Spring 5-9-1973

Senate Meeting May 9, 1973

Academic Senate
Illinois State University

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CALL TO ORDER

The meeting was called to order by Chairman Edwards in Stevenson 401 at 7:10 p.m.

APPROVAL OF MINUTES

A motion (Mr. Brundege, Mr. Kachur) to approve the minutes as distributed was approved with the addition of a Yes vote on Motion 112 and a No vote on Motion 114 for Mr. Brundege.

ADMINISTRATOR'S REMARKS

There were no administrative remarks.

ROLL CALL

The Secretary called the roll, and a quorum was declared to be present.

ACTION ITEMS

OLD BUSINESS--TECHNICAL CHANGES IN THE ISU CONSTITUTION

The Chairman reminded the Senate that the CCGR Report had been tabled at the previous Senate meeting. A motion (Mr. Tarrant, Mr. Brundege) to take the Technical Changes to the ISU Constitution from the table carried on a voice vote. The Chairman reminded the Senate that the opinion of the student lawyer had been requested and delivered to members of the Senate. The Chairman reminded the Senate that items 1 and 2 had been disposed of, and that two members of the CCGR, Mr. John Boaz and Mrs. Mary Huser, were present to take input from the Senate. The Chairman requested that changes recommended to the CCGR report be submitted to the committee in writing in order to increase the accuracy of the input. It was requested that Mr. McConnell explain to the entire Senate as he explained to the Executive Committee the limitations on the activities of the Student Attorney, Mr. Rick Syre since it was relevant to the rendering of the opinion. Mr. McConnell explained that the Student Attorney had some restrictions. There was a certain degree of control from the President over the use of money to pay the Student Attorney. The Student Attorney has specific contractual limitations on what he may do. He cannot litigate against the University; in fact, he cannot litigate at all. In the context of his position some indication may be given to his opinion and the limitations upon him. Mr. McConnell is not sure that these contractual limitations had anything to do with the actual opinion.

The Senate began consideration of item 4.

Item 4 Article II, Section 4A, Second Sentence

Delete:

"The Academic Senate may specify terms on which students may use University facilities for out-of-class activities."

Rationale for change:

Technical legal objections raised by Mr. Goleash.
Mr. Sutherland raised a question about the nature of the technical legal objections raised by Mr. Goleash. Mr. Hicklin suggested that this was not merely a technical legal change but was surrendering to the administration the total control of the use of all University facilities. Mr. Sutherland suggested that the clause be modified and not deleted. Mr. Linne suggested that there is a veto power, and this would be a safeguard to the legislative power of the Senate. Mr. Merker delineated a conversation he had with Mr. Eimermann about the difference between legislate and recommend policy. Various senators discussed the relationship between legislation and recommending policy. Mr. Linne made a case again for the Senate sticking to the concept of legislation.

The Senate moved on to the consideration of item 5.

**Item 5 Article II, Section 4 D**

Delete the words "adopt legislation" and substitute "recommend policy" so that it reads:

The Academic Senate shall recommend policy concerning the principles and procedures governing student publications and other communications media which shall provide for appropriate editorial freedom and responsibility.

Mr. Smith recommended a rewording which suggested that the Senate would insure freedom of publication as provided by the Board of Regents policy. Objections from various senators about the word "appropriate" were raised; it was recommended that the CCGR take the word out. It was recommended that some kind of incorporation of the First Amendment principle which has been approved by the Supreme Court be included in the Constitution.

The Senate moved on to the consideration of item 6.

**Item 6 Article II, Section 6**

Delete:

"Recognizing its obligations to formulate and communicate clearly and in advance standards of behavior which are considered essential to its educational mission and community life, the University shall publish a student code which shall be reviewed and approved periodically by the Academic Senate and made available to all students."

And substitute:

Recognizing its obligations to formulate and communicate clearly and in advance standards of behavior which are considered essential to its educational mission and community life, the University shall publish a student code and shall made it available to all students.

