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Fall 10-20-1964

### University Council Meeting, October 20, 1964

Academic Senate  
*Illinois State University*

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#### Recommended Citation

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JOINT FACULTY POLICY COMMITTEE

Minutes of the Meeting  
October 20, 1964

The meeting was called to order by the Chairman at 10:05 AM.

Present

Dalias Price  
Max B. Ferguson  
G. T. Riegel  
Glen A. McConky

Institution

Eastern Illinois University

Claude Dallinger  
Eunice Speer  
Charles W

Illinois State University

Arthur Fritschel  
Merle E. Lundvall  
Donald W. Marshall

Western Illinois University

John W. Eaton  
James W. Beach  
Eugene B. Grant

Northern Illinois University

The minutes of the May 12, 1964 meeting were approved as mimeographed.

As the first item of business the Chairman called to the attention of the committee a letter of August 13 from F. H. McKelvey, the STCB Executive Officer. The letter contained various recommendations from the Council of Presidents to be considered by this committee with the idea of eventual inclusion in the By-Laws, Governing Policies and Practices.

See copy of letter of August 13, 1964 from Executive Officer of STCB.

After some discussion of item

- 1.(a) Tenure Clarification. White moved, seconded by Miss Speer, that the recommendation of the Council of Presidents be accepted. While this recommendation was accepted, concern was expressed for the fact that in each institution there are faculty members who have served for many years without having been notified that they have attained tenure.

- 1.(b) White moved, seconded by Fritschel, that 1.(b) be accepted as recommended by the Council of Presidents.
- 1.(c) After much discussion Eaton made a motion, seconded by McConky, that item 1. (c) be changed to read: Written notice shall be given at least by March 1, in the first probationary year, and at least by December 1, of any subsequent probationary year.  
Motion carried.

This change was thought desirable since employment of staff has generally moved up earlier in the year. The designation of specific dates precludes the use of summer sessions in the calculation of the time for notification.

- 1.(d) P. 38, Item 12. A motion was made by McConky, seconded by Dillinger, that the present wording be retained. Motion carried.

It was agreed that while it generally is not necessary, it is possible for a case to develop where it would be highly desirable.

- 1.(e) Marshall moved, seconded by Speer, that the recommendation of the Council of Presidents be approved. Motion carried.
2. Nepotism Policy. Moved by Ferguson, seconded by Price, that the recommendation be approved. Motion carried.

See letter of September 14, 1964

1. Ferguson moved, seconded by Regal, that since this contingency was covered in the new 2.(g), as suggested in the letter of August 13, 1964, part 1.(a), and is therefore unnecessary, the recommendation not be approved. Motion carried.
2. White moved, seconded by Fritchel, that we enthusiastically accept the recommendation of the Council of Presidents on this item.  
Motion carried.
3. It was moved by Dillinger, seconded by Speer, that we accept the recommendation of the Council of Presidents. Motion carried.

The Committee was quite pleased to receive the letters of communication from the Executive Officer of the Board and as a result, White moved, seconded by McConky, that we express these sentiments to the Board through its Executive Officer, Dr. McKelvey. Motion carried.

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With the transaction of the business as indicated above, the Chairman reviewed the various items of business remaining from the meeting of May 12, 1964. Since the hour was growing late, no further action was taken.

The next meeting dates were set for Tuesday, February 9, and Tuesday, May 11, 1965.

Meeting adjourned 3:00 PM.

Respectfully submitted,

E. B. Grant, Secretary  
James W. Beach, Chairman

Teachers College Board  
Room 111, State Office Building  
Springfield, Illinois

Dr. Frederick H. McKelvey  
Executive Office

C O P Y

September 14, 1964

Dr. James W. Beach  
Chairman, Joint Faculty Policy Committee  
Northern Illinois University  
DeKalb, Illinois

Dear Dr. Beach:

I am sending to you three additional matters recommended by the Presidents for your consideration.

