a person holding an administrative position and academic rank to maintain close contacts with the department in which he holds rank so that if it becomes necessary, he may be assigned to the department upon the conclusion of his administrative service.
11. In some cases a department may wish to recommend for tenure an administrator who has had little or no direct teaching in the department in which the administrator holds academic rank. (This may be on the basis of teaching-research experience at some other college or university or it might be on the person's apparent fitness to serve as a teaching-research faculty member.)

Recommendations of the Committee

The committee reiterates its belief in the desirability of selecting administrative personnel with backgrounds of education and experience which qualify them for teaching and research. It further believes that each administrator would profit from association with an appropriate academic department and make contributions to that department; therefore, the recommendations which follow are aimed at exceptional instances dealing with the appointment of administrative personnel rather than usual or ordinary cases.

1. The concept of tenure is to be limited in application to teaching-research faculty members. Tenure is not to be granted to administrators as administrators.
2. Recommendations for tenure for administrative personnel who hold academic rank, as recommendations for teaching faculty, must originate in, and be approved by, the departments in which those persons hold academic rank.
3. The committee recommends the establishment of a category of administrative personnel in which persons would not have academic rank, would not achieve tenure, would not be required to meet specified academic requirements, and would not be subject to salary limitations based on academic degrees and hours, but are subject to review by Faculty Status Committee. (Illinois State University Constitution identifies this category of persons as "members of the professional staff.")
4. It is recommended that the administrative titles assigned to personnel indicated in the preceding item be formulated in such a way as to be accurately descriptive of the administrative job to be performed.
5. The policies of the Academic Senate should provide reasonable protection of continuing University employment for administrators not holding rank in order to avoid unusual pressure from within and/or without the

University community when such pressure is based on factors other than success on the job.

6. An administrator holding faculty rank may apply for and be granted administrative status without faculty rank, subject to approval of the President.
7. An administrator not holding faculty rank, regardless of whether he held rank before, must be acceptable to the department in order to be granted academic rank in that department and must meet any other criteria as established by the President.
8. An administrator with faculty rank who leaves his administrative post for full-time faculty teaching-research status may be requested to take a sabbatical leave for at least one semester for the purpose of reestablishing currency in his field, and it is further recommended that high priority be given to awarding such sabbaticals.
9. Persons employed prior to the adoption of these regulations and who have not yet attained tenure should be allowed the option of asking for the retention of the administrative title without academic rank or they may be allowed to attain tenure in a department under the conditions in effect at the time of their employment at this university.

MEMBERS OF THE COMMITTEE:

F. B. Belshe, Chairman
Leo E. Eastman
Walter H. Friedhoff
Harold E. Gibson
Arlan C. Helgeson
Richard E. Hulet
Vernon C. Pohlmann

REVISED POLICY FOR THE DISPLAY OF FLAGS ON CAMPUS

The following policy is recommended for adoption by the Academic Senate:

1. The University will display the U.S. flag as follows:
 - a. Proper flag etiquette will be followed.
 - b. The flag will be flown at half-staff only upon the recommendation of the Governor of the State of Illinois or the President of the United States.
2. The University will display other official flags as follows:
 - a. Proper flag etiquette will be followed.
 - b. The flag (flags) will be flown at half-staff only upon:
 1. The recommendation of the Governor of the State of Illinois, with respect to the state flag, or
 2. The death of a student (currently enrolled in the University), faculty member, or staff member of Illinois State University (limitations of staff membership shall be defined by the President of the University), with respect to any other official flag.

ARTICLE IV. MISCELLANEOUS PROVISIONS

4.1 Election of Faculty Representatives to Academic Senate

- A. Each College Council or faculty of the college in a case where a College Council does not exist, shall adopt provisions determining the method of representation, of nomination, and of election of its representatives to the Academic Senate.
- B. Such provisions shall provide for nominations by election and shall allow additional nominations by petition, or they may provide for nominations by a combination of election and petition.
- C. Such provisions shall insure a secret ballot in all elections to nominate or elect candidates to the Academic Senate.
- D. The final election for all colleges shall be held no later than two weeks before the end of the fall term. Newly elected Senators shall assume office at the beginning of the spring term.
- E. Faculty representatives shall serve three-year terms except that in the first regular election the terms will be staggered for one, two, and three years. The method of staggering such terms shall be as follows:
 1. The highest governing body of each college which elects a number of representatives which is a multiple of three shall provide that one-third of its representatives shall be elected to three-year terms, one-third to two-year terms, and one-third to one-year terms.
 2. Each college which elects a number of representatives in excess of a number which is a multiple of three shall follow the procedure outlined in sub-paragraph 1 above for the largest number of its representatives which is a multiple of three, and the one or two representatives

exceeding said number shall have their terms determined by lot at the first meeting of the newly elected Senate, in a manner to be provided for in sub-paragraph 4 below.

