

Fall 9-20-1967

University Council Meeting, September 20, 1967

Academic Senate
Illinois State University

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MINUTES OF THE UNIVERSITY COUNCIL

SEPTEMBER 20, 1967

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MINUTES OF THE UNIVERSITY COUNCIL
(Not approved by the Council)

DATE: September 20, 1967

MEMBERS PRESENT

1. Richard Bond	6. Charles Gray	11. Richard Hulet	16. Carroll Peterson
2. Samuel Braden	7. Dean Hage	12. Eric Johnson	17. Mary Rozum
3. George Drew	8. Barbara Hall	13. Fred Kagy	18. Stanley Shuman
4. John Ferrell	9. Warren Harden	14. Walter Kohn	19. Eunice Speer
5. Fred Fuess	10. Charles Hicklin	15. Warren Perry	20. David Sweet

CALL TO ORDER

The regular meeting of the University Council was called to order by the chairman, Mr. Shuman, at 7:15 p.m. in room 307 of Hovey Hall.

APPROVAL OF THE MINUTES

Mr. Harden moved that the minutes of August 9, 1967, be approved as distributed to the faculty. Mr. Fuess seconded the motion. The motion carried as a result of a voice vote.

THE PRESIDENCY BY PRESIDENT BRADEN

Mr. Shuman welcomed President Braden to the University Council before introducing him.

President Braden said that he was proud to be President of Illinois State University and hoped to be a working President who was equally concerned with understanding the problems of all levels of education from Metcalf School to the Graduate School. He stated that the Presidency was a big job although there was only one man filling the position just as was true in 1867. He commented that it will be through the vice presidents that we can have a bigger and better Presidency. The vice presidents are a part of the Presidency and, therefore, represent the total interests of the University. In their operating capacities they also assume the title of "dean" and should give support to the areas for which they are directly concerned. The vice presidents will bring their problems to the Presidency and then work them out for the good of the University. They will play dual roles, and as vice presidents in the real sense, they will be concerned about the whole University as an academic institution. In concluding his remarks, President Braden mentioned that his weekly meetings with the vice presidents have been most productive.

President Braden cited and discussed the most important problem of the University, namely getting sufficient support to enable us to carry out the rationale that was given to us by Phase II of the Master Plan. He pointed out that we get our support from three sources -- legislature, students, and donors in addition to the federal government.

In our relations with the legislature, we have a major job ahead of us. We have a new mission with concentration on the graduate level. The curve of our legislative support now has got to make a drastic jump. In our next budget request we have to see to it that we have the kind of program justification which will help us to convince the legislature that we have now moved to a new level of educational responsibility and cost. This will call for special plans and projections in preparing our budget request.

We must make a strong effort to expand the support of the federal government in terms of the research interests of both our faculty and students. We must get the support of donors and alumni in order to get the seed money to make some of the jumps that we must make.

We must consider our needs in the area of student support. We are going to have real opportunities to attract good students within the state of Illinois and hopefully an increasing number of those from outside the state. Student fees can be applied to the whole range of undergraduate and graduate student support to include the improvement of academic and activity programs and facilities, incentives for the improvement of teaching and recognition of exceptional student performance in such fields as leadership, scholarship, athletics, music, art, drama, research, teaching and the like.

REPORT BY STEERING COMMITTEE FOR THE INAUGURATION OF THE PRESIDENT

Mr. Harden, chairman of the Steering Committee, reported that the committee consists of the Executive Committee of the Council, Dean Bond, Dean Fisher, and Drs. Brookens and McKelvey of the Board of Regents as ex-officio members. President Braden and Dr. Shaw were invited to attend the first two meetings of the committee. As a result of a study of inaugurations at 125 schools, which was made by Dr. Shaw, seven subcommittees have been set up; they will include faculty members, retired faculty, alumni, and some students. The Steering Committee will be expanded in order to include alumni, the presidents of the local Chambers of Commerce, and the President of the Student Senate.

The second semester will be indicated as the Inaugural Semester and a theme is being planned by an ad hoc committee consisting of Arlan Helgeson, chairman, Paul Baker, Howard Hetzel, Ted Sands, and David Sweet. This group will report to the Steering Committee by September 29th. All departments will be given an opportunity to plan programs throughout the semester and around the theme. Funds will be made available.

