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ACADEMIC SENATE MINUTES

March 29, 1989

Volume XX, No. 13

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Meetings of the Academic Senate are open to members of the University Community. Persons attending the meetings may participate in discussions 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)

March 22, 1989

Volume XX, No. 13

CALL TO ORDER

Chairperson Len Schmaltz called the meeting of the Academic Senate to order at 7:08 p.m. in the Circus Room of the Bone Student Center.

ROLL CALL

Secretary Paul Borg called the roll and decalred a quorum present.

MOTION TO CHANGE AGENDA

XX-72 Senator Jan Johnson moved to change the Agenda for the Meeting: Move Item 7 under Action Items, to Item 1; and renumber Item 6, Item 5. (Second, Youngs) Motion carried by a 2/3 vote: 29 in favor; 11 opposed; 1 abstention.

APPROVAL OF THE MARCH 8, 1989 SENATE MINUTES

XX-73 Senator Liedtke moved to approve the Minutes of March 8, 1989 Academic Senate Meeting as written (Second, Schurman). Motion carried on a voice vote.

CHAIRPERSON'S REMARKS

Chairperson Schmaltz announced that this was the final Senate Meeting for the 1988-89 Academic Senate. He thanked Senators, Senate Officers: Vice Chair, Scott Williams; Secretary, Paul Borg, and Parliamentarian, Ira Cohen; and Committee Chairpersons for all of their help during the past year.

Chairperson Schmaltz recognized student Michael Bender, who presented a petition signed by approximately 2,000 students, faculty, alumni, residents of the ISU community, former ISU basketball players, as well as present ISU basketball players, which read: "We the undersigned oppose the dismissal of Coach Bob Donewald. We feel that the Athletic Director is in grave error and should reverse his decision immediately."

VICE CHAIRPERSON'S REMARKS

Vice Chairperson Scott Williams thanked everyone for their support over his last two years on the Senate. Two consecutive years as Vice Chair on the Senate was quite an experience. He thanked all the students for their participation this year. A special thank you to Dr. Schmaltz for making me laugh when I didn't think that students had a prayer in some issues. Thanks to Mary for keeping me together.

STUDENT BODY PRESIDENT'S REMARKS

Senator Schramm echoed the Vice Chair's Remarks regarding thanks. He reminded everyone that elections for the Town of Normal will take place next week. Please get out and vote. The Vidette had a good write up on candidates today, especially the second person.

ADMINISTRATOR'S REMARKS

President Wallace thanked Len Schmaltz and Scott Williams for their hard work as Chair and Vice Chair and presented them with Certificates of Appreciation.

An Executive Session of the Senate was called to discuss the Distinguished Professor award.

Senate resumed at 7:30 p.m.

Provost Strand had no remarks.

Vice President for Business and Finance, Warren Harden, had no remarks.

Vice President for Student Affairs, Neal Gamsky, had an excused absence.

ACTION ITEMS

1. Athletic Council Bylaws

XX-74 Senator Schramm, for the Student Affairs Committee, moved approval of the Athletic Council Bylaws as revised. (Second, Berry)

XX-75 Senator Arnold spoke for the Academic Senate Budget Committee. His committee had reviewed the Bylaws and would like to suggest some changes or amendments. The Budget Committee meeting had been attended by four faculty senators, no students and no administrators. Suggested Amendments to Proposed Athletic Council Bylaws:

Section I. Membership.

B. Faculty

Replace the word college with department in the last sentence. Change last sentence to, "No more than one faculty member may be from the same department."

Section II. Committee Structure.

Add a fourth sentence, "All actions and recommendations of each committee are effective subject to the consideration and approval of the Athletic Council."

Section II. Committee Structure

C. Finance Committee

Change item number 1 to read: "To assist the athletic administration in the development of the total budget and in the recommendation of the total budget to the Athletic Council for its approval."

Add Item number 6: "To review and recommend the application of tuition waivers."

Add Item number 7: "To review the allocation of resources from the Redbird Education and Scholarship Fund."

Senator Schramm and Senator Berry accepted all of the above as friendly amendments.

XX-76 Senator Arnold then suggested a final amendment:

Section III. Functions of the Council as a Whole

A. General Responsibilities

Add two sentences: "In addition, the Athletic Council shall file a report of the total athletic budget with the Academic Senate Budget Committee at the inception of each budget year. The Athletic Council shall recommend the final budget to the President of the University."