1. Added the following sentence to the paragraph sent to you in my letter of August 13. 1.(c)

Failure to give proper notice does not, in itself, justify any claim for permanent tenure.

This is intended to protect the university in the event of a clerical oversight or omission, which, if it occurs, ought not to be a basis for any claim to tenure. Every effort is made for accuracy and completeness, of course.

2. Sabbatical leave with pay and acceptance of certain grants

When a faculty member receives a grant such as a Fulbright Grant he may be granted sabbatical leave with pay, and may accept the grant, provided the amount of such grant plus the amount of his salary while on leave does not exceed his normal salary for the period of the sabbatical.

Practice has been that sabbatical leave with pay would not be granted if other grants had been received. This is intended to liberalize the policy as described.

3. Clarification of meaning of two years' service following sabbatical leave (P. 26 in Policies). Change underlined.

The person granted such a leave, however, shall agree to serve at least four semesters or six quarters, excluding summer term or quarter, in any state-supported institution of higher education in Illinois ....

Sincerely yours,

F. H. McKelvey  
Executive Officer

C O P Y

Teachers College Board  
Room 111, State Office Building  
Springfield, Illinois

August 13, 1964

Dr. James W. Beach  
Chairman, Joint Faculty Policy Committee  
Northern Illinois University  
DeKalb, Illinois

Dear Dr. Beach:

At the recent meeting of the Council of Presidents recommendations were made in the areas of clarification of tenure and an addition to the nepotism policy. We would appreciate consideration of these by the Policy Committee at its earliest convenience.

1. Tenure Clarification

(a) Approved addition of 2 g on P. 24, as follows:

"Any faculty member is deemed to be on probationary appointment unless he has been given permanent tenure, which is granted only by action of the Teachers College Board, upon recommendation by the president."

Comment: This is intended to make it clear that permanent tenure is granted only by action of the Board and that until such action has been taken, a faculty member is on probationary appointment.

(b) Approved the following changes:

P. 23, Item 2, Line 15 - Omit "or continuous".

P. 23, Item 2b, Line 14 - Insert before "tenure" the word "Permanent".

P. 24, Item 2d, Line 1 - Omit "continuous" and add "a permanent tenure".

P. 24, Item 2d, Line 18 - Omit "continuous" and add "probationary or Permanent".

Comment: This is to clarify terminology and use the word permanent consistently instead of continuous.

(c) P. 23-24, Item 2b - beginning with the last line on P. 23 to end of paragraph, substitute the following:

Notice shall be given at least three months prior to the expiration of the first probationary year, and at least six months prior to the expiration of any subsequent probationary year.

Comment: This is to clarify the possible ambiguity in the present statement.

Dr. Beach - 2

August 13, 1964

- (d) P. 38, Item 12 - Approved omission of last 5 lines of 2nd paragraph, as follows:

The involuntary release of faculty members who have not acquired tenure must have, if requested by the faculty member, the consideration of the faculty council or committee and their recommendations shall be reported to the Board.

Comment: We believe the procedure indicated here is generally not necessary and we understand that the AAUP supports this position.

- (e) P. 25, 3rd paragraph, approved addition after "appointment", line 20, of the following:

failure to meet this qualification results in termination of appointment.

Comment: This addition is simply to make clear the meaning of this section.

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#### Nepotism Policy

Approved the following underlined addition:

When two members of the faculty in the same department marry, and one comes under the supervision of the other, then one must accept reassignment to another department; if no assignment is available or possible, then one must resign, even if both have tenure. This is not to be effective if both members of the faculty, who are in the same department and marry, were on the staff prior to the date of adoption of this provision.

Comment: The intent of this addition should be clear, that is, to avoid the continuance on tenure of faculty members when one comes under the supervision of the other in the event of marriage. It is not retroactive.

Yours very truly,

F. H. McKelvey  
Executive Office

FHM:F