**Rationale for change:**

Senate cannot make such policies, only advise on them. Their role in such policies is spelled out in later sections.
Mr. Mensinger pointed out that the deletion of this particular article takes away even our meager right for input. Mr. Mensinger suggested that we leave in at least the part about the periodical review. It was pointed out that in the rationale that this should be taken out was the statement that this power was listed in other sections of the constitution. It was also pointed out that the aim was to give the power to review the code to the student government. It was pointed out at this point that the Board of Regents policy clearly states that the faculty and students jointly shall work out student life codes. Mr. Smith pointed out that there was no particular reason why we could not retain the periodical review of the student code.

The Senate turned to item 7.

**Item 7  Article III, Section 2**

A. No change needed since it simply calls for the terms of employment (whatever they may be) to be clearly stated in writing.

B. Alter the first paragraph to read as follows:

> All full time appointments for faculty holding academic rank shall be one of three types: 1) tenure appointments, 2) non-tenure appointments, or 3) temporary appointments. The continuation of all appointments shall be contingent upon the availability of appropriated funds.

1. Tenure appointments shall be for an indefinite term and may be terminated only by 1) retirement, 2) acceptance of resignation, 3) demonstrable financial exigencies, 4) discharge for cause, or 5) the reduction or elimination of a department or program. No appointment shall entail tenure unless the appointment explicitly so states.

2. Non-tenure appointments shall be for a specified term. They are renewable for a total of not more than seven years if the faculty member has served a probationary period of three years or less as a full-time member of the faculty of another institution of higher education, and for a total of not more than four years if the faculty member has served a probationary period of four years or more as a full-time member of the faculty of another institution of higher education. Time spent on leave of absence will not count as probationary period service, unless the individual faculty member and the University agree to the contrary at the time the leave is granted. Regardless of the stated term or other provisions of an appointment, 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, at least three months in advance of its termination; 2) not later than December 15 of the second year of academic service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during the academic year, at least six months in advance of its termination; and 3) at least twelve months before the expiration of an appointment after two or more years in the institution. The period
during which a faculty member is on non-tenure appointment shall be regarded as probationary; at any time during this period the University may offer tenure. Every appointment for a specific term must be accepted by the faculty member with the understanding that such an appointment entails no assurance or implication, except for the provisions for notification set forth above, that it will be renewed or that tenure will be granted.

3. Temporary appointments shall be for a specific purpose and for a term appropriate to that purpose. Notice of a decision not to reappoint is unnecessary for a faculty member on temporary appointment; the University, however, may offer to renew a temporary appointment for a period not to exceed seven years or to offer probationary appointment to a faculty member on temporary appointment, and in such a circumstance service in a temporary appointment shall count toward tenure in the probationary period.

D. Add the following as a new item:

The University shall notify faculty members of their ratings and recommendations of the non-financial terms and conditions of their renewals by April 15. Notification of the financial terms shall be made as soon as possible after the University's budget has been approved by the appropriate state agencies.

Rationale for change:

In Section 2B2 the old constitution calls for notification of all terms of renewal by April 15 at the absolute latest. It is clear that such a date is unworkable given the current budgetary processes in the state of Illinois. To keep the basic intent it was reworded to be more realistic. It was moved to a new section D because it applies to all continuing faculty, not just non-tenure.

Mr. Tarrant read a proposal, suggesting that the wording "reduction or elimination of a department" be defined as a reduction in the enrollment of students. It was recommended that the concept of demonstrable financial exigency should be put in certain appropriate places. Mr. Smith raised the question of changing the name probationary to non-tenure. It was pointed out that the long use of the word probationary had been to designate those not on tenure but who were in a position to obtain tenure at some point in the future. It was pointed out that these changes were in the Board of Regents policy.

At this point Ms. Amster made a plea to the CCGR to come up with some kind of wording in between recommend and legislate.