Senator Borg: At what point in the paragraph do you want that placed?
Answer: at the end of the paragraph.

Senator Schramm and Senator Berry refused the above as a friendly amendment.

XX-76a Senator Walker then proposed this as an amendment. (Second, Zeidenstein).

XX-76b Senator Klass proposed as a friendly amendment to the Walker amendment, adding the words "and the Student Affairs Committee" after Academic Senate Budget Committee. Friendly amendment accepted by mover and seconder.

Amendment carried on a voice vote.

XX-77 Senator Williams: Section I. Membership., A. Faculty - 7 non-administrative. I move we change this number of faculty representatives from 7 to 4. (Second, Zollinger).

The reason for this is that presently there are 4 students on the Athletic Council. Athletics is generally a student related area. It deals with students from all points of views. The last few weeks we have been discussing athletics in a big way. There have been a

lot of quotes, and Sen. Morreau said it perfectly: "I am pro student involvement in making decisions for athletics." Right now it seems that the faculty outnumber the students on the Athletic Council. With the inclusion of the institutional representative, faculty would still have five representatives. This would reduce the numbers so that students are more evenly matched with faculty.

Senator Klass: I would like to point out that this is a direct violation of the NCAA constitution. It requires that either faculty and/or administration constitutes the voting majority on the committee. That excludes specifically alumni and students. There is no reason we couldn't do it that way, but it would be in violation of the NCAA bylaws. The Athletic Fee Advisory Committee is now in violation of these bylaws.

Senator Alstrum: How did you arrive at the number 4.

Senator Williams: I have no idea why the number 7 was in there. If we change it to 4 faculty members, it puts it equal to the amount of students on the committee.

(XX-77) Vote on Williams/Zollinger Amendment: 15 yes; 25 no; 1 abstention. Amendment failed.

Senator Freed: I have a question on Section D, under membership, the last sentence reads: "If a sufficient number of male or female athletes do not apply, the highest ranked athlete of either sex shall be included in the selection process; this equally applies to non-athletes." How does this "ranking" take place?

Senator Williams: Those nominations of student athletes come from the Athletic Department, so whatever they use as a ranking method is the means for determining this. It could be the highest GPA or the lowest GPA.

Senator Zeidenstein: The way it reads now is that "students shall be nominated and elected by the Senate", so the wording "highest ranked athlete" is unclear.

(XX-74) Vote on approval of the Athletic Council Bylaws as amended carried on a voice vote.

2. Affirmation of Compliance for Committees Reporting to the Faculty Affairs Committee

XX-78 Senator Klass: As Chair of the Faculty Affairs Committee, I ask for unanimous consent for Affirmation of Compliance for Committees Reporting to the Faculty Affairs Committee: the Academic Freedom Committee; Economic Well Being Committee; Faculty Ethics and Grievance Committee; University Appeals Committee; and University Review Committee. (Second, Johnson).

Unanimous consent of the Senate was given.

3. Student Affairs Committee's Affirmation of Student Center Policy Board

X 79 Senator Schramm: As Chair of the Student Affairs Committee, we have reviewed this committee and find that it is in compliance with the Senate Blue Book Description. I move that the Academic Senate affirm this committee by unanimous consent. (Second, Williams). Unanimous consent of the Senate was given.

4. Student Affairs Committee's Proposed Changes to SCERB Blue Book Description

XX-80 Senator Williams: This item was presented for information at the last meeting. I move approval of the Proposed Changes to the SCERB Blue Book Description. (Second, Wagner)

Motion carried on a voice vote.

5. Resolution on Athletics

XX-81 Resolution proposed by Senators Freed, Klass, Richardson, Ritch, Morreau and Walker. Motion by Klass (Second, Walker)

Whereas, generated revenues, student fees, and donations are the appropriate sources of revenues to finance the cost of athletic scholarships and the athletic program,

Whereas, the academic programs at Illinois State University are underfunded and depend upon the income fund (tuition dollars) more than any public university in Illinois,

Whereas, over \$900,000 from the income fund (tuition dollars) is currently used to support intercollegiate athletics.

