

# INDIANA STATE UNIVERSITY EVANSVILLE

8600 University Boulevard  
EVANSVILLE, INDIANA 47712

## INTER-DEPARTMENTAL MEMORANDUM

TO: **FACULTY MEMBERS**

DATE: **April 21, 1981**

FROM: **Marlene Shaw, Chairman**  
**Faculty Council**

SUBJECT: **FACULTY COUNCIL MEETING: Session #19**

The nineteenth session of Faculty Council will be held:

**Monday, April 27, 1981**  
**Faculty Reading Room**  
**2:00 pm**

### **Agenda:**

1. Minutes of sessions #16, 17, 18 (if distributed)
2. At-Large Representative and Alternate to Faculty Council -  
Ballot Counting and Election Results
3. Annual Reports
  - a) Student Academic Affairs Committee
  - b) Faculty Council
4. Reports
5. Promotions Procedures - Proposal I
6. Old Business
7. New Business
8. Adjournment

SESSION #19  
MINUTES OF THE 1980-81  
FACULTY COUNCIL MEETINGS

Time: Monday, April 27, 1981; 2:00 P.M. in the Faculty Reading Room

Members Present: Marlene Shaw, Chairman; Professors P. Bennett, J. Davis, W. Hopkins, D. Kinsey, D. Lux, H. Sands, H. Van Over, E. vonFuhrmann

Ex-Officio Present: President Rice, Vice President Reid

Others Present: Mr. Arno, Mr. Goss, Dr. Jorgensen

1. Minutes of Sessions #16, #17, and #18 will be approved at a later meeting.

2. At-Large Representative and Alternate to Faculty Council - Ballot Counting and Election Results

There having been only one candidate placed in nomination at the Spring Faculty Meeting for the At-Large Representative to Faculty Council, a question was raised as to how the position of Alternate should be filled. Suggestions included: there being no Alternate, having the Alternate chosen by the At-Large Representative; having the Alternate being the recipient of the highest number of write-in votes; having Faculty Council elect the Alternate (similar to filling a vacancy on a Faculty Council standing committee); or having the entire faculty nominate persons and vote by ballot.

Dr. Sands moved that Faculty Council nominate persons for the Alternate after the ballots have been counted and Council members have taken into consideration the write-ins which may have occurred. Council members would consult with their Divisions regarding the nominees and vote at the next Council meeting. Dr. Hopkins seconded. Motion passed.

Ballots were counted and Dr. Bigham was elected the At-Large Representative for 1981-83. Nominations were opened for Alternate. Ms. Lux nominated Jack Marr, Dr. Hopkins nominated Glenda Miller, and Mr. vonFuhrmann nominated Walter Everett. Dr. Kinsey moved the nominations be closed. Mr. Bennett seconded. Motion passed. The vote will be taken at the next Council meeting.

3. Annual Reports

(a) Student Academic Affairs Committee - Dr. Davis moved to accept the Annual Report of the Student Academic Affairs Committee. Seconded by Dr. Kinsey. Motion passed.

(b) Faculty Council Annual Report - Dr. Hopkins asked Dr. Rice whether the Council's recommendations on Merit Pay were being implemented. Dr. Shaw inquired specifically regarding the guidelines that criteria and their weighing be established by the faculty within each Division and that the process for identifying candidates be decided upon annually by the faculty of each Division. Dr. Rice replied that the responsibility for implementing these guidelines was with the Faculty Council members who should see that they are carried out in their respective Divisions. Dr. Kinsey stated that experience with Council Committees verifies that the Division Chairpersons respond to the administrator above them in the chain of command and not to Faculty Council. He stated that Dr. Reid would need to instruct the

Division Chairpersons to implement the merit pay guidelines. Dr. Reid noted that he had reviewed the Council's recommendations with the Division Chairpersons. Council members reