Spring 2-23-1977

Senate Meeting February 23, 1977

Academic Senate
Illinois State University

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February 23, 1977

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

Persons desiring to bring items to the attention of the Senate may do so by contacting any member of the Senate.
FACULTY MEMBERS OF THE ACADEMIC SENATE

College of Arts and Sciences

Group A:
Thomas Searight (Geography-Geology) 1978
Janet Cook (Mathematics) 1979
Kenneth Jesse (Physics) 1979
Robert Ritt (Mathematics) 1980

Group B:
Ira Cohen (History) 1978
Martin Young (Speech Pathology/Audiology) 1978
Willard Moonan (Milner Library) 1979
Thomas Wilson (Political Science) 1979
Melvin Goldstein (Psychology) 1980

Group C:
John K. Boaz (Information Science) 1978
Elizabeth McMahan (English) 1978
Ralph Smith (Information Science) 1979
Brigitta Kuhn (Foreign Languages) 1980

College of Applied Science and Technology

Charlotte Upton (HEIT) 1978
Reginald Henry (Agriculture) 1979
Robert Koehler (HPERD) 1980
Larry Quane (HEIT) 1980

College of Business

Martha Cattell (Business Administration) 1978
Roger Potter (Business Administration) 1979
Eugene Carey (Accounting) 1980

College of Education

Dent Rhodes (Curriculum & Instruction) 1978
Charles Hicklin (Curriculum & Instruction) 1979
Mack Bowen (Special Education) 1980
Elwood Egelston (Educational Administration) 1980

College of Fine Arts

Joe Natale (Art) 1978
Frank Vybiral (Theatre) 1979
Herbert Sanders (Music) 1980
Academic Senate Minutes  
(Not Approved by the Academic Senate)

February 23, 1977  
Volume VIII, No. 12

Call to Order

The meeting of the Academic Senate was called to order by Vice-Chairperson Steve Carroll in the absence of Chairperson Cohen at 7:00 p.m. in Stevenson 401.

Roll Call

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

Approval of Minutes

A motion (Smith/Quane) to approve the minutes with the following amendments carried. On p. 11 under Amendment to University Handbook #6, the word "penalties" should read "sanctions;" the entire section under Amendment to Statement of Organizational Privileges and Responsibilities is deleted. Under Library Representation on the Senate, p. 5, Ms. McMahan's remark beginning in line 4 should read, "the Library had previously been considered to be represented in the College of Arts and Sciences, so the seat should come from there."

Chairperson's Remarks

Vice-Chairperson Carroll announced that the annual Senate retreat for the new Senate will be at 6:30, March 2, at Ewing Castle.

Administrators' Remarks

President Budig said he would have comments to make during the Executive Session.

Provost Horner explained the laboratory schools are currently in jeopardy because of conflict between BHE guidelines for their funding and recent legal interpretations by the Office of the Superintendent of Public Instruction. Means of resolving this matter are being explored.

Provost Horner also said the Board of Higher Education will be meeting next week and will be recommending lower University operating budgets than the amounts approved by the BHE in January. These latest recommendations coinciding with the Governor's Budget Message reduce salary increases for faculty-staff employees from 7 to 5 percent with an additional 2 percent for lower paid Civil Service employees. Increases for utilities would be cut to 10 percent from 12.5 percent, and increases for library materials and equipment would be cut to 4 percent from 9 percent. ISU is being allocated $362,000 in program support funds for improvement of undergraduate instruction and provision of essential library services. Part of this sum will be used for the division of the Business Department.

Student Body President's Remarks

Mr. Carlile thanked the Academic Senate for a second prosperous and enjoyable year on the Senate.

Professional and Technical Staff Council's Remarks

There were none.
ACTION ITEMS:

Committee Appointments

VIII, 91 A motion (Law/Phillips) to approve committee appointments to the Facilities Planning Committee and University Forum Committee was approved. (See appendix).

Ratification of Civil Service Committee Appointments

VIII, 92 A motion (Law/Quane) to ratify the appointments of two Civil Service employees to the Campus Recreation Committee and Parking Board Committee was approved. (See appendix).

By-Law Change (Seating of New Senators)

VIII, 93 A motion (Law/Quane) to add the following to the Senate By-Laws was approved:
P. 36, Article 4, Section 4.1, add Section D, and p. 38, Article 4, Section 3, Part F — "The newly elected Academic Senators will be seated at the first meeting of the Academic Senate in April. The old Academic Senate shall continue to serve through the month of March."