Whereas, approximately fifty percent of the tuition waivers issued by Illinois State University are issued to intercollegiate athletics,

Whereas, the Illinois State University Constitution provides that the Academic Senate have a voice in the preparation of the budgets submitted to the Board of Regents,

Whereas, the Academic Senate has never taken a position on the use of the income fund (tuition dollars) and tuition waivers for intercollegiate athletics,

Resolution, Be it resolved that the administration present to the full Academic Senate in September 1989 a plan for the following:

1. phasing out the use of the income fund (tuition dollars) for intercollegiate athletics,

2. reallocating the number of tuition waivers given to intercollegiate athletics so that intercollegiate athletics not receive more than ten percent of the total number of tuition waivers given by the University.

XX-82 Senator Walker offered a friendly amendment: Drop item number 2. in the Resolution. Accepted as a friendly amendment.

Senator Arnold: The Budget Committee had met and discussed this. Only the four faculty members on the committee were present. No administrators or students were present. The faculty members of the Budget Committee endorse the resolution with the removal of #2.

The Budget Committee agrees with the phasing out of the use of the income fund (tuition dollars) for intercollegiate athletics.

Senator Wagner: The people who formulated the resolution were not from athletics. No student input was solicited in this resolution. I do not agree with the resolution.

Senator Berry: I would like to speak against the motion. As a member of the Budget Committee who could not attend the meeting, I do not endorse the motion. I wonder where ISU stands in comparison to other Universities in the area of athletics. I think that the figure is low.

Senator Williams: Athletics is an important part of the University. It supplements a student's education. I think students feel that this money being spent on athletics is a part of their education.

Senator Richardson: I would like to speak for the motion. There have been a lot of statements pro and con about the resolution tonight. I took a poll in the science departments: Biology, Chemistry, and Physics. Forty-four faculty responded to the questionnaire, which would be approximately 2/3 of the faculty in the Sciences. Three people favored the use of tuition funds, four had no opinion, and the rest, 85% of the faculty polled, opposed the use of tuition funds. Over 60% of the faculty strongly opposed the use of tuition funds for athletics.

Senator Kagle: I polled the English Department. Results showed that 60% of the faculty members strongly opposed the use of tuition funds; 28% opposed; and 7% approved. In polling the 28 graduate students, I found that: 50% strongly opposed; 35% opposed; and 15% approved of the use of tuition funds for athletics. The faculty members are concerned with education as well as with any program, in terms of willingness for students to pay for this. If students wish to do this, they can use student fees for this. If they are in favor of this, they can bring a motion to do this with their fees. We should not do this without their vote.

Senator Williams: Is that not already done without our say so. I don't come into the English Department and say how you should spend your money.

Senator Kagle: Students are involved on committees. They are free to suggest that.

Senator Williams: In taking these surveys, did you explain all the different areas of funding for athletics.

Senator Richardson: All I did was conduct a survey. I did not break it down into how much money was taken from where. I feel the faculty in my area are informed on the issue of Athletic funding.

Senator Kagle: Most people I polled seemed to be fairly well aware of the athletic issue.

Senator Williams: I don't think people understand the issues.

Senator Schramm: I did not see one student's name on the document.

Senator Wagner: What this looks like to me is that one area of the University is trying to tell another area of the University what to do. This is like saying that the University should take money from English and give it to Political Science.

Senator Rendleman: The resolution talks about taking money away from student's tuition. I agree with the concept behind funding academic programs. Students don't have that much money. Tuition keeps going up year after year. The facts require me to vote against this motion. As students we value athletics. A degree from ISU would not mean much without a good athletic program. ISU would not be a prestigious school to have on a student's resume.

Senator Insel: I polled faculty members in the Math Department. 25 faculty members participated in the poll: 4 strongly supported the use of tuition dollars for athletics; 21 strongly opposed. He was surprised at what was being said about athletics tonight. ISU is primarily an academic institution. The University of Chicago has no football or basketball program, but it is a very prestigious institution from which to hold a degree. At this time when things are fairly tight, we should be more concerned with academics.

Senator Morreau: The resolution is a request that a plan be developed for alternative funding. Tuition at ISU may be going up \$500 this year. Perhaps someone would want to question about where this money goes. I am irritated at the notion that faculty do not represent student interest. The only interest I have is student interest.

Senator Hoss: Any student who has a tuition waiver saves money. If money is removed from tuition and put in fees, it will cost

students more. Graduate students have to pay fees. It is expensive enough to attend ISU, but will be more so if student fees go up.