The length of the actual Inauguration has yet to be determined. The weekend of May 10 has been discussed as a tentative date.

REPORT OF COMMITTEE STUDYING MUTUAL PROBLEMS OF THE FACULTY ADVISORY AND HEARING COMMITTEE PANEL AND THE FACULTY STATUS COMMITTEE

Mr. Ralph Smith presented the report and stated that the committee had had three meetings. He first drew attention to a change that had been recommended in the third paragraph of the document entitled "Statement of Policy Regarding Faculty Dismissal Proceedings at Illinois State University." His accompanying comment was that the faculty member and the Faculty Advisory Committee need to know when they are to function. Mr. Johnson questioned the use of "agreement" and "adjustment" in the last two statements of the paragraph mentioned above. The suggested change and statements under discussion are cited below:

STATEMENT OF POLICY REGARDING FACULTY DISMISSAL PROCEEDINGS AT ILLINOIS STATE UNIVERSITY

Individual human rights and institutional integrity require that a procedure be established for handling faculty dismissal cases when they arise at Illinois State University. General guidelines for this procedure of academic due process are set forth in the "By-Laws, Governing Policies and Practices"¹ of the Board of Governors and in the joint statements of the Association of American Colleges and the American Association of University Professors: "Statement of Principles on Academic Freedom and Tenure"² and "Statement on Procedural Standards in Faculty Dismissal Proceedings."³

A Faculty Advisory and Hearing Committee Panel shall be elected by the faculty of Illinois State University to ensure cooperation of teaching and administrative faculty in resolving the difficult problems which arise when a decision must be made whether to retain or dismiss a faculty member. A Faculty Advisory Committee and, as necessary, Faculty Hearing Committees shall be constituted as sub-committees of the Faculty Advisory and Hearing Committee Panel for purposes of implementing a democratic procedure for handling faculty dismissal cases.

The general policy of the University shall be to assure thorough and careful deliberation by elected members of the faculty prior to dismissal of a member of the academic staff. When reason arises to question the fitness of a faculty member, the appropriate administrative officers (Department Head, Dean of the College, and/or Dean of the Faculty as appropriate to the circumstances of the case) should discuss the matter with him in personal conference. The matter may be terminated by mutual consent at this point. The faculty member may now seek advice from the Faculty Advisory Committee (See III below). If an agreement is not reached at lower administrative level, the matter may be appealed to the President. If an adjustment does not result, the procedure outlined in this statement shall take effect.

Notes

1. "By-Laws, Governing Policies and Practices," Teachers College Board (renamed Board of Governors of State Universities and Colleges), October 1, 1961. Governing Policy V5 states: "The Board is concerned that matters such as appointment, promotion, and removal of all members of the academic staff be accomplished through the actual cooperation of administrative officers, department heads, and elected representatives of the faculty beyond the area of the particular department involved." Governing Policy VI2d sets forth procedural standards to be followed in faculty dismissal cases using the specific language of the joint "Statement of Principles of Academic Freedom and Tenure" of the Association of American Colleges and American Association of University Professors.
2. "Statement of Principles on Academic Freedom and Tenure," AAUP BULLETIN, Summer, 1963.
3. "Statement on Procedural Standards in Faculty Dismissal Proceedings," AAUP BULLETIN, Spring, 1964.

President Braden inquired whether the committee had considered the position of tenured and non-tenured people. Mr. Smith's answer was in the affirmative.

He directed the attention of the Council to the second recommendation which was found on page three under IV. The statement related to the constituting of a Faculty Hearing Committee when a faculty member without tenure who has served two years or more in a regular appointment at the time of notification is informed that his contract is not to be renewed. There was much discussion on this point. Mr. Sweet commented that it was a kind of quasi-tenure for the non-tenured. President Braden stated that sometimes it takes a person more than two years to establish himself in a department. Mr. Hicklin suggested that some intermediate step is needed because it is possible to be dismissed after being employed for six years. Dean Bond stated that he would like to have the intermediate group have an opportunity for fair treatment but to allow the department to decide on the academic competency. He felt that the faculty member needed protection, but the University should not be locked. Mr. Hicklin asked whether giving advice to an individual constitutes locking the University. Mr. Fuess stated that the departments would have a different attitude if they had to defend their position up to the level of the Dean. Mr. Sweet commented that we seem to be looking for a limited form of appeal beyond the department. Dean Bond added that a faculty group should be involved in such proceedings.