VIII, 94 A motion (Lohr/Gordon) to recommit the Evaluation of College Deans to the Administrative Affairs Committee for further study was approved. Senator Hicklin of the Administrative Affairs Committee did not agree with the motion to recommit, but Ms. Lohr, Chairperson of the same committee, said they did not have enough information yet, and the evaluation needed more work.

Library Representation on Senate

VIII, 95 A motion was made (Law/Moonan) to adopt the following By-Law change: Add on p. 37, Article IV; insert before "g"; change "g" to "h". "Beginning in the 1979 Senate term, Milner Library shall be considered as a college for purposes of Senate apportionment. Milner Library will follow the same election procedures as stipulated for colleges." Ms. McMahan of the Rules Committee said that according to Senate apportionment figures, the Library seat will come from the College of Arts and Sciences. Mr. Palmer said he hoped this By-Law change would pass, because the Library is now treated as a College in that it has a permanent seat on the University Appeals Committee and the University Review Committee. On a voice vote, the By-Law change was approved.

CAST By-Laws

VIII, 96 A motion (Upton/Christiansen) to adopt the By-Laws of the College of Applied Science and Technology with amendments was approved. (See appendix).

Amendment to University Handbook re University Organizations

VIII, 97 A motion (Weseman/Bailey) to amend the University Handbook in the section on Student Organizations and Registration of, was approved. (See appendix).

HEIT Division Proposal

VIII, 98 A motion (Moonan/Upton) to adopt the Proposal to Separate HEIT was approved. Mr. Reitan said the cost for FTE after the separation seems to be minimal.

Executive Session Item (University Professor)

The Academic Senate moved briefly to Executive Session to consider a University Professorship.
INFORMATION ITEMS:

By-Law Changes (Elections Committee)

The Rules Committee introduced two By-Law Changes. Mr. Law said that the student Elections Committee has been functioning with irregularities in its appointment terms. The By-Laws presently stipulate that committee appointments for students should be made for 1-year, 2-year, and 3-year appointments, but recently all appointments have been made for a single year. The Rules Committee suggests the following change in p. 12, 3.2 Membership, Paragraph 2: "Faculty members shall be elected for staggered 3-year terms. Student members shall be elected as follows: one 2-year term and two 1-year terms." In order to provide for some continuation on the Elections Committee, the present student members should draw lots to determine which student members will continue for one more year. On p. 37, 4.3, (c), #3, the Rules Committee requests that the Senate By-Laws concerning maximum numbers of signatures on student election petitions be altered in order to delete the maximum number required.

Committee Reports

Faculty Affairs Committee: Mr. Henry reported the Executive Committee had directed his committee to consider a clarification in the University's Appointment, Salary, Promotion, and Tenure policies. Attention was focused on p. 8, VIII, B, 2 of the present policy which states: "Tenure is not automatically attained. In order to be recommended for tenure, staff members must serve a probationary period, as stated in their contracts, be recommended for tenure by the department faculty status committee, or in those departments which have no faculty status committee, by the department chairperson and meet the requirements of the Board of Regents." This wording requires a favorable recommendation by a Department for a staff member to receive tenure and may be interpreted to preclude any successful attempt to appeal a negative Departmental recommendation. Mr. Henry said he hoped an amendment to the ASPT policy would be adopted as quickly as possible by the Senate to clarify the intention of the Senate with regard to the appeals process. The amendment would read the same down through the word "contracts" in sentence two after which a period would be placed. The following wording would be substituted for the balance of the section: "A tenure decision is then initiated by the departmental Faculty Status Committee or in those departments which have no faculty status committee by the department chairperson. The staff member must meet the requirements of the Board of Regents."