Senator Kagle: In response to Senator Williams' suggestion of self-interest, faculty members do not seek their self interest in only their department. We need good programs all over the University. We are getting off track. This proposal has been altered. Our President has indicated that we will be trying to seek private contributions. This is just a plan to phase out the use of the income fund.

XX-83 Senator Liedtke: Faculty members are in favor of having athletics. However, as this resolution suggests, we need a plan for spending funds in athletics. Therefore, I move the previous question. (Second, Morreau). Motion failed.

Senator Schramm: Faculty do not oppose.

Senator Liedtke: Where are the students on this? You could amend it.

Senator Zeidenstein: How will this money be used? If it can be kept in the general education fund, for academics we can increase the number of class sections, etc. This way it would do the students some good. We could hire additional faculty members. This addresses two critical needs at ISU, not enough faculty, and not enough sections. Students could get the classes they need to graduate in four years. The sections would be available.

XX-84 Senator Ritch: I discussed this topic with 55 of my undergraduate students. They care about athletics. But they also care about graduating. They complained about having to pay for athletics four and five times through their student fees, arena fees, athletic fees, and again at the gate. I move the previous question. (Second, Liedtke). Motion carried by 2/3 majority.

(XX-81) Vote on Resolution on Athletics as amended: 19 yes, 18 no, 4 abstentions.

6. Student Affairs Committee's Proposal for Deletion of Entertainment Committee, Student Center Auditorium Programming Board, and University Forum Committee from Senate External Committee Structure

XX-85 Senator Schramm: As Chair of the Student Affairs Committee, I move to approve the deletion of these committees from the Senate External Committee Structure. (Second, Williams)

Senator Alstrum: You stated that there was a lack of interest on the part of faculty. Have records of these committee meetings been kept and do they include attendance records?

Senator Schramm: Senators received a letter at their places from Greg Liestman, Leigh Meister, and Jim Valderamma stating that "they have no plans to remove the faculty positions within their organizations.....it is their intent to keep the constitutions as written, thus keeping the faculty membership as participating, voting members of these organizations. Our concern is not to eliminate faculty positions, but to find faculty members who wish to become full participating members in our organizations." Jane Compagna, and Dave Salmon, Fiscal Agents for these committees, and Greg Liestman, Chair of the Entertainment Committee and Leigh Meister, Chair of the Student Center Programming Board are present to answer questions.

Jane Compagna: Attendance records have been kept.

Senator Alstrum: What do these attendance records show for the last five years?

Jane Compagna: I have knowledge of only the past three years. The records for last year show: only 1 member of the 6 elected faculty members has been active on the Entertainment Committee; 1 member of 4 has been active on the University Forum Committee, and during the past year one member of the Student Center Auditorium Board has been active.

Senator Alstrum: What are the records of students?

Ms. Compagna: Students have a policy that if they miss two meetings they are dropped from the committee. They have a high attendance record.

Senator Klass: Doesn't the Academic Senate have a general policy for committees that if a member misses two or three meetings he can be kicked off. Has any ever tried to enforce this policy? Has anyone ever tried to kick these faculty members off when they missed meetings.

Jane Compagna: We have not understood that policy.

Senator Klass: It seems that it should be the responsibility of the Committee Chairperson to report these absences to the Senate, at which time the person could be removed from the committee.

Senator Zeidenstein: The second paragraph of the letter talks about these committees being primarily programming organizations rather than policy oriented bodies. Could you explain what you mean by programming.

Jane Compagna: I could describe for you a typical meeting of one of these organizations whereby the members will consider programs to bring to the ISU community, generally in an entertainment oriented mode, although the Student Center Programming Board has been involved in providing aesthetic type of experiences, and

Forum offers programs of an educational nature. The primary basis of these committees is to look at the talent that is available, to consider, based on the opinion of the committee that represents a wide variety of campus population, what would be of interest to the university community. After programs are planned, specifics such as when the program will take place, what time, how it will be promoted, what it will cost, who will clean up, who will set up, who will decorate, who will take tickets at the door, who will run to the grocery store to get items required by contracts, etc. Then after the program is given, to evaluate it.