Mr. Sweet moved that the report be recommitted in the light of the discussion that had taken place. Mr. Peterson seconded the motion.

The voting was as follows:

Voting "Yes"

1. Richard Bond	6. Charles Gray	11. Richard Hulet	16. Carroll Peterson
2. Samuel Braden	7. Dean Hage	12. Eric Johnson	17. Mary Rozum
3. George Drew	8. Barbara Hall	13. Fred Kagy	18. Stanley Shuman
4. John Ferrell	9. Warren Harden	14. Walter Kohn	19. Eunice Speer
5. Fred Fuess	10. Charles Hicklin	15. Warren Perry	20. David Sweet

The motion carried.

It was reported that there was a kind of consensus of AAUP members that protection is needed for the intermediate group not yet on tenure. Mr. Gray suggested that the intermediate level be defined.

Dean Bond suggested that the committee report as soon as possible. He also pointed out that the steps cited on the first page needed to be clarified. President Braden felt that the channels of responsibility need to be clear.

ELECTION OF THE REPRESENTATIVE FROM THE COLLEGE OF BUSINESS TO THE UNIVERSITY COUNCIL

After Mr. Shuman had introduced the topic, Mr. Sweet read Article III, Section 1 from the By-Laws of the University Council of Illinois State University. He suggested that an election of the representative be postponed until the regular election time in January. Mr. Gray pointed out that the length of the term would be irregular by having an early election. Mr. Kohn stated that the Council would be setting a precedent in whatever was done. Mr. Sweet felt that the Council was following the same line of action as previously used. Mr. Perry commented that the College of Business is not greatly concerned by the time of the election.

It was decided that the University Council will elect a member from the College of Business at the next regular election.

COMMITTEE TO STUDY FUTURE RECREATIONAL NEEDS OF THE UNIVERSITY

Mr. Shuman announced the names of the following people as members of the committee: John Trotter, chairman, Gene Hill, Virginia Palmer, Phebe Scott, Curtis Tannahill, Jack Walker, Paul Wisdom, and two University students to be named at a later date.

COMMUNICATIONS

Election of Nominees for Committee on Selection of the Head of the Department of Art

Dean Bond announced that Dr. Hoover has requested that he be relieved of his position as head of the Department of Art. Dean Bond cited that the Council needs to nominate three persons to serve on the selection committee.

The members of the Council submitted any nominations that they wished and were given until five o'clock on the following day to hand in additional names to Mr. Shuman. The election will be handled by mail.

Retreat Committee

Mr. Shuman announced the 1967 Retreat Committee of the University Council which consists of: George Drew, chairman, Fred Kagy, Carroll Peterson, and David Sweet.

By-Laws and Policies of the Board of Regents

Mr. Shuman stated that Dr. Brookens, chairman of the Board of Regents, had asked for a revision of the By-Laws and Policies as written for the Board of Governors. The Joint Faculty Policy Committee, which is made up of faculty members from Northern Illinois University and Illinois State University, will be responsible for writing the document. The Council members were encouraged to help in this matter. Mr. Sweet indicated that the local committee meetings are open and that the next meeting will be at 10:15 a.m. on Monday, September 25, in Schroeder 334.

The next meeting with Northern will be at DeKalb on October 17, 1967.

President Braden suggested that all parts of the previous document be reviewed. Mr. Harden recommended that the committee write to AAUP for material on their revision on tenure requirements.

Experimentation in General Education

Dean Bond distributed a report entitled "A Proposal to Facilitate Experimentation in General Education." He pointed out two insertions that needed to be included. On page 2,* (8) line 3 after the words Dean of the Faculty should appear "in consultation with the Council on General Education." On page 2,* (8) line 6 after the words Dean of the Faculty should appear "in consultation with the Council on General Education."