A motion (Henry/Wilson) to move the change in ASPT Policies item to an emergency action item was made. Mr. Hicklin was opposed to moving this item to the action stage because the Senate doesn't know yet what the Board of Regents recommendations will be on tenure. However, Mr. Smith said that the problem is an interpretation of an important policy, and that interpretation is needed immediately. Ms. Cattell said more information was needed on defining the problem before the Senate could decide if it should become an action item. Mr. Gordon, Parliamentarian, said it must be on the agenda before it can be discussed. Mr. Wilson said the provision in B, 2 seems to contradict other provisions in the policy document. He said consistency is needed in terms of what the document means. Mr. Rhodes said that what the Faculty Affairs Committee is saying is that the Senate made a mistake in drawing up the policy document, and the Senate better change it. Mr. Reitan asked if the change in the policy was primarily for this year's activities, or for the future. Mr. Henry said the change is for this year. It needs to be changed immediately before some faculty
members are affected adversely by the present policy. Mr. Scott Eatherly, Chairperson of the Academic Freedom and Tenure Committee, said the 1970 APT document approved by the Academic Senate had the same wording in it as Faculty Affairs is now recommending. In the past, it has been interpreted as that a department should come up with "a" recommendation. There have been instances in which a negative decision has been reversed, and a person did receive tenure. Mr. Gordon said the wording in the 1970 document was the same, but the interpretation of present wording is that a negative recommendation on a request for tenure is not appealable. Mr. Parr asked if the same thing could be accomplished in another way by Provost Horner stating that the Senate does not intend for appeals for negative decisions to be denied. Speaking for the University Review Committee, Provost Horner said he didn't see anything in the document which would adversely affect faculty members in the next few weeks. He said that no faculty members are being denied appeals at the present time. He said he didn't want to imply an argument in favor of the change, but didn't think that waiting two weeks to have this become an action item would make much difference. Faculty members should be given an opportunity to say something on this matter. Ms. Cattell also thought the Senate should wait two weeks for some faculty input.

Mr. Reitan said the procedure is bad for the Senate to rush into emergency action items. He said to pass this change would be like changing rules in the middle of a game. Mr. Carlile, speaking in favor of the emergency action item, said that this is simply clarifying an interpretation. Ms. McMahan said she was embarrassed that the Senate didn't notice the error in the document when it first came out. The Senate didn't intend for it to be interpreted the way it is at present. The present Senate made the error, and they should correct it. The new Senate shouldn't have to deal with this problem. Mr. Vybiral said this is the first year this document is being used. He said that before an individual had recourse to the department, then the college, and then the University FSC. The individual could ask for reconsideration on the part of the department, which could reverse its judgment. There is no recourse in that direction now. If both the college and departmental FSC recommendations are negative, then it is clear that there can be no appeal. Mr. Belshe said the new wording will not work. It calls for the initiation of a tenure decision after the probationary period. A tenure decision needs to be made at least a year in advance of the end of the probationary period. Mr. Hicklin suggested some people feel the tenure decision should rest solely with the department. Mr. Wilson said that if departmental recommendations are final, then there is no need for appeals. He said there have been difficulties in the past in interpreting these documents. On page 9, for example, there is a statement which contradicts a statement on page 5. We need to get this document clarified. Mr. Quane said that when this document was approved 12 months ago, it seemed very clear that departments would take control of the process and committees outside the department would have less control. There is an informal process by which a department and college can get together and decide if they want to keep the decision the way it is. Mr. Eatherly agreed that the intent was to give more power to the departments. He said he didn't know of any instances in which the College FSC was unable to examine a decision on tenure. Mr. Gamsky said maybe a similar and simpler solution to the problem would be to have a sense of the Senate interpretation on this.

A motion (Bailey/Cook) to move the previous question on moving the Amendment to the ASPT Policy Document to an emergency action item was made. At the request of Mr. Phillips, a roll call vote was taken, and the motion failed (21-17-2). A two-thirds vote in favor of the motion is necessary to move an item to the action stage. Provost Horner said that when a department makes
a recommendation, no appeal can be made at that stage. It then goes to the College FSC, which makes its recommendation. Both of these recommendations are forwarded to Provost Horner's office with memoranda which they might want to submit. A person can, if he chooses, go to the appeals committee after notification of the College FSC decision. Faculty members have been advised on how to initiate appeals. The appeals process begins on an informal basis where the person works with the department and college to work out a compromise in which either the college or department may change their recommendations. This recommendation then comes to the Provost's office as a third recommendation. No one recommendation has greater weight than any other one. Provost Horner said that as the document now reads, "must be recommended for tenure" can only be interpreted in one way, and that's exactly how it reads. He said if a negative recommendation was made by the department and the appeals committee voted positively, he couldn't do anything about it. He would have to take the department's recommendation. Tenure cannot be awarded unless it is awarded by the department. Provost Horner said he has no choice of which of three recommendations to take. Ms. McMahan suggested using the policy amendment the senators had before them as the sense of the Senate resolution. Provost Horner said he could think of no cases where a person was granted tenure when the department denied tenure. Mr. Gordon asked if the appeals committee is a recommending committee or a decision-making committee, because he did not see anywhere in the document that it stated the appeals committee decision was recommendatory. Therefore, he objected to the Provost's being able to choose between the three recommendations; DFSC, CFSC, and Appeals Committee. Mr. Hicklin said that when the document was being drawn up, that was the way the Provost wanted it. Mr. Reitan asked what the effect of a sense of the Senate resolution was as opposed to what is contained in the document. Mr. Carroll said a sense of the Senate resolution would make more clear what the Senate intended to include in the document when it was written. Mr. Smith said a sense of the Senate should support the faculty who wish to appeal. This is very important to faculty members. Ms. Cattell asked if this matter could be referred to some committee to consider it more appropriately. Mr. Carroll suggested that it go back to Faculty Affairs.