Senator Zeidenstein: That is when you are making a decision. Presumably you have x number of groups to invite to campus, and you decide who to bring -- the Woodchucks or the Grateful Moles are to appear. You may not call this policy, but you do make decisions. The committees represent an amazing unanimity of taste.

Jane Compagna: The committee does research into what types of programs will go over -- surveys, newspaper, polling classes, calling record stores, general information, radio stations, etc. to get an idea of what programs will be well received on campus.

Senator Freed: How are faculty members notified of these meetings?

Leigh Meister, Student Center Programming Board, our committee members are notified by telephone. We have excellent communication and voting from faculty. They also receive minutes of meetings. The Entertainment Committee sends out minutes of their meetings.

Chairperson Schmaltz turned over his gavel to Senator Williams in order to speak: There are fifteen faculty members assigned to the Entertainment Committee, Student Center Programming Board and the University Forum Committee. I, too, took a survey this week. I sent a letter to each of these committee members and they had four answers to check: I attended committee meetings regularly; I failed to receive notification of meetings; I felt like a wanted and needed member of the committee; and finally; Faculty members do not need to be involved with Entertainment, Forum, or Student Center Board issues. We also had a section on the form for comments. Of the fifteen, twelve faculty members have responded so far. I have here seven faculty members who say that they failed to receive notification of meetings. I will quote from one faculty member: I failed to receive notification of meetings. Have there been any? This is the first communication I have ever received from anybody. He also comments: The quality of programs and speakers might be appreciably raised if faculty took a more active interest. The next faculty member just checked: I failed to receive notification of meetings with no comments. The next person checked: I failed to receive notification of meetings. Comments: I felt my service was appreciated on the Entertainment Committee, but have received nothing from the Forum Committee. The next faculty member checked: I failed to receive notification of meetings

and underlined our statement "It was noted that lack of notification of committee meetings might be the cause of faculty disinterest" They added: absolutely! Under Comments: I think, on this committee, there is a role, but the committee did not feel as if that role was wanted. Another faculty member checked: I failed to receive notification of meetings. Under Comments: I originated and named the Forum some 20 years ago. It has little relation to the original intent. Another faculty member writes: I was notified last Spring that I was on this committee. I have never been notified of any meetings or contacted by the Chairman. This faculty member checked: I failed to receive notification of meetings. One faculty member said he was informed and he attended all of the meetings. Another hedged, saying that he had contacted the Student Life Office in January to get the Chair of the Committee's name, but did not follow through. I am still interested in serving, but now question my usefulness and theirs. Another checked: I failed to receive notification of meetings. Another said that he had always been informed of meetings and attended regularly. It seems crystal clear to me that we have a communication problem. When these people are placed on the committees, the Senate Office informs the faculty member and carbon copies the fiscal agent of the committee. Why do seven faculty members tell us they do not know when the meetings are.

Jane Compagna: The people that you sent your survey to are not the ones that we have listed as being on our committees. Three of us involved with these committees that are here tonight have never received notification of the names of the faculty members on our committees. The people that we have listed and are receiving the committee minutes are not the same as those listed by the Senate.

Senator Schmaltz: Our list comes directly from the Senate minutes where these faculty members were elected.

David Salmon, Fiscal Agent for two of the Committees, we are not trying to put these faculty members on the spot. Under the resolution, these committees would still have faculty members on these committees, we just want them to be under the jurisdiction of the University Programming Board. They have a screening process for selecting committee members.

Senator Zeidenstein: Having served on the Rules Committee, I know there is a certain process the Senate uses to select these members. There is a committee preference sheet where the faculty member lists his first, second, and third choice of committees. So, they are picked for committees by the interest that they show as to committee preference. What is the problem with how these members are chosen. If you are not under the Senate jurisdiction, how will you improve the screening for committee members?

Dave Salmon: We have a screening process that has set guidelines. There have to be members of the SBBB, and academic senator, and the Chair of the Committee present to screen prospective members.

We ask questions of the people to see if they are interested in serving. Two out of three people are not aware of the issues. I have coordinated the process for two years in selecting students for the committees, and the UPB screening process seems to work well. We get committee members who are interested in serving.

Senator Zeidenstein: How did you get members to serve? Is it in accordance with the student personnel selection procedures that are listed in the Blue Book? Answer: Yes. Mr. Williams said these procedures were approved by the Senate in 1980.

