Fall 12-12-1979

Senate Meeting December 12, 1979

Academic Senate

Illinois State University

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ACADEMIC SENATE MINUTES
(Not approved by the Academic Senate)

December 12, 1979

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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.
ACADEMIC SENATE MINUTES
(Not Approved by the Academic Senate)

An Executive Session of the Academic Senate was held on November 30, 1979 at 3:00 p.m.

Call to Order-December 12, 1979

The meeting of the Academic Senate was called to order by Chairperson Cohen at 7:00 p.m.

Roll Call

The roll was called by Secretary Kohn and a quorum was declared present.

Approval of Minutes of November 7, 1979

A motion (Fulton/Grever) to approve the minutes of November 7, 1979 was made. Mr. Grever suggested a correction to the Minutes on page 4, under Change Hour Requirements for Major in English Education in line 5: the word "contact" should be changed to "content", also line 6 the word "touched" should be changed to read "decreased". Secretary Kohn remarked that he was aware of the errors and added the additional correction: page 4, under A.S.P.T. Policies and Procedures, line 7, the word "would" should be changed to read "could". The minutes were approved as corrected.

Chairperson's Remarks

Mr. Cohen invited everyone present to partake of the coffee and cookies which he had provided.

Vice-Chairperson's Remarks

There were no remarks.

Administrators' Remarks

President Watkins had no remarks to make at this time. Mr. Gamsky had no remarks either. Mr. Rives said the Budget Team had made a recommendation in regard to funding for summer school. He also commented on Legal Studies, Applied Physics and the Nursing Program which had been turned down by the Board of Higher Education. Mr. Rives said the University Review Committee has approved certain policies regarding salary increments for next year. He also announced that Professor Douglas Lamb, Psychology, has submitted his resignation as Director of the Counseling Center effective next summer. There will be a national search for this position beginning in January. This means that by January there will most likely be 4 or 5 national searches for ISU positions going on at the same time.

Mr. Friedhoff asked the President to comment on a report in the Vidette according to which one of the coaches had stated that a belief in Christian values was of
major importance in the selection of his staff. Mr. Watkins replied that he had not seen the article but that he deplored any such sentiment which was contrary to his own beliefs and the university interests and policies.

Mr. Schwalm asked Mr. Rives about his statement that the University Review Committee had instituted a policy that the Senate had not seen, namely that salary increments would be linked to promotion. Mr. Rives replied that we really have "dry promotion", and as a result there was the general feeling that our people had fallen behind in salaries. It was therefore determined that anyone promoted this year would receive a certain fixed salary increment to start with, and that this would come off the top of the available amount, before other distributions are undertaken. Mr. Kohn asked if that policy was subject to a vote by the Senate. Mr. Rives answered in the negative unless the Senate decided otherwise. Mr. Madore commented that the University Review Committee was not supposed to be a policy-making body. Mr. Cohen suggested this matter could be raised again later when the A.S.P.T. Policies and Procedures came under discussion.

Student Body President's Remarks

Ms. Voorhees had no remarks at this time.

ACTION ITEMS:

Committee Appointments

Mr. Young, Chairperson of the Rules Committee of the Senate submitted the following list of persons to committees:

A.S.P.T. Policies and Procedures

There was further discussion on the proposed U.R.C. policy, giving fixed salary increments to those individuals who were promoted in 1980. After some arguments as to whether or not the U.R.C. was a policy-making body, Mr. Kohn moved and Mr. Grever seconded that the proposal by U.R.C. to give specific salary increases to promotions not be implemented until it is thoroughly discussed and approved by the Academic Senate. On a roll call vote the motion passed 20 yes, 6 no, 18 abstentions.

XI,36

Mr. Madore then presented the suggested changes in the current A.S.P.T. policies and a motion (Madore/Koehler) to approve this proposal was made.

XI,39

Mr. Miller moved the following amendment, seconded by Ms. Ritch: to strike out the second sentence of Section X A 2 "Salary increase...Department" and insert in its place the following sentence: "Ordinarily salary increase funds will be distributed based upon an equal dollar allotment, university-wide, for each person in any given rank. Mr. Miller said he had heard numerous arguments against the current proposal and that his amendment used the same language as the original document except for the word "ordinarily".
Mr. Hirt remarked that we had fallen behind our standard of living for 3 years in a row, and if we continue giving out salaries in this manner, we will have fallen behind for 7 years rather than for 3 years. He was opposed to Mr. Miller amendment for it would maintain the faculty below the cost of living.

