

Fall 12-12-1973

Senate Meeting December 12, 1973

Academic Senate
Illinois State University

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Academic Senate Minutes

December 12, 1973

Vol. V, No. 6

CALL TO ORDER

The Chairman called the meeting to order at 7:05 p.m. in Stevenson 401.

ROLL CALL

The Secretary called the roll and declared that a quorum was present.

APPROVAL OF MINUTES

V, 39 Dean Helgeson stated that there was an error in the Minutes in the date for the implementation of the non-designation of extension credit proposal. The policy will be implemented during the spring semester, 1973-74, rather than in 1975 as stated in the Minutes. A motion (Mr. Kagy, Mr. Paiton) to approve the minutes as corrected was approved.

Ms. Janice Tompkins, a student, was introduced by the Chairman who stated that she would be making some tallies of interaction at the Senate meeting. The Chairman stated that the Senate should encourage research.

ADMINISTRATOR'S REMARKS

There were no administrator's remarks.

REMARKS OF THE STUDENT ASSOCIATION PRESIDENT

There were no remarks from the Student Association President.

ACTION ITEMS

1. Policy on Religious Observances

V, 40 Mr. Young reported for the Administrative Affairs Committee on the Policy on Religious Observances. A motion (Mr. Young, Mr. Stoner) to accept the policy on religious observances as distributed was made. Mr. Woods raised a question if travel was involved in this statement; for instance, what if some one had to go to Pike's Peak in order to make the proper religious observance. The motion passed, with Ms. Lindstrom abstaining. (See Appendix A)

2. Election of Faculty Members to the Auditorium Committee

Ms. Amster made an appeal for a member of the Fine Arts area to be elected to the Auditorium committee. The Chairman announced that the floor was open for nominations. Mr. Kagy nominated Laurance Quane from the College of Applied Science and Technology.

V, 41

Mr. Woods asked for a clarification of the duties and functions of the committee. It was determined that this was an advisory committee on the use of the auditorium rather than a committee responsible for the selection of the programs presented in the auditorium. A motion (Mr. Madore, Mr. Morris) that nominated cease passed on a voice vote. The Chairman ruled that the top three nominees would be appointed to the committee, rather than requiring a majority for each seat.

3. Appointment of Member to Faculty Grievance Committee

The Chairman announced that Ted Ichniowski was next in line on the Faculty Grievance Committee and would be appointed to the vacancy.

4. Approval for Publication of Tenure Statement

V, 42

The Chairman turned the meeting over to Mr. Madore, Chairman of the Faculty Affairs Committee. Mr. Madore asked that Ms. Margaret Jones, Chairman of the Faculty Status Committee, join him at the table for a presentation of the tenure statement. Mr. Madore asked for reactions to the tenure statement. Mr. Champagne asked if there was an inconsistency in that at one point the document states that teaching is the highest weight in the approval of tenure and then later the policy states that each department shall have some flexibility in determining the emphasis. Ms. Jones and Mr. Madore explained the intent of the wording. They both explained that teaching must have the major portion of the weight in granting tenure even though the department has flexibility in weighing the other factors. Mr. Champagne pointed out that the Academic Planning Committee is coming out with a draft of the academic plan. Mr. Champagne's interpretation of the Academic Planning Committee draft was that teaching and research were equally important parts of the institutional mission. After some explanation of why the tenure criteria would be in conflict with the thinking of the Academic Planning Committee, Mr. Champagne moved (Mr. Champagne, Mr. Duty) that we strike "with teaching the most important" in the second sentence of Roman numeral II. Mr. Madore said that he would oppose the amendment, because there had been ample opportunity for input into this document and that this was rewriting the document on the floor. Ms. Jones, Chairman of the Faculty Status Committee, pleaded for the statement as originally proposed on the grounds that it offered more balance between the various thrusts of the University. Mr. Champagne countered that the deletion of the phrase would in fact retain the flexibility which the sponsors of the plan intended. Mr. Ficek called for a roll call vote on the amendment. Mr. Woods raised a question about the specificity of the sentence which Mr. Champagne was attempting to delete. Mr. Duty stated that all the Champagne amendment did was to take the emphasis off of teaching. Mr. Paiton said that he was against the Champagne amendment because he felt that teaching was most important. Additional debate took place about the merit of removing the phrase as recommended by Mr. Champagne. Dean Helgeson asked if the rest of the document was acceptable to Mr. Champagne and if he planned further amendments. The motion to strike the phrase "with teaching the most important" failed, 27-12-1.