Jane Compagna: In answer to the question about getting faculty members, we would use methods similar to those that you used -- sending out a preference survey to faculty members, and soliciting faculty members to serve on these committees, and allowing them a choice. We would have a screening process to choose members of committees. Eventually, we would like to have members of the committee choose their replacements.

Senator Zeidenstein: We need to alter the problem rather than try to escape from it. If the Student Personnel Code Procedures do not work, perhaps they should be re-written.

Senator Klass: You said you were not notified of the faculty members chosen by the Senate. Is it any wonder then, that the faculty did not receive notification of meetings.

Senator Schmaltz: Committee replacements are always a part of Academic Senate Minutes. I have carbon copies of three letters here which we sent to advisors of the Committees. As far as I can tell, they were notified of the faculty members placed on their committees.

Dave Salmon: Dr. Mike Welsh, has a better attendance record, than I do as Chair of the Committee. He tracked us down, and has attended all of our meetings.

Senator Schramm: As SBBD President, I know there was a time when no SBBD member could attend one of the screening processes. They were forced to screen people without proper representation. The seven members who said that they did not receive notification of meetings, didn't they make any attempt to find out what the problem was or rectify the situation.

Senator Rendleman: It seems like the faculty members are not at fault for not showing up at the meetings. I call the question. (Second, Simpson). Motion carried.

Senator Klass: Are we adding or removing anything from the Blue Book?

Senator Williams: If the motion carries, these committees will be removed from the Blue Book.

- (X. 35) Vote on deletion of committees from External Committee Structure of the Academic Senate. Motion failed by 2/3 vote: 18 yes, 21 no, 2 abstentions.

7. Academic Affairs Committee's Proposed Deletion of Library Minor, Library Science Minor for Teacher Education, Bachelor of Science Designation in Spanish, and Bachelor of Science Designation in French

XX-87 Senator Taylor for the Academic Affairs Committee: I move approval of these deletions. (Second, Arnold).

Motion carried on a voice vote.

8. Replacement of Bonnie Pomfret, Music, on Bone Student Center/ Braden Auditorium Policy Board with alternate Jean Scharfenberg, Theatre.

XX-88 Senator Newby for the Rules Committee moved approval of this replacement. (Second, Zeidenstein). Motion carried on a voice vote.

9. Approval of University Program Board Committees

XX-89 Senator Williams: I move approval of the student appointments to the University Program Board Committees. None of the students is on academic or disciplinary probation. (Second, Wagner) No objection by the Senate -- approval by unanimous consent.

INFORMATION ITEMS

1. Proposed Academic Senate Meeting Calendar for July-December, 1989

Senator Williams: I have a question about the December 13, 1989 meeting. It falls in the middle of finals week. For the past two years we have had a problem with the December meeting falling in the middle of finals week which poses a problem for both faculty and students. Could we change this meeting to December 6th. I propose we change the Executive Committee Meeting on December 6th to follow the Senate meeting on November 29th and then move the Senate meeting on December 13th to December 6th. That way it does not conflict.

Senator Schmaltz: The Board of Regents meets December 6th.

Senator Liedtke: I would like to suggest that the time of the Executive Committee be determined after the new Executive Committee is formed. Faculty and students may have Wednesday morning classes.

2. Proposed Revisions to the ASPT Document Pertaining to Dismissal

Senator Klass, as Chair of the Faculty Affairs Committee: Our Committee wished to present this as an information item now, with the understanding that the new Faculty Affairs Committee may want to reconsider it or abandon the proposal. Basically, this puts into the ASPT document some procedures whereby the faculty committee in the department, the DFSC, can recommend that dismissal procedures be initiated against a faculty member. Currently there are dismissal procedures involving the Academic Freedom Committee. Those procedures require that an administrator initiate the dismissal. What these changes do, is put the option of the faculty committee recommending that the administrator initiate the dismissal procedures.

Senator Walker: Does your proposal say that dismissal procedures can just begin or does it say that they "must" begin, or that they "could" begin.

Senator Klass: The dismissal procedures actually begin when an administrator notifies a faculty member that he or she is instituting dismissal. After two insufficient merits a DFSC does a summative evaluation at which time they would decide whether or not to recommend that these dismissal procedures begin.