Mr. Henry suggested setting up an Ad Hoc Committee to review this document before the next FSC cycle. Mr. Gordon thought the Senate should have more time to review it in a thorough and comprehensive fashion, as Mr. Reitan suggested earlier. Ms. Cook asked Provost Horner if he would use the interpretation of the sense of the Senate, if it were passed. He said that he would have to follow the document, not because he disagrees with the change, but because that is the way the document reads. A motion (McMahan/Wilson) to pass a sense of the Senate resolution to clarify the interpretation of Section VIII, B, 2 of the ASPT policy document was made. Ms. Cattell was opposed to the sense of the Senate resolution, saying that the Senate had just voted against having an emergency action item; now it was doing the same thing in a different way. Mr. Rhodes said that regardless of the interpretation, the Senate cannot change the meaning of words no matter what the sense of the Senate is. He said you cannot change a particular wording by saying you mean something else. Mr. Hicklin said it was intended that the department be the final granter of tenure. Some people thought they could get tenure without the permission of the department. Then the department got the right to grant tenure. He said he interpreted the sense of the Senate to mean that the department would not have the final say in granting tenure. Mr. Reitan agreed with Senators Cattell and Cook, saying that the sense of the Senate wouldn't do any good when there is a written document.

Mr. Carlile said that some people voted not to make this item an emergency action item because they assumed they could accomplish the same thing with a
sense of the Senate resolution that wouldn't put the Senate into a spot. What
Provost Horner said is that the sense of the Senate resolution would mean much
less than an actual change in the document. Mr. Carlile said he would like to
see a motion made for reconsideration of moving the change in ASPT policies
to an emergency action item. Mr. Gordon said the motion had to be made by
someone who voted on the prevailing side the first time the motion was voted
on. A motion (Christiansen/Erickson) to reconsider moving the change in the
ASPT Policy document to an emergency action item was made. Ms. Cattell said
that she thought this motion was out of order, since the Senate just voted
that this would not be an emergency action item tonight. Now the Senate was
in the same stage it was before. Mr. Gordon said the motion was in order.
He said that if the motion failed, then the item would go back to the informa-
tion stage. Mr. Christiansen said that before he had voted no because he
didn't really know what the issue was and what the need for haste was. Mr.
Smith said there are people who are denied tenure who the FAC decided may not
have the kind of appeals acting for them that they assumed would act for them.

That's why this is happening now. A motion (Hicklin/Bailey) to move the
previous question and close debate on the issue of reconsideration was made.
On a roll call vote, the motion to reconsider passed (26-11-3).

At this point the Henry/Wilson motion (VIII, 99) was again open for discussion.
Provost Horner indicated that it was not he who is interpreting the document.
He said the Senate should take the time to run it through the normal process
and to have faculty members speak their minds on this. On a roll call vote, the
motion to move the change in the ASPT policy document to an emergency
action item passed (27-11-2).

Taking into consideration Mr. Belshe's objection to the Faculty Affairs
Committee's original wording, (Henry/Carlile) moved to adopt the following
statement in place of Section VIII, B, 2 of the ASPT policy document. "Tenure
is not automatically attained. In order to be recommended for tenure, staff
members must serve a probationary period, as stated in their contracts. A
tenure decision will be initiated one year before the end of that probationary
period by the departmental Faculty Status Committee or in those departments
which have no faculty status committee by the department chairperson. The
staff member must meet the requirements of the Board of Regents." Provost
Horner said he regretted that this was now an action item, but he would support
the amendment.

Mr. Reitan said he would like to discuss the substantive matter now. The
decision to deny tenure is a difficult one, and the Senate has got to consider
the question very carefully. Tenure is too important an issue to be rushed
into hastily. Tenure matters are important, sensitive, and vital to the
building of a University. The DFSC people are chosen by the department and
are given a very tough job. To do their job right, they very often have to
deny tenure. To do so is taking the difficult road but living up to their
responsibilities. An appeals committee hasn't necessarily any better wisdom
and in fact is farther from the department. We should be building a bias in
favor of supporting negative tenure decisions. This seems cruel but is necessary.