Mr. Friedberg commented that people who are ranked exceptional in some departments will get lower percentage rates than others ranked higher in other departments. Raises differ in different departments.

Mr. Friedhoff said that this policy would not be etched in stone. Every few years or so, 50 percent of the people were at a low range with low morale and then the other 50 percent were at low range and low morale. Everyone just takes his turn at low range and low morale. A motion (Watkins/Annalora) to move to the previous question was made and approved.

The amendment failed on a roll call vote of 10 yes, 19 no and 16 abstentions.

A motion (Frinsko/Hemenway) to approve the following resolution was made:

"BE IT RESOLVED:
That the Academic Senate at Illinois State University supports the Board of Regents policy which recognizes meritorious performance in determining faculty salary increases;
That faculty salaries have not kept pace with the cost of living for the past several years, so that the purchasing power of most faculty members at Illinois State University in 1979 is less than it was in 1972;
That the rate of inflation for 1979 is estimated at being about 14%;
That the Board of Regents is recommending a 10% increase for salaries, but what will be appropriated by the State Legislature is not known;
Further, that, the Illinois Board of Higher Education gives priority to cost of living in allocating money for salary increases;
THEREFORE, BE IT RESOLVED that the Academic Senate at Illinois State University recommends to the Board of Regents that priority for cost of living be given by each department in determining salary increases."

Mr. Frinsko explained that this resolution could be an accompanying statement to the Board of Regents from the Academic Senate members. Mr. Watkins commented that the Board of Regents was aware that inflation was out-stripping salary increases and that the Board of Higher Education was also aware of it. A lot of employers had ignored the cost of living guidelines from the Governor last year. He didn't think a resolution like this would reflect favorably on Illinois State University's credibility with the Board of Regents. Mr. Madore felt we should not defeat the concept of merit. Mr. Schwalm said the question was whether we wanted to keep the flexibility of the present system this year. Mr. Frinsko pointed out that the resolution did not negate the merit system. Mr. Tuttle remarked that even those who get exceptional merit probably would not get an adequate cost of living increase.

The resolution failed on a voice vote.

Mr. Shulman said that in the merit system there is no distinction made between the unusual merit and merit. Mr. Madore remarked that the new system if approved, might make the University Review Committee accountable to the Senate.
Mr. Rives said there would be some material coming to the faculty members of the Senate prior to implementation. The U.R.C. made a recommendation that for this coming year each department be allowed to utilize up to 5 percent of its available salary increase money for equity purposes. Mr. Rives said that the current policy would apply for 1979 and the new policy would apply for the year 1980. Mr. Hibbert Roberts, who had joined the discussion, commented that one problem we faced was that for several years the policies were being changed during evaluation years. There was nothing in the document that could not be changed at any time.

Mr. Rives said there have been problems created by the dry promotion policy. The way to deal with that problem was not to attempt to make the adjustment in a single year. Mr. Young stated that salary increases over a long term through this kind of policy would not be fair for those who have missed out. Increases tied to promotion would remain with individuals for the rest of their productive lives. Mr. Rives remarked that we have people who leave the university and then we have to meet the market price of the new individuals who take their place. The persons who were really hurt were those that stayed at this university.

A motion (Ritch/Sanders) that the Academic Senate direct the University Review Committee to conduct a university-wide equity review this year for all faculty 10% or more below the university-wide average for salary in their rank who have received DFSC ratings of "Merit" and/or exceptional merit for the past three years was made. Mr. Ritch said that in her department 8 out of 20 faculty members were below the university-wide average salary. After a brief discussion the motion failed on a voice vote.

A motion by Hirt for the A.S.P.T. document to take effect immediately was withdrawn after a brief discussion.

The Madore/Koehler motion eventually was approved by a voice vote.

Repetition of Courses.