A question was raised that the April 15 notification date was a little late. Mr. Tarrant pointed out that the whole University calendar has been moved up, and possibly this date could be moved up also. Mr. McConnell raised a point about the power and authority of the Senate to recommend changes. The committee members stated that they would take the Senate's recommendations into account before they came back to the Senate for final action on the Report.
Ms. Clifton noted that many temporary persons are women and that the failure to obtain tenure is sometimes discriminatory. Mr. Hicklin pointed out that the Board of Regents was considering an actual restriction on tenure such as a tenure quota system under which persons may be denied tenure. Dean Budig in response to Ms. Clifton's concern about temporary employment pointed out that the changing budget situation had made it very difficult to make long range personnel commitments. He pointed out that the Governor maintains a line item veto and subsequently the University would not know until very late in the summer what the total budget would be. Consequently the axe would fall heavily on temporary persons. He pointed out the dilemma in which the University had been placed because of this budgetary confusion.

NEW BUSINESS

COMMITTEE ELECTIONS AND APPOINTMENTS

The Senate went on to Committee elections and appointments. A question arose about the nominees for the Faculty Status Committee so the Chairman moved on to the election of members to the Faculty Grievance Committee. Seven vacancies exist, to be filled from the list of nominees from the department. While the counting proceeded for the Faculty Grievance Committee, the Chairman moved on to the Academic Freedom and Tenure Committee, which has eight vacancies. The search of the Bylaws determined that no restriction on nomination from the floor for the Faculty Status Committee existed and therefore members could be nominated from the floor. The Chairman moved to the election of the members of the Faculty Status Committee. A motion (Mr. Rennels, Miss Stein) to nominate Mr. John Kirk from the Theatre Department was made and accepted. The Chairman clarified the fact that one person could be elected from Arts and Sciences, two from Education, two from Business, and two from Fine Arts. No one could be elected from Applied Science and Technology since that college already had two representatives on the Faculty Status Committee. Balloting began for this committee.

RESOLUTION--STUDENT MEMBERSHIP ON GOVERNING BOARDS

IV, 118 A motion (Mr. McConnell, Mr. Brundege) to accept the following resolution was made:

The Academic Senate of Illinois State University supports pending House Bill 1628 regarding student membership on governing boards of Illinois Institutes of Higher Education. We recognize the bill as a significant step toward achieving meaningful institutional representation on Governing Boards and for that reason we respectfully urge committee passage of this legislation so that it may be considered before the full House.

Mr. McConnell explained that this resolution if passed would be taken by him to the House Education Committee Hearing tomorrow on the Bill. Mr. McConnell called upon Jim Manis, President of the Association of Illinois Student Governments to explain the bill. The motion to approve the resolution passed, with Mr. Young abstaining.

RESOLUTION--SUPPORT OF WHEELCHAIR AWARENESS DAYS

IV, 119 A motion (Mr. Mensinger, Mr. Rogers) to accept the following resolution with the deletion of the word "supposedly" was made:
The Governor's Committee on Employment of the Handicapped, Mclean County Area Council, has designated May 15 and 16 as Wheelchair Awareness Days. We, as Academic Senators of Illinois State University, deplore the present state of affairs for facilitation of the handicapped at this university, which supposedly is pledged to excellence in the field of special education. Therefore, we would like to pledge our full support and cooperation toward the goals and activities of the Committee.

The motion to accept this resolution passed unanimously. It was suggested by Mr. Madore that more than a resolution be established to follow up on the availability of facilities to the handicapped persons on our campus.

Ms. Chesebro called to attention the fact that the resolution on the handicapped was actually in the province of the physical plant but had an effect on the academic program and therefore could be considered to be in the realm of the Academic Senate. She wished the Senators and those who wished to separate academic concerns from other business to take note of this interconnection.

Committee elections and appointments (cont.)

Coenraad Mohr and Thomas Wilson were elected to the Faculty Status Committee. The motion (Mr. Young, Mr. Roderick) to accept the appointments carried unanimously.