V, 43

A motion (Mr. Madore, Mr. Paiton) to approve the distribution of the tenure statement was made. Mr. Madore and Ms. Jones agreed to accept the word "during" in place of

"completing" in the last paragraph of section II. Mr. Kachur asked if there was a reciprocal relationship between promotion and tenure. The answer received was no; promotion may imply tenure, but tenure does not imply promotion. A question was raised about how long a person could go without receiving tenure. Mr. Madore reminded the Senate that this was a Board policy and the present policy under consideration did not involve this matter. In answer to a question by Mr. Woods, Ms. Jones admitted that the requirement for a terminal degree in the discipline is new. Ms. Jones stated that she expected the FSC to realize that this is a change and that this policy will have to be implemented over a long period of time with some leeway for various faculty members. A roll call vote was asked on the document. The motion to approve the publication of the tenure statement was approved. Mr. Kagy stated that faculty should be notified in the Minutes that the requirements for a terminal degree would be phased in gradually. (See appendix B.)

The Chairman announced the results of the election of faculty members for the Auditorium Committee: Mr. Michael Pollock, Music; Mr. John Kirk, Theatre; and Mr. Laurance Quane, Industrial Technology, were elected to the committee.

INFORMATION ITEM

I. Fall Report of the Academic Affairs Council of the Conference of Midwestern Universities.

The Chairman announced that Mr. Hill was not able to be present but that he would be glad to meet with any member of the Senate personally to explain his report on the AACMU. (See Appendix C.)

COMMITTEE REPORTS

Executive Committee - The Chairman announced the procedures established for the selection of the members of the Task Force on Human Resources Management. (See Appendix D)

Academic Affairs Committee - Mr. Champagne made a report from the Academic Affairs Committee. He requested that this item be moved to an information item. Mr. Champagne asked that Dr. Dieterle, Chairman of the Academic Standards Committee, join the Senate at the table to discuss the matter. Data from the administration shows that there are thirteen cases where the students' grades have changed from W to F on the basis of this withdrawal policy. The Academic Affairs Committee proposed that the withdrawal policy be changed by deleting the following paragraph from page 31 of the 1973-74 catalog:

F will be given to a student who withdraws unofficially from a course. Withdrawal will be considered unofficial after three weeks of unexplained absences or by the close of the semester whichever is the shorter time.

The Chairman ruled that this will be an action item at the January Senate meeting. A question of whether this would be retroactive was raised. Mr. Champagne stated that to make it retroactive would be a direct intervention into the grading process by the Senate since this policy has been on the books for many years. Dean Helgeson asked that the Senate permit Dean Belshe to address the Senate on the topic of the withdrawal policy. Dean Belshe raised a question about cases where students withdraw after the fourteenth week. Mr. Woods raised some problems which have occurred under the present plan and asked if the Academic Standards Committee had taken care of them. He was reassured by Mr. Champagne that all the various pieces of the withdrawal policy were being taken care of by some future revisions under consideration. Dean Helgeson pointed out that when a student signs a form to withdraw, the form warns him that he might get an F if he has not attended class for three weeks.

COMMUNICATION

The Chairman read a note from former student body president Phil Steffen, presently with the Peace Corps in Ethiopia, discussing educational problems in Ethiopia.

V, 44 A motion (Mr. Kagy, Mr. Madore) to adjourn passed. The meeting adjourned at 8:10 p.m.