Mr. Austensen, Chairperson of the Academic Affairs Committee presented this item. He explained that quite a bit of research had gone into this issue, that several different universities had been checked and that Illinois State was the only University that handled the repetition of courses in this way. Universities of similar background had been consulted. The committee felt that the proposal before us was the best, the most honest proposal it could come up with. Southern Illinois University and the University of Illinois had also been checked. Mr. Austensen felt that Illinois State should give honest transcripts as we are supported by people who have sent their children here and who would, hopefully, in turn send their children to I.S.U. for an education. Mr. Austensen presented the following amendment to the Course Repetition Policy: Following the words "...one additional time," insert: "When a course has been repeated, both the original and the subsequent grade (A, B, C, D, F, WF) are included in the student's grade point average if the course is acceptable toward graduation. The original grade will not be removed from the student's transcript, and the credit hours will count only once toward meeting minimum hourly requirements for graduation." The original wording then continues: "Students who repeat..."

A motion (Austensen/Miller) to accept this addition to the Repetition of Courses policy was made.

Mr. Henriksen commented that he was against this amendment as the proposed policy was too restrictive for the student. He felt that the higher of the two grades should be used as a final grade for the student.
Mr. Annalora questioned whether a more restrictive course repetition policy would discourage any student from bettering himself. If he really wanted to do better perhaps an even stricter policy might be introduced. Mr. Schwalm remarked that he agreed with the amendment. Maybe this was what we needed to bring us within the guidelines of other universities of similar backgrounds. Mr. Barton was concerned with the students at the bottom or near the bottom rung of the ladder, to whom a change from an F to a D or D+ would mean a great deal. If this student wanted another chance to make good, he should be given a chance, but within a set time limit.

Ms. Voorhees remarked that we were always talking about the academic standards at this University and how we were taking the leadership in the state. Why not take the lead in this and count only the higher of the two grades? Mr. Austensen answered that we could be the leader, but we did not have to charge downhill. Mr. Hirt said he thought this amendment would increase the motivation level of students in the University. A motion (Sanders/Koehler) to change the word "last" in the 6th line of the policy to the word "highest" was made. There was a brief discussion on this item and it failed on a show of hands.

Mr. Fulton presented the following amendment (Fulton/Jackson):

"If a student repeats a course, the highest grade earned (A, B, C, D, F, or WF) shall be used in computing the students grade point average." Mr. Fulton explained that the focus of attention should be placed not only on the motivation a second chance provided, but also on the level of performance and achievement the student had exhibited. This level of performance should be recognized as a component of their grade point average. The University should not deny their effort or achievement regardless of the level it might be. A brief discussion followed and a roll call vote was requested. The amendment failed: 9 yes, 31 no.

Mr. Watkins remarked that he thought the new proposal was a fairer system, as at present anyone could keep repeating a course indefinitely.

A motion (Miller/Shulman) to move the previous question was made and approved.

The main motion (Austensen/Miller) passed on a roll call vote of 30 yes, 14 no.

Change Hour Requirements for Major in English Education

Mr. Frinsko presented this proposal for the change in hour requirements. A motion (Frinsko/Barton) to approve this proposal was made. Mr. Friedhoff commented that this meant a 6 hour increase and he hoped the Department of English would rethink the proposal. Mr. Grever said the Department had looked at the needs of future candidates to perform in the classroom. 42 hours were not excessive as the Senate had approved another program in the English Department that required 40 hours.

Mr. Kohn commented that he was opposed to any hour increase as such. On the other hand, the English Department had made a very good case, for Dr. Harris had explained at a previous Senate meeting that if this did not pass, the whole teacher education program of the Department was in jeopardy. He wanted to know how many people were affected and was informed by Mr. Madore that it affected approximately 20 persons at this point. Mr. Kohn pointed out that some departments simply stated that people in teacher education must take additional courses to graduate. Mr. Grever said he thought the department felt that particular
Courses in the content area might be slightly different and that the teacher candidates might need additional courses in language and advance composition. Mr. Harris explained that 296 and 297 were not new courses, since they are presently in the catalog. The request for approval of this item was approved on a voice vote.

**Codification of Reinstatement Committee**

Mr. Young, Chairperson of Rules Committee, presented this item for action. After a brief explanation, a motion (Young/Conlon) to approve was passed.

**INFORMATION ITEMS:**

**Policy for the Use of Amplification**

Mr. Tuttle presented this item for information purposes. Mr. Grever commented that the committee has worked closely with the Office of Residential Life and with Mr. Mike Schermer. Mr. Schermer was invited to the table and said that we tried to make the current policy a little broader since it would include a policy for the use of outdoor areas. He acknowledged that there had been problems and complaints in the past.