COMMITTEE REPORTS

Student Affairs Committee - Mr. Barford, Co-Chairman of the Committee, requested that any suggestions concerning the Ombudsperson proposal be submitted to the committee. Mr. Cetwinski, Co-Chairman of the Student Affairs Committee, asked for input on the Union Investigation and for suggestions about faculty assessment for the use of the Union facilities. Mr. Merker commented on the Union Investigation, stating that it had been on the agenda for a long time. The Chairman stated that there was a subcommittee from the Student Affairs Committee and the Administrative Affairs Committee and the Union Board which was to investigate these concerns. He suggested that the Student Affairs Committee should consult with that subcommittee before moving ahead. The Chairman stated if we didn't follow the procedures, we would get into trouble. He thought some action should be taken on the Union Investigation and stated that he would work with the committees involved to see what could be done.

Mr. Snavely, a member of the subcommittee, reported that the subcommittee had not ever met. He said there were doubts about whether or not this committee was still functioning and stated that there had been no designated chairman. The Chairman asked Mr. Cetwinski to determine the membership of the subcommittee and appoint a temporary chairman, call a meeting, and get it started to work. Mr. Young, Chairman of the Administrative Affairs Committee, stated that he had contacted some members of the subcommittee and that the Administrative Affairs Committee had begun to move on this.

Rules Committee - Mr. Roderick, Chairman of the Rules Committee, reported on the deliberations of the committee on the matter of the election of graduate senators. The Rules Committee's recommendation to the Senate was:
In order to assure all graduate students an opportunity to serve on the Academic Senate, the Rules Committee recommends that a graduate student election be held not earlier than the 12th nor later than the 20th day of classes in the fall semester. The term of service will be from the Academic Senate meeting following the election of the graduate students until the election the following year.

Mr. Roderick explained the rationale for the suggested change. In the fall there would be a clear-cut case of everyone being either a graduate or an undergraduate student. Mr. Roderick also reported the Rules Committee's position on the Brundege seating:

It is the opinion of the Rules Committee that since Mr. Brundege has been seated on the Senate, the Senate acting as the Rules Committee, he should retain his seat for the coming year.

Executive Committee - Mr. Merker reported for the Executive Committee. (See appendix)

COMMUNICATIONS

Mr. Hicklin announced that he had received a communication from Mr. Fuess stating that we had left out of the minutes the full revision of the procedures for the selection of the Vice President for Finance and requested leave of the Senate to include those this time. He thanked Mr. Fuess for pointing this out.

Mr. Hicklin stated that the JUAC to the Board of Regents would meet next Wednesday night in an informal session.

While waiting for the results of the balloting for Faculty Grievance, Mr. Smith asked why the North Central Report had not been made available to the faculty. Dean Budig responded to the question and traced the developments leading up to the North Central Report. Dean Budig stated that it was common practice for a University to issue a summary report. He stated that Chairman Edwards had made such a summary to the public and that the full report had been made available to all academic deans and all department chairman and had been reviewed in total by the Executive Committee. Dean Budig stated that he felt that certain remarks in the report would be detrimental to some academic programs and he referred the faculty members to the chairman of their department. Mr. Sutherland stated that the summary that appeared in the press was an accurate report. He stated that it was probably for the best for certain programs that were criticized that the report was not widely circulated.

Balloting continued on the Faculty Grievance Committee. The results of the balloting for Academic Freedom and Tenure were announced; the winners were Richard Allen, English; R. Elizabeth Brown, Psychology; Ira Cohen, History; Mostafa Hassan, Economics; John Rich, Business Education; Arnold Slan, Elementary Education; Clarence Moore, Agriculture; and Jean Scharfenberg, Theatre.

Mr. McConnell raised a question on the issue of faculty voting in executive session on the adoption of the FSC Report. Mr. McConnell moved (Mr. McConnell, Mr. Wissmiller) to suspend the rules of the Senate to consider a resolution on this subject. The motion failed for lack of unanimous consent. The resolution
would have charged the CCGR to include student input into future salary, promotion, and tenure decisions. It was pointed out that the reason the present constitution was accepted by the faculty was because the present structure on promotion and tenure was incorporated.

