

# Indiana State University Evansville

8600 University Boulevard  
Evansville, Indiana 47712

## INTER-DEPARTMENTAL MEMORANDUM

TO: ALL FACULTY MEMBERS

DATE: 10-1-82

FROM: John Gottcent   
Chairperson, Faculty Council  
SUBJECT: Meeting

### SESSION #3

The next meeting of the Faculty Council will be held on Thursday, October 7, from 12:45 to 2:00 p.m. in Room L-100.

### AGENDA

1. Minutes from September 9 and September 23 (Bigham)
2. Additional appointments to ad-hoc committees:
  - a. Advocacy Committee
  - b. Committee on an Honors Curriculum
3. Recommendations from 1981-82 Promotions Committee on Faculty Promotions Criteria
4. Proposal to increase promotion compensation (Gottcent)
5. General Education Requirements for Associate Degrees (Jorgensen)
6. Affiliation with Evansville Teachers' Federal Credit Union (Schmadel)
7. Reports
8. New Business
9. Adjournment

SESSION #3  
MINUTES OF THE 1982-83  
FACULTY COUNCIL MEETINGS

Time: Thursday, October 7, 1982; 12:45 P.M. in L-100

Members Present: John Gottcent, Chairman; Professors D. Bigham, L. Goss, A. Jorgensen, K. Kim, C. Petranek, R. Small, D. Swope, B. Thayer

Ex-Officio Present: Vice President Reid

Others Present: Professors Settle, Hopkins, Schmadel;  
2 students

1. The minutes of the meetings of September 9 and September 23 (Sessions #1 and #2) were approved as amended.
2. Additional appointments to ad-hoc committees

Advocacy Committee

Professors Robinson and Gottcent (ex-officio) are presently on the committee. Professor Thayer nominated Professor Brodsky; Professor Hopkins nominated himself. This committee will elect its own chairperson at its first meeting. This slate was accepted as presented.

Committee on Honors Curriculum

Professors Eadie, Pitzer, Price, Waitman and Wilhelmus are presently on the committee. Professor Jorgensen nominated Professor Skinner. Professor Gottcent nominated Professor Walden. These persons were added to the special committee.

3. Recommendations on Faculty Promotions Criteria

Professor Gottcent suggested that given the reactions to promotions criteria which he had encountered in the past few days, it would be useful to test Council sentiment regarding a proposal circulated the previous week by Professor Hopkins. A lengthy discussion ensued. Some felt the proposal preferable to the University Promotions Committee's recommendations. A few Council members indicated, for example, that they believed the proposal more specific and that it provided a clearer notion of expectations for advancement in rank. Others present expressed concern about what they felt to be an unrealistic expectation for scholarship and professional achievement in the University Promotions Committee's recommendations. Several noted, however, that the proposal circulated by Professor Hopkins utilized three areas of evaluation (teaching, scholarly and creative activity, and service) instead of the five utilized at ISUE, and that that would necessitate a reworking of, among other things, the promotion application form. It was also noted that the value labels added to the suggested criteria (e.g., satisfactory) by Professor Hopkins were not necessarily applicable at different academic ranks.

Professor Gottcent then suggested that the proposal be examined by this year's Promotions Committee, and more specifically that the Committee respond to the following questions: How workable is the proposal? Should there be three rather than five areas of evaluation? How applicable are the units of evaluation to the specific academic ranks? Ought promotion and tenure be connected? The Council then approved a motion, introduced by Professor Small, that the Hopkins-circulated

proposal be sent to the University Promotions Committee and that the Committee respond to the four questions by November 15. When the Committee responses were received, the 1981-82 Promotions Committee recommendations would be more formally discussed.

4. Proposal to increase promotion compensation

Professor Gottcent began discussion of a proposal which he had introduced in the spring. In brief, his proposal would increase the amount of financial compensation for promotion, and introduce levels or grades at the rank of full professor which would be determined every five years. Funding for the plan would come from the present merit pay system, which he proposed eliminating.

The discussion which followed revealed support for the increase in compensation for promotion. Several voiced concerns about the elimination of merit pay consideration on an annual basis, arguing that the present system needed to be made more reliable and that funding for merit pay should be increased. Merit consideration on an annual basis would, on balance, recognize short-term and long-term contributions. Several also expressed serious reservations about the wisdom and the practicability of the grade ranking for full professors.

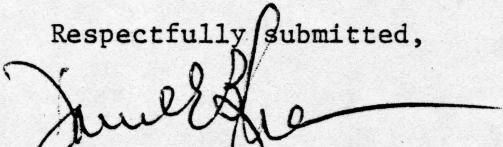
Professor Gottcent suggested that discussion be continued at the next meeting. He indicated as it might be wise to present whatever the Council decided to the Terre Haute faculty before making a formal recommendation to the administration.

5-6. These items were tabled until the next meeting.

7. The meeting was adjourned at 1:58 P.M. The next meeting of the Council will be Thursday, October 21, 1982 at 12:45 P.M.

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Respectfully submitted,

  
Darrel Bigham  
Secretary, Faculty Council  
10/21/82