For the Academic Senate,

Charles R. Hicklin, Secretary

CRHpI

NAME	ATTEN- DANCE	VOTE							VOICE VOTE		
		Motion # 40	Motion # 42	Motion # 43	Motion #	Motion #	Motion #	Motion #	Motion No.	YES	NO
Amster	P		NO	YES					39	X	
Barford	A								40	X	
Cetwinski	A								41	X	
Champagne	P		YES	NO					42	roll	call
Chesebro	P		NO	YES					43	roll	call
Clifton	P		NO	YES					44	X	
DeMarini	A										
Duty	P		YES	YES							
Edwards	P		NO	YES							
Ficek	P		NO	YES							
Frankland	P		NO	YES							
Friedberg	P		YES	YES							
Fuehrer	A										
Harpole	P		NO	YES							
Hicklin	P		NO	YES							
Johnston	A										
Jones	P		NO	YES							
Kachur	P		YES	NO							
Kagy	P		NO	YES							
Liberta	P		YES	YES							
Lindstrom	P	Abstain	NO	YES							
Linne	P		NO	YES							
Little	A										
Madore	P		NO	YES							
McMillan	P		NO	YES							
Mead	A										
Meadors	A										
Mensingher	P		NO	YES							
Merker	P		NO	YES							
Potter	P		YES	NO							
Rennels	P		YES	YES							
Rex	A										
Roderick	P		NO	YES							
Smith	P		YES	YES							
Stoner	P		Present	YES							
Sutherland	P		NO	YES							
Tarrant	P		NO	YES							
VanTine	P		NO	NO							
White	P		NO	YES							
Paiton	P		NO	YES							
Wissmiller	P		NO	YES							
Workman	P		NO	YES							
Wong	P		YES	YES							
Woods	P		YES	YES							
Young	P		YES	YES							
McConnell	P*			YES							
Budig	P		NO	YES							
Helgeson	P		YES	YES							
Gamsky	P		NO	YES							
Morris	P		NO	YES							

*Arrived late

Policy on Religious Observances

Illinois State University accepts its responsibility under the Federal Civil Rights Act of 1964, as amended in 1972, which provides that an employer must make reasonable accommodation to the religious needs of employees. The University will reasonably accommodate its students, faculty, and staff who are unable to fulfill their regular duties on the occasion of a religious observance. Faculty and staff should observe normal procedures for absence from their duties. Students who are unable to attend class or take examinations for religious reasons will be given information needed to make up classes and work which were missed or to take the examination on an alternate, acceptable day.

Tenure Statement for
Illinois State University - Approved by Academic Senate, December 12, 1973

I. Nature of Tenure

The 1940 Statement of Principles on Academic Freedom and Tenure* states: "After the expiration of a probationary period, teachers or investigators should have permanent or continuous tenure, and their service should be terminated only for adequate cause, except in the case of retirement for age, or under extraordinary circumstances because of financial exigencies."

The 1940 Statement also provides the rationale for tenure:

"Tenure is a means to certain ends; specifically:
(1) Freedom of teaching and research and of extra-mural activities, and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society."

Recognition of the tenure concept and its rationale are provided in: (1) Article IV, Section 5 of the Governing Policy for the Regency Universities; and (2) Article III, Sections 2 and 3 of the Illinois State University Constitution. Briefly summarized, academic tenure is an arrangement under which faculty appointments, after successful completion of a probationary period, are continued, subject to dismissal for adequate cause or unavoidable termination on account of bona fide financial exigency or termination of institutional program, until retirement for age or physical disability. The probationary appointment is that period of professional service during which a faculty member does not hold tenure and is carefully and systematically observed by colleagues for the purpose of evaluation of his professional qualifications. At the end of this period, the faculty member either receives tenure or is not reappointed.

II. Criteria for Tenure

The statements below are the primary criteria considered important at Illinois State University in making a tenure recommendation.

1. Consideration for tenure is predicated upon receipt of a terminal degree or its equivalent in the discipline, as determined by the department and college, together with other professional qualifications and accomplishments, including teaching competence, in the candidate's field of academic endeavor.
2. There must be evidence of continuing high-quality performance during the probationary period. A reasonable guideline would be that a candidate should have consistently high ratings during the probationary period in teaching, scholarly productivity, and service, with teaching the most important.

*This statement was prepared and endorsed by the Association of American Colleges and the American Association of University Professors and has been endorsed by most American colleges and universities and national professional associations.

Tenure Statement - page two

Departments may elect to assign varying weights to each category of University service, under FSC guidelines, to reflect departmental missions. For a tenure recommendation to be made, it is understood that: (a) the overall pattern of quality teaching, scholarship, and service is considered; (b) when a judgment for tenure is made, there is an expectation that the high-quality performance will continue.

3. The candidate's academic specialty must be in keeping with the long-range goals of the department and the University if tenure is to be recommended.

4. The candidate must have demonstrated the capability to work responsibly and knowledgeably with colleagues toward the goals of the department and the University.

Exceptions to these criteria, while possible, will be rare. The Faculty Status Committee acknowledges the importance of an annual review of each faculty member during the probationary period which takes into account the overall record of the faculty member in relation to his assignment and considers all contributions of the faculty member to the academic community.