The Faculty Grievance Committee results were announced. The members are Robert Hogan, Psychology; Ted R. Jackson, Information Sciences; Walter Kohn, Political Science; Doris Richards, Speech Pathology/Audiology; Dent Rhodes, Education; Martha Bickley, Business Education, and Robert Stefl, Art.

IV, 122 A motion (Mr. Barford, Mr. Cetwinski) to adjourn passed. The meeting adjourned at 10:03 p.m.

The Senate moved to an executive session of the faculty members to consider the FSC Report.

For the Academic Senate,

Charles R. Hicklin, Secretary
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COMMITTEE APPOINTMENTS

Council on University Studies
Kenneth Fitch, Biology, 1976
James Thompson, Agriculture

No one from Business Administration to replace Ed Ficek - 1 year remaining
No alternates in right areas

Curriculum Committee

John M. Ewing, Elementary Education, 1976
Dean Hustuft, Information Sciences, 1976

Alternate - J. H. McGrath, Educational Administration

Elections Committee

Robert Hathway, Mathematics, 1976

Alternate: Virginia Hager, Education

Facilities Planning

Ione Rhymer, Biology, 1976
Elwood Egelston, Educational Administration, 1976

Alternate: Edna Engberg, Special Education

General Revenue Committee (2 vacancies - four nominees to the President)

Frank Chiodo, U-High, 1976
Martin Grindeland, Information Sciences, 1976
John B. Major, Jr., Finance, 1976
Irwin Spector, Music, 1976

Honors Council

Richard Dammers, English, 1976
Anita Jones, Metcalf, 1976

Alternate Wilma Miller, Education

Parking Committee

Charles Pendleton, Industrial Technology, 1976

Reinstatement Committee

Walter Kohn, Political Science, 1976 (on Faculty Grievance Committee - therefore, the
William Quane, Industrial Technology, 1976 alternate will be appointed)

Alternate: Orlyn Edge, Mathematics
Academic Planning Committee

Dale Vetter, English, 1976
David Rademacher, Education, 1976
Robert Stefli, Art, 1976

Alternates:
Gene Watson, Education
John Rehm, Music

Academic Standards

Louise Dieterle, Education, 1976
Fritz Schwalm, Biology, 1976
Art Lewis, Music, 1975
Michael Lorber, Education, 1974

Alternate: Jacqueline Karch, Home Economics
Walter Friedhoff, Psychology

Athletic Council: one vacancy - three nominees sent to the President (term - 1976)

Michael Kurz, Chemistry (for another term)
Wilson Banks, Math
Paul Jones, Professional Lab Experiences

Alternate: William Tolone, Sociology
COMMITTEE APPOINTMENTS

SCERF

Scott Nixon
Russell Leksell
Mary Kris Swanson
Eric Davidge
Mark Hall
Scott Rebman

ENTERTAINMENT COMMITTEE

Pamela Koschalke
Ronald Miller
Von J. Roy
Barbara Sarff
Bill Stoneberg
Gwendolyn Walker
Carrie Wilder

1st Alternate
Steve Stout

2nd Alternate
Lawrence N Choong

3rd Alternate
John Wayne Polacek

4th Alternate
Jeff Glass
May 9, 1973

To : The Academic Senate  
From : John S. Hill, Faculty Representative to the Conference of Midwestern Universities  
Re : Spring Meeting

The Academic Affairs Council of the Conference of Midwestern Universities held its Spring meeting May 7 and 8 at Allerton House. Besides Conference representatives, also present was Dr. Lawrence Fox, Executive Director of the Worcester Consortium for Higher Education, Inc., Worcester, Mass., who served as consultant for a self-evaluation of the CMU.

Mr. Hill, vice-chairman of the CMU, presided at the meeting. Reports were received from the Laboratory School Consortium, the Coordinator of the Chicago Urban Center, and the Executive Director of the Conference.