3. Each college which elects one or two representatives shall have the terms of their representatives determined by lot at the first meeting of the newly elected Senate, in a manner to be provided for in sub-paragraph 4 below.
4. At the first meeting of the newly elected Senate, the names of all representatives from all colleges whose terms are to be determined by lot shall be placed in a common container, and such names shall be drawn from said container at random by one or more members of the Election Committee. Of the total number of such representatives, the first third drawn shall serve three-year terms, the second third drawn shall serve two-year terms, and the last third drawn shall serve one-year terms. The drawing shall precede the organization of the Senate.

F. In all elections following the first regular election, each faculty position on the Academic Senate shall carry with it a three-year term. At such times when the Election Committee reapportions the number of Senators among the various colleges, it shall, to the extent possible, remove from colleges losing Senate positions and give to colleges gaining Senate positions those positions whose three-year terms expire at the next regular Senate election. If a college must be allocated a new Senate position whose three-year term does not expire at the next regular Senate election, that college shall, at that election, elect a Senator to complete the remaining period of that position's three-year term. At the end of said term, a new election for that position shall be held. If a college shall

have more Senators serving concurrent terms than positions to be lost from among such Senators, the positions to be lost shall be those held by the Senators receiving the lower number of votes which elected them to the Senate.

- G. College provisions for the nomination and election of representatives to the Academic Senate shall be subject to review by the Academic Senate. They may be disapproved by the Senate only if such provisions clearly violate the ISU Constitution or these By-Laws.

3.3 Athletic Board. There is hereby created a standing committee entitled the Athletic Board.

Membership. (14) The Athletic Board shall consist of 14 members as follows: An administrative representative appointed by the President, seven members of the faculty (including the Head of the Department of Men's Physical Education, Health and Athletics, the Director of Athletics, and five faculty members elected by the Academic Senate). The President will designate one of these five to be the chairman of the board and faculty representative to the athletic conference. Five students will be elected by the Academic Senate. One alumnus will be elected by the Alumni Council for a three-year term. Faculty members elected by the Academic Senate shall serve staggered three-year terms; student members elected by the Senate shall serve staggered two-year terms.

Functions.

General:

1. To represent the Academic Senate in the formulation of athletic policy. The board will advise the President on the implementation of action policies and will report its policy actions periodically to the Academic Senate.
2. To develop policies governing the intercollegiate athletics program of the University which will provide athletic programs that will yield to all students as well as the participating athletes the maximum benefits realizable from the funds and facilities available and that will encourage a wholesome relationship with other colleges and schools and with an interested public.
3. To help develop a code of sportsmanship and conformity to the code on the part of spectators and participants alike.

4. To develop policies relative to pre-game and half-time activities and all other matters connected with efficient and educationally desirable handling of athletic events.
5. To exercise general supervision of the intercollegiate athletic program and of the policies developed for it.

Specific:

1. To approve a tentative annual budget, the sources of which are derived from an apportionment of the student activity fees allotted by the University, from the sales of season and single admission tickets, and from other sources for the athletic program of the University.
2. To supervise and enforce the rules and regulations governing eligibility of athletes participating in intercollegiate sports.
3. To assist in the formation of a schedule for intercollegiate athletic events.
4. To formulate and administer the rules and regulations governing awards.
5. To delegate the administration and implementation of policies and procedures through the Athletic Director or other specifically authorized personnel.
6. To supervise and enforce rules and regulations governing athletic grants-in-aid.

Disposition of Studies and Recommendations: From the board to the Academic Senate and to the President.

3.4 Economic Well-Being Committee. There is hereby created a Senate external standing committee entitled the Economic Well-Being Committee.

Membership. (7) Four faculty members, which includes the chairman; an administrative representative; and two civil service members.

Functions.

1. To explore problems and study projects related to the financial interests of the faculty and staff, such as pension, insurance, and other economic benefits.
2. To explain to the faculty and staff the results of its investigations and study.

Disposition of Studies and Recommendations: From the committee to the Academic Senate to the President.