III. Procedural Considerations in Relation to Tenure

Evaluation of a faculty member during the probationary period is a continuing process which avoids a single judgment in the final year before the tenure recommendation is to be made. Inherent in the annual evaluation process is the responsibility at the department level to communicate in writing to the faculty member areas of both strength and weakness in his progress toward tenure. An annual progress report is made in writing to each non-tenured, full-time teaching faculty member.

Tenure and promotion decisions for faculty are closely related. Thus a promotion should be made only when tenure could be recommended.

All tenure recommendations are initiated in the department, and supporting evidence is provided. Departmental recommendations are reviewed at the college and University level. The departmental recommendation, with appropriate evidence and documentation, is prepared in the year prior to the final year of the probationary period.

SPECIAL NOTE:

IN ACCORDANCE WITH A REQUEST BY SENATE MEMBERS, THIS SPECIAL NOTE IS TO INFORM FACULTY MEMBERS THAT ITEM I, SECTION 2 IS A SUBSTANTIAL CHANGE IN POLICY OVER PAST PROCEDURES.

NOTE SHOULD ALSO BE MADE OF THE COMMENTS BY THE FACULTY STATUS COMMITTEE CHAIRMAN THAT THIS "POLICY WILL HAVE TO BE IMPLEMENTED OVER A LONG PERIOD OF TIME WITH SOME LEEWAY FOR SOME FACULTY MEMBERS."

CRHpI

ILLINOIS STATE UNIVERSITY

FOUNDED IN 1857

NORMAL, ILLINOIS 61761

ACADEMIC SENATE

December, 1973

TO : The Academic Senate
FROM : John S. Hill
RE : Fall Semester Report - AACMU

As your elected faculty representative to the Academic Affairs Council of the Conference of Midwestern Universities, I am submitting this report on AACMU activities for this current semester.

1. The interns in the AIM program (Administrative Internships for Minorities) met on this campus September 6-8 for orientation sessions. This consortium program is funded by the Rockefeller Foundation and is serving as the prototype for such programs at other consortia. The Rockefeller group has expressed interest in having this program expanded in size and scope and continued another year, but no firm decision has been made yet. Interns on this campus are Dr. Geraldine Darden, of Hampton Institute, whose mentor is Dean Stanley Shuman, and Dr. William Colvin, whose mentor is Dean Stanley Rives. (Dr. Colvin is from ISU.)
2. The National Science Foundation funded the consortium for a study of the Improvement of Research Management, which is now underway. The program is the only consortium proposal in America funded by the NSF to date. Another first for the AACMU is the Co-op Education Program, funded by the U.S. Office of Education; ours is the only consortium, to date, with such a program. The Co-op program deals with students acquiring career experiences off campus.
3. The Illinois Board of Higher Education awarded the Consortium of Laboratory Schools, under the AACMU, \$ 8,000 for a program of "Improved Learning Experiences for Disadvantaged Students." Dr. Vernon Replogle is one of the directors. The IBHE also awarded \$ 10,000 jointly to the AACMU and to the Chicago Consortium of Colleges and Universities to establish an Inter-Institutional Teacher Education Field Center in Chicago.
4. The Conference is planning to study the question of establishing a Professional Development Program which would aid in training some faculty in new skills so as to increase job protection and career mobility and which, also, could develop programs to meet the needs of an ever-changing student population whose desire is for more personalized, non-traditional instruction. Some foundations have expressed their interest in possibly funding such a consortium program.

5. The Conference is looking into proposals regarding recreation and physical education which would provide short-term and summer-term learning experiences for both students and non-students interested in acquiring more recreation skills. This proposal is from Ball State University.

6. A proposal concerning public transportation, which is based on a study undertaken by faculty members of ISU's Department of Economics, has been submitted to the Department of Transportation for possible funding as a consortium project.

7. Consideration is being given to an Energy Resource Management Program which would involve both inter-departmental programs on the campus of each AACMU member institution as well as inter-university programs on the consortium level. Funding of energy-related programs will receive high priority by the Federal government, and it is felt that such programs could lead to new career fields for students as well as to expanded areas of public service.

8. The AACMU will explore avenues of cooperation with the Central States Universities group at a meeting on December 20. New areas of program expansion in the sciences might well result from such cooperation.

As ever, anyone who wishes more information about any AACMU activity, or who wishes to propose some program, should contact your faculty representative, who this year is serving as Chairman of the Conference and also as representative to the Central States Universities group.

John S. Hill
405 Stevenson
438-7683