Cline Stephens, Coordinator of the AACMU Chicago Urban Center, reported on his study of the potential for programs aimed at Spanish-speaking people. At present, 10% of the population of Illinois consists of Spanish-speaking persons, and 750,000 of these live in the Chicago area. Inter-institutional programs designed to aid these people to overcome language and cultural barriers are priority items for the Conference.

Dr. Walker, the Executive Director, reported that five universities in three other states have contacted him about joining the CMU. Talks with these schools are continuing.

Dr. Walker reported that Phase I of the Administrative Internship for Minorities program (funded by the Rockefeller Foundation) is underway now.

New officers were elected for the 1973-74 academic year. They are:

<table>
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<tr>
<th>Position</th>
<th>Name</th>
<th>University</th>
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<tbody>
<tr>
<td>Chairman</td>
<td>John S. Hill</td>
<td>Illinois State U</td>
</tr>
<tr>
<td>Vice-chairman</td>
<td>Richard C. Bowers</td>
<td>Northern Illinois U</td>
</tr>
<tr>
<td>Secretary-Treasurer</td>
<td>Maurice K. Townsend</td>
<td>Indiana State U</td>
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The self-evaluation study will be concluded with a report to be submitted by Dr. Fox in the near future. The Conference budget was discussed, with no action taken on salaries.
PROCEDURES FOR SCREENING AND SELECTION OF VICE PRESIDENT FOR FINANCE

1. The process for screening and selecting a Vice President for Finance shall be initiated by the Secretary of the University when the President officially advises that there is a vacancy or that there will be a vacancy at a specific date in the near future.

2. The committee to participate in the screening process will be composed as follows:
   a. One faculty member selected by the Vice President for Academic Affairs with the aid and advice of faculty members of the Academic Senate.
   b. One member of the committee to be selected by the Secretary from the staff of the areas reporting to his or her office.
   c. Two student members to be elected by the Student Government, or its functional equivalent.
   d. One member to be appointed by the President from the staff of units reporting to the Office of Vice President for Finance.
   e. One member to be appointed by the President.
   f. The chairman of the committee shall be a faculty member appointed by the President with the advice of the Chairman of the Academic Senate.

3. Responsibilities of the Screening Committee:
   a. It is the responsibility of the committee to work closely with and to advise the President regarding the recommendations for the position. To this end the committee shall actively seek applicants from inside and outside Illinois State University in a manner designed to ensure applicants of highest quality.
   b. The committee will screen all candidates to be considered for the position. Opportunity shall be provided for the top applicants participating in the screening process to meet with representative members of governance units within the University and of major administrative offices within the University and such others as may be specified by the President. Prior to scheduling interviews, the committee shall provide each of the participants, in writing, with a brief resume of the professional experiences of the applicants.
   c. When the President and the committee have agreed that there are no additional applicants whom they desire to interview, the committee shall begin the process of determining those applicants which it feels are best qualified for the position and who are most acceptable to the University community. Those applicants considered unacceptable to the University community will be eliminated from consideration. Prior to this determination the committee shall solicit the views of the various persons in "b" above who participated in the screening process. A form
shall be prepared for this purpose and additional written comments will be invited; in discussing its recommendations with the President, the committee shall communicate fully to him these reactions.

d. The Secretary of the University will be responsible for the public announcement of the vacancy for receiving nominations to the position for developing resumes and personnel files on the qualifications of each applicant, and for otherwise facilitating the work of the screening committee.

4. The final appointment:

The President may reject all candidates recommended to him by the committee, in which case the President shall either instruct the committee to resume its search for satisfactory candidates or may dissolve the committee and request the creation of a new committee in accordance with these procedures. When the report from the committee is transmitted to the President, the President shall make the final selection. Before presenting the name of the person selected to the Board of Regents for approval, the President shall inform the Academic Senate, in executive session, and the screening committee and shall solicit written reactions from members of the Senate. Only after the Board approves the appointment shall it be publicly announced.

5. Modifications or interpretations of these procedures must be approved by Academic Senate upon recommendation of the President. Once the procedures have been initiated in an instance, they should not be modified.