Mr. Hicklin said that ISU had just been commended by the Board of Regents
for streamlining its appeals procedures. The Board of Regents is going to
review every tenure decision made. Also, members of the Board of Regents
read Senate minutes, and it would not be good for them to see that the Senate
rushed into this matter without getting any faculty input. Mr. Smith reminded
the Senate of the history of the document. He said it was never intended in
the original document to deny an appeals process for people. This amendment
would clarify that an appeals process can go forward. Mr. Rhodes disagreed
with Mr. Smith, saying that some people knew they were voting for that policy
and voted anyway. A motion (Cattell/Woerly) to close debate carried. The main motion carried on a roll call vote of 29-6 with 4 abstentions.

Mr. Henry, chairperson of the Faculty Affairs Committee, said he would still consider adding an Ad Hoc Committee after the APT process is completed early in the year.

Academic Affairs Committee: Mr. Parr, chairperson, thanked all the members of the Academic Affairs Committee for their hard and conscientious work during the year.

Rules Committee: Mr. Law said the Rules Committee met on February 20 and completed all the year's business except a joint issue of codification of the Academic Standards Committee

Communications

Mr. Carroll said that an article in the Vidette had said that Ron Dozier, state's attorney, would speak to the Academic Senate at this meeting, but Mr. Dozier had to attend a Bar Association Meeting this evening. He said he would try to get Mr. Dozier for the next meeting.

A motion (Gordon/Keeney) expressing the Senate's thanks to Chairperson Ira Cohen, Secretary John Boaz, Vice-Chairperson Steve Carroll, Student Association President Lance Carlile, clerical secretary Sue Gintner, and all committee chairpersons who have done an outstanding job this year carried. Mr. Carroll also wished to express the gratitude of the Senate in a sense of the Senate resolution to outgoing President Gene Budig. Mr. Carroll also thanked everybody for electing him Vice-Chairperson of the Senate. Ms. Lohr said she wished to thank the Administrative Affairs Committee members and especially Dr. Tarrant who served six years on the Senate.

A motion (Quane/Campagna) to adjourn was approved at 10:20 p.m.

For the Academic Senate,

Ira Cohen, Chairperson
John K. Boaz, Secretary

IC:JKB:sg
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APPENDIX

Committee Appointments

Facilities Planning Committee (faculty)
Ahmed Abdel-Halim (Business Administration), 1977

Forum Committee (student)
Sheryl Losser

Campus Recreation Committee (Civil Service)
Thomas Fatten

Parking and Traffic Committee (Civil Service)
Pete Krueger, 1977

Amendments to CAST College By-Laws

ARTICLE V, Section 2, paragraph 4, line 3 -- Delete "social probation".
ARTICLE V, Section 2, paragraph 4, line 4 -- Delete "one".
ARTICLE V, Section 4, B -- Add the following sentence after the first sentence: "In the event that no student is elected as an officer of the Council, the Council shall elect one student member to serve on the Executive Committee."

(See College of Applied Science and Technology Office for copy of CAST College By-Laws).
APPENDIX

Amendments and Additions to the University Handbook

Page 51, II, 1, amend to read:

Registration; Rights, Privileges and Responsibilities

Add under 1, B;

5. A membership Evaluation Report and Title IX requirements which demonstrate compliance with Affirmative Action Guidelines.
6. A statement of president/chairpersons responsibilities as outlined in D below.

Add a new point D after C;

D. The President/Chairperson has the following responsibilities;
   1. to inform the members of the organization that they shall be responsible for conforming to all university, local community, state or federal laws and regulations. As President/Chairperson I may be responsible for the actions of the members of the organization.
   2. Registered organizations which have received student fees funds may have their funds revoked if there is a violation of university, community, state or federal laws or regulations.
   3. Presidents/Chairpersons signature is required on any University facility request form.
   4. President/Chairperson is responsible to see that payment is made for any damages to University property or non-payment of University bills incurred by the organization.
   5. To inform the UP&A Office of any changes in officers, addresses, or phone numbers of the organization.

Old D becomes new E; Add new F;

F. Failure to supply the University Programs & Activities Office with updated information as it pertains to the requirements for registration will result in a 30 day temporary suspension. If current information is not provided by the end of the 30 day temporary suspension period, registration will be permanently suspended.

Old E becomes new G.

Old F becomes new H.

I will become our proposed new G, the due process statement.

Old H will become new J.