Mr. Jackson asked if the non-amplified music or entertainment activities that are held outside included protest marchers, other marches and religious speakers. Mr. Jackson inquired about the area right outside Fell Hall and was informed that it would include that area.

Ms. Voorhees questioned the 7 p.m. factor and Mr. Schermer said that this was more a tradition than a policy. Mr. Annalora explained that changing the title of this policy was brought up in committee and discussed there. Mr. Kohn asked what recourse anyone had in reference to loud music next to one's residence. Mr. Annalora answered if it was in a dorm, one should try to pinpoint the room it was coming from and then report it to the dorm manager, otherwise the only other recourse was to call the police. He said that sometimes persons did not realize they were playing their radios or music too loud for someone else. Mr. Kohn remarked he would rather appeal to the students' common sense than call the police. Mr. McCarthy asked whether the area immediately outside Milner Library should also be within that protected area. Mr. Schermer said that the Director of the Library had to give an okay in order to have a planned event of any type in that area.

**Evaluation of Administrators**

Mr. Tuttle presented this proposal from the Administrative Affairs Committee. Mr. Friedhoff commented that the present procedure which calls for students to evaluate department chairs should be eliminated. Sometimes students don't even know what a chair is, let alone know what he or she was supposed to be doing. Mr. Watkins commented that the people involved in certain areas faced problems known to very few others. There was a brief discussion about the form that might possibly be used for evaluation. Mr. Rosenbaum asked how this form was to be approved and by whom.

**Academic Plan**

Mr. Jabber presented the Academic Plan to the members of the Senate. He pointed out that the Table of Contents was distributed to the members at tonight's meeting.
and apologized for the lateness of the Academic Plan, explaining that there had been numerous problems with getting it all together, but that it was very important that the Academic Plan be presented as an Information Item to the Senators at this time. Mr. Cohen announced that he would go through the Table of Contents section by section for any questions. He asked Mr. Jabker to go through the contents and advise the senators of what was new and what had been changed.

Mr. Friedhoff remarked that he just received this 152 page document. He asked if the Academic Affairs Committee has had this in their possession prior to its being distributed to the Senate members, and if so, did the committee take any action on this item. Mr. Austensen said the committee took no action whatsoever, and had just received it. Mr. Kohn remarked that he would like to know who, at what point, decided what to include in or exclude from the Academic Plan. What assurance did we have at this stage that someone was not going to come back and tell us that we already okayed this or that and that we had to pass it? Mr. Cohen remarked that this was not the approval stage but the information stage and nothing at this stage was being approved. Mr. Jabker said that the members of the Senate have his word that he would not come back at a later date insisting that the Senate had passed and approved a particular item in the Plan.

A question was asked why the Honors Program was not mentioned in the Academic Plan. Mr. Watkins commented that some other programs were not mentioned either. This did not mean they were not being worked on. It was not correct to assume because a program was not listed or mentioned in the Academic Plan that it would not be funded.

Mr. Rosenbaum asked if the figures mentioned for faculty salaries were recommendations for new faculty salaries. Mr. Jabker answered that those figures were projected figures. Mr. Hirt asked what tables were used for those allocations and resources. Mr. Rives stated that we did not let the figures or numbers in the tables make our decisions for us. It was a part of the Academic Plan requirements of the Board of Regents.

There was a brief discussion on the support system for Student Academic Services Program Improvement, Phase I. Ms. Richardson was present to answer questions. She said the funds requested would be used to establish learning assistance centers in mathematics, reading and study skills, writing, speaking, listening and communication skills.

Departmental Name Change – Information Sciences to Department of Communication

Mr. Semlak was present to answer questions. He stated that the name change had been discussed for a long time and that the new name was acceptable to everyone. It did not please everyone equally and might have to be reconsidered some time later.

Committee Reports:

Rules

Mr. Young reported the following appointments to the following committees:

Parking Committee: John Hansen, Admissions
Terry Anderson, Office of Residential Life
Parking Appeals Board: Diana Musachio, Office of Residential Life, 1 yr
Kathy Schniedwind, Intercollegiate Athletics, 2 yr
Becky Mayhew, Intercollegiate Athletics, 3 yr

Adjournment
XI,51 A motion (Conlon/Madore) to adjourn was approved at 11:07 p.m.

For the Academic Senate,

Walter Kohn, Secretary

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