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Letter From Faculty Affairs Committee

Academic Senate
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Memorandum

February 12, 1974

To: Executive Committee

From: Faculty Affairs Committee

During much of the past year the Faculty Affairs Committee has been dealing with three persistent problems and following numerous discussions now find themselves prepared to make recommendations in each of the areas.

The first deals with concern over the overlapping responsibilities of the Grievance, Ethics, and Academic Freedom and Tenure Committees. The Faculty Affairs Committee recommends that one member from the Ethics Committee, the Grievance Committee, and the Academic Freedom and Tenure Committee be appointed to a preliminary review board for the purpose of determining the appropriate committee to which the complainant should address his concern. The membership of the Grievance Committee and the Academic Freedom and Tenure Committee shall determine their representative to the preliminary review panel. Since the Ethics Committee is only convened after a charge has been made, we further recommend that the Chairperson of the Senate appoint a person to serve as a representative of the Ethics Committee and also that he serve on such committee when it is convened. We further recommend that the Executive Committee of the Senate discuss with University administration the feasibility of employing an outside consultant to mediate in instances where there seems to be ambiguity in terms of a proper channel for a complainant or grievance. The review panel proposed in recommendation 1 would request such service when it found itself unable to reach an agreement. In implementing such a recommendation we would suggest that consideration be given to hiring a retired professor or similarly qualified person on an hourly basis or possibly a consultant fee basis.

The second major concern that the Faculty Affairs Committee dealt with involved the feasibility of proposing significant changes in the APT-FSC procedures to take effect during the 1974-75 year. In view of the fact that there currently is operating a special committee whose charge it is to examine the entire APT-FSC evaluation process we wish to propose the following recommendation:

The Faculty Affairs Committee recommends that no substantive changes be made in the existing APT-FSC procedures for the 1974-75 year. This is not to preclude making of minor changes which may be suggested from our experience this year. The Committee felt reassured that it was the intent of University administration and the Faculty Status Committee to as far as possible maintain as a priority efforts to sustain salary parity with inflationary increases.
A third area under discussion dealt with the numerous concerns the Faculty Affairs Committee has received from individual faculty members and interested groups over the deteriorating status of temporary faculty. While this is a complex and far-reaching problem and at least one existing committee is examining personnel policies, we felt the importance of this matter warranted action. The Faculty Affairs Committee recommends that the Senate reemphasize its charge to the Committee on Constitutional and Governance Review, especially where it concerns the guarantee of representation to all constituent groups, particularly those groups currently underrepresented such as temporary faculty and administrative staff. We further recommend that the Faculty Status Committee examine its policies for possible changes that would reflect a more positive concern for temporary contracts. We especially wish to draw attention to those procedures through which funds are generated for salary increases and the role that faculty rank plays in that determination. Temporary positions are usually at the lower ranked levels and therefore generate lesser amounts for salary increases. We suggest that it may be prudent to consider other evidence of accomplishment and contribution beyond the attainment of rank. It seems reasonable to assume that for some faculty members time in a temporary status is likely to be longer than has heretofore been the case, and it is important that that person’s contributions be viewed and rewarded in relation to their importance regardless of the type of position held.