Mr. Kohn moved that this be referred to the Council on General Education for a report at the next Council meeting. Dean Bond seconded the motion. The motion was carried by a voice vote.

The report is found attached to the minutes.

Letter from John Kirk - Report of Subcommittee on General Education

Mr. Harden withdrew his motion made at the August meeting regarding the substitution of "theatre" for "drama" in B under Group III on page 16 of the report of the Subcommittee on General Education found in the minutes of July 19, 1967. Miss Speer withdrew her second.

Mr. Kirk was given the opportunity to restate his case as of July 19, 1967.

Mr. Ferrell moved that the above question of the substitution of "theatre" for "drama" should be submitted to the Council on General Education for a report at the next Council meeting. Mr. Sweet seconded the motion. The motion carried as a result of a voice vote.

Request of VIDETTE

Mr. Peterson reminded the Council of the request made by the VIDETTE to have a reporter present at University Council meetings. He pointed out that the By-Laws of the University Council of Illinois State University included just faculty members (Article VI, Section 5). He wondered if we would have to amend the By-Laws in order to invite other persons than

*Page number referring to material in minutes of September 20, 1967.

faculty members to our meetings. Dean Johnson suggested that we attack the question on the merits of the original request. Mr. Sweet suggested that we secure legal advice on this question. Mr. Harden felt that there was no reason a VIDETTE reporter shouldn't be present. There was some discussion as to the accuracy of the reporting. Dean Hulet stated that the President of the Student Senate had requested that a student representative be sent to the Council meetings. He felt that the Council should issue invitations to the Student Senate and VIDETTE.

Mr. Peterson moved that the Council invite a VIDETTE reporter to its meetings. Mr. Johnson seconded the motion.

Mr. Sweet moved a substitute motion that the meetings of the University Council be opened to all members of the University community which consists of the students, faculty, and staff of Illinois State University. Mr. Hage seconded the motion.

The vote to substitute Mr. Sweet's motion was as follows:

<u>Voting "Yes"</u>		<u>Voting "No"</u>		<u>Present</u>
1. George Drew	6. Charles Hicklin	1. Warren Harden	6. Mary Rozum	1. Samuel Braden
2. John Ferrell	7. Richard Hulet	2. Eric Johnson	7. Stanley Shuman	2. Barbara Hall
3. Fred Fuess	8. Walter Kohn	3. Fred Kagy	8. Richard Bond	
4. Charles Gray	9. Eunice Speer	4. Warren Perry		
5. Dean Hage	10. David Sweet	5. Carroll Peterson		

The motion carried.

The vote on the substitute motion made by Mr. Sweet was as follows:

<u>Voting "Yes"</u>		<u>Voting "No"</u>	<u>Present</u>
1. George Drew	8. Richard Hulet	1. Richard Bond	1. Samuel Braden
2. John Ferrell	9. Eric Johnson	2. Warren Harden	
3. Fred Fuess	10. Walter Kohn	3. Fred Kagy	
4. Charles Gray	11. Carroll Peterson	4. Warren Perry	
5. Dean Hage	12. Stanley Shuman	5. Mary Rozum	
6. Barbara Hall	13. Eunice Speer		
7. Charles Hicklin	14. David Sweet		

The motion carried.

Mr. Peterson moved that the Council address letters to the VIDETTE and to the Student Senate telling them that the Council would be glad to have them present at the Council meetings. Dean Bond seconded the motion.

The voting was as follows:

<u>Voting "Yes"</u>			
1. Richard Bond	6. Charles Gray	11. Richard Hulet	16. Carroll Peterson
2. Samuel Braden	7. Dean Hage	12. Eric Johnson	17. Mary Rozum
3. George Drew	8. Barbara Hall	13. Fred Kagy	18. Stanley Shuman
4. John Ferrell	9. Warren Harden	14. Walter Kohn	19. Eunice Speer
5. Fred Fuess	10. Charles Hicklin	15. Warren Perry	20. David Sweet

The motion carried.

Dean Bond moved that in the interests of consistency a letter to the Civil Service Council be sent inviting them to be present at the meetings of the Council. Mr. Hicklin seconded the motion.