Senator Walker: My question is, is that language strong enough? Right now, it is such that an administrator must begin the dismissal procedures. Are not DFSC's just advisory to the department chair? It is still in the hands of the administrator.

Senator Klass: We have provisions in here whereby there is some reporting to the CFSC's.

Senator Walker: Should the language be stronger, saying they "must" begin at a certain point.

Senator Klass: The problem is that there are rather specific standards of dismissal specified in the Constitution. Two insufficient merits in themselves would not necessarily mean dismissal. Our proposal basically provides for an impetus to the process of dismissal. The basic problem in the past has been that administrators did not take the responsibility to do this. This would provide a means for faculty to do this.

Senator Walker: Having sat on DFSC's, it is usually the administrator that calls the DFSC together to start with. I don't see that you have really changed anything. To me it is still a watered down process that is started by the administrator or department chair.

Senator Klass: The DFSC would have to do that summative evaluation. In that evaluation they decide whether or not to initiate dismissal procedures.

Senator Walker: That is stronger than what we now have.

Senator Klass: Yes. Actually, it is very easy to dismiss someone. All you need is an administrator to take the charges to the Academic Freedom Committee and have three or four faculty members agree with him. Right now the faculty have no way of initiating dismissal, if the DFSC has concern.

Senator Petrossian: If it is a question of that nature, it has to be discussed with the chair.

Senator Klass: Right now the faculty have no formal role except through the DFSC. The Chair does it by himself. This way the DFSC is concerned. This is very rarely undertaken. It would clarify the procedures.

Senator Petrossian: The DFSC should be consistent.

Senator Klass: Yes.

Senator Zeidenstein: From whose brow did this idea spring? Secondly, in deliberating on this did your committee consider under the two insufficient merit ratings, did you consider making it two successive insufficient merit ratings, or did you consider two insufficient performances in a five year period, or anything to remove what appears to be an easy interpretation--leaving open any two insufficient performance over a 20-year period.

Senator Klass: The initial form of the proposal came from the University Review Committee. It involved two successive insufficient merit ratings. The summative appraisal relaxed this. Now faculty could take objections into consideration.

Senator Mohr: What does "rational" mean?

Senator Klass: This was the University Review Committee's wording. They mean't "rationale".

Senator Mohr: Rationale means an explanation. Rational could mean punitive or unreasonable. It is easy to fire people if you keep good documents when they do not meet their obligations.....if they miss classes or continually show up late to class, etc. I once fired seven people in one day. Why does the DFSC have to be involved in these procedures for dismissal? The DFSC is formed to consider Appointments, Salaries, Promotions, and Tenure on an annual basis. I don't think we need to involve the DFSC in dismissals. I would like an explanation.

Senator Klass: This is not to improve due process at all. Hopefully, the new procedures would not diminish due process. The purpose is to expand the scope of the faculty's responsibility and control over dismissal of colleagues. By doing this, the faculty would be assuming a stronger role in monitoring their colleagues performance.

Senator Youngs: I question the period of time for the insufficient merits -- could this span 25 years?

Senator Borg: My question has to do with that same problem. Will this not have the effect of making a DFSC very wary of evaluating a particular year, any year, as a second insufficient merit? Are we hindering their honest evaluation of a single year by demanding that this happen. I find that a real problem.

Senator Klass: Yes.

Senator Freed: I am hesitant to support a proposal that has the opposition of the AAUP.

Senator Klass: They did not oppose it on the grounds that it violates AAUP standards, or Academic Freedom. They do express other concerns.

Senator Freed: But they do urge rejection of the proposal.

Senator Walker: Will this come forward as an Action item at the next meeting.

Senator Schmaltz: That would be up to the Executive Committee and the new Chair, and the new Faculty Affairs Committee. If the current chair of the Faculty Affairs Committee does not ask that it be put on the Agenda, I don't think the Executive Committee will place it on the Agenda.

Senator Klass: The intent of presenting it to this meeting was so people could see it and we could get a feel for the objections to it.

COMMUNICATIONS

COMMITTEE REPORTS

ACADEMIC AFFAIRS COMMITTEE - Senator Taylor had no report.

ADMINISTRATIVE AFFAIRS COMMITTEE - Senator Richardson reported that they have contacted all the committees that report to them and they are all in compliance with the Blue Book.

BUDGET COMMITTEE - Senator Arnold had no report.

FACULTY AFFAIRS COMMITTEE - Senator Klass requested that the Temporary Faculty Resolution passed a while back appear in its entirety in the minutes. He thanked his committee members for working harder than any other committee this year.

RULES COMMITTEE - Senator Newby thanked the Rules Committee for their hard worked and wished everyone a good summer.

STUDENT AFFAIRS COMMITTEE - Senator Schramm thanked his Committee members.

MOTION TO ADJOURN

XX-90 Senator Johnson moved to adjourn. (Second, Morreau). Motion carried on a voice vote. Academic Senate meeting adjourned at 9:35 p.m.

FOR THE ACADEMIC SENATE

PAUL BORG, SECRETARY

NAME	ACCEN- DANCE	VOICE						VOICE		Y	N
		MOTION # XX-72	MOTION # XX-77	MOTION # XX-81	MOTION # XX-85	MOTION #	MOTION #	MOTION #	MOTION #		
STRUM	P	YES	NO	YES	NO			XX-72	X		
GOLD	P	YES	NO	YES	NO			XX-73	X		
BACON	ABSENT	-----	-----	-----	-----			XX-74	X		
BERGREN	ABSENT	-----	-----	-----	-----			XX-75	X		
BERRY	P	NO	YES	NO	YES			XX-76	WITHDRAWN		
BORG	P	YES	NO	YES	NO			XX-77		X	
CORRY	P (LATE)	-----	-----	-----	YES			XX-78	X		
EDWARDS	P	YES	NO	YES	YES			XX-79	X		
EICHSTAEDT	P	YES	NO	NO	NO			XX-80	X		
FRANIC	ABSENT	-----	-----	-----	-----			XX-81	X		
FREED	P	YES	NO	YES	NO			XX-82	X		
GABER	ABSENT	-----	-----	-----	-----			XX-83		X	
GAMSKY	EXCUSED	-----	-----	-----	-----			XX-84	X		
GLISAN	P	YES	NO	YES	NO			XX-85		X	
GRITZMACHE	P	YES	NO	NO	NO			XX-86	X		
HARDEN	P	YES	YES	NO	YES			XX-87	X		
HOSS	P	YES	YES	NO	YES			XX-88	X		
INSEL	P	YES	NO	YES	NO			XX-89	X		
JACOVER	ABSENT	-----	-----	-----	-----			XX-90	X		
JOHNSON	P	YES	NO	YES	NO						
KAGLE	P	YES	NO	YES	NO			XX-76a	X		
KLASS	P	YES	NO	YES	ABSTAIN			XX-76b	X		
LIEDTKE	P	YES	NO	YES	NO						
LITTLE	P	NO	YES	NO	YES						
LYNCH	P	NO	YES	NO	-----						
MORREAU	P	YES	NO	ABSTAIN	NO						
NEWBY	P	YES	NO	ABSTAIN	NO						
OLESKSY	P	NO	YES	NO	YES						
PETROSSIAN	P	YES	NO	ABSTAIN	NO						
RATCLIFFE	P	YES	YES	NO	YES						
RENDLEMAN	P	NO	YES	NO	YES						
RICHARDSON	P	YES	NO	YES	NO						
RITCH	P	YES	NO	YES	NO						
SCHMALTZ	P	YES	NO	NO	NO						
SCHRAMM	P	NO	YES	NO	YES						
SCHURMAN	P	NO	YES	NO	YES						
SIMPSON	P	NO	YES	NO	YES						
STRAND	P	YES	YES	NO	YES						
TAYLOR	P	YES	NO	YES	NO						
VANDENEYNDER	P	YES	NO	YES	YES						
WAGNER	P	NO	YES	NO	YES						
WALKER	P	YES	NO	YES	NO						
WALLACE	P	ABSTAIN	ABSTAIN	ABSTAIN	ABSTAIN						
WILLIAMS	P	NO	YES	NO	YES						
WOOD	EXCUSED	-----	-----	-----	-----						
YOUNGS	P	YES	NO	YES	NO						
ZEIDENSTEIN	P	YES	NO	YES	YES						
ZOLLINGER	P	NO	YES	NO	YES						
		29 YES	15 YES	19 YES	18 YES						
		11 NO	25 NO	18 NO	21 NO						
		1 ABST.	1 ABST.	4 ABST.	2 ABS.						