The voting was as follows:

<u>Voting "Yes"</u>	<u>Voting "No"</u>		<u>Present</u>
1. George Drew	1. Richard Bond	8. David Sweet	1. Samuel Braden
2. Dean Hage	2. John Ferrell		2. Charles Gray
3. Charles Hicklin	3. Fred Fuess		3. Warren Perry
4. Richard Hulet	4. Barbara Hall		4. Mary Rozum
5. Eric Johnson	5. Warren Harden		5. Eunice Speer
6. Fred Kagy	6. Walter Kohn		
7. Carroll Peterson	7. Stanley Shuman		

The motion failed.

Mr. Sweet moved to reconsider the motion to open the Council meetings to all members of the University community. Mr. Harden seconded the motion.

The voting was as follows:

<u>Voting "Yes"</u>	<u>Voting "No"</u>		<u>Present</u>
1. Fred Fuess	1. Samuel Braden	7. Warren Harden	13. Carroll Peterson
2. Fred Kagy	2. George Drew	8. Charles Hicklin	14. Mary Rozum
	3. John Ferrell	9. Richard Hulet	15. Stanley Shuman
	4. Charles Gray	10. Eric Johnson	16. Eunice Speer
	5. Dean Hage	11. Walter Kohn	17. David Sweet
	6. Barbara Hall	12. Warren Perry	
			1. Richard Bond

The motion failed.

Date of Retreat for University Council

Mr. Drew, chairman of the Retreat Committee, asked whether his committee should verify November 3-4 as the dates for the 1967 Retreat.

Mr. Harden moved that the chairman of the Retreat Committee confirm the Retreat dates. Mr. Kohn seconded the motion. The motion carried as a result of a voice vote.

Appointment of Committee for Selection of a Head of the Department of Accounting

The chairman read a communication from Dean Bond in which the following people were appointed: Joseph E. Talkington, chairman, Gary L. Fish, Thomas Brigham, Herbert Sieg, and Keith Scott, administrative representative, to the Committee for the Selection of a head of the Department of Accounting.

ADJOURNMENT

Mr. Harden moved that the meeting be adjourned. Mr. Hicklin seconded the motion. The meeting was adjourned at 10:30 p.m.

Respectfully submitted,

Stanley Shuman, chairman
Mary Rozum, secretary

A PROPOSAL TO FACILITATE EXPERIMENTATION IN GENERAL EDUCATION

There has been considerable discussion in the past year about revision of the General Education program. Although this discussion has culminated in a recent revision of the General Education requirements, one of the persistent themes of the dialogue between faculty members remains to be enacted.

At the faculty retreats and in the discussions of the Committee of 58 there was repeated suggestion for experimentation in teaching of general education courses. These suggestions included revision of course content, experimentation with inter-disciplinary offerings, and establishment of living-learning groups in the form of residential colleges.

There seemed to be strong support for such experimentation. The discussions emphasized the need for data based on experience. There is considerable feeling on the part of both faculty and administrators that if we are to more adequately meet the challenges of rising enrollments, we will have to devise new teaching strategies as well as revise the content of some of our general education courses.

How to encourage and facilitate experimentation and innovation in general education courses? One of the obstacles is the structure of required courses in specific areas. Some of the more promising ideas such as interdisciplinary courses and Area Studies cannot be accommodated within the present structural requirements of our general education program. For example, the present political science, history, and sociology offerings in general education do not lend themselves to an interdisciplinary teaching of a non-Western culture. Is this a desirable and feasible alternative to offer in general education? The best way to find out would be to try such an Area Study on an experimental basis.

To facilitate and encourage experimentation and innovation in general education, I propose that twenty hours in general education be placed at the disposal of the Dean of the Faculty and that these hours, for a limited number of students in experimental programs, be applicable to satisfying the general education requirement in areas that the Dean of the Faculty, in consultation with the Council on General Education, shall specify.

It is the sense of this proposal that all experimental programs which shall satisfy hours in general education will receive careful screening and supervision by the Office of the Dean of the Faculty, in consultation with the Council on General Education, and that all experimental programs will be planned and carried out with the close participation of faculty and administrators of the appropriate academic departments.

Richard R. Bond

September 15, 1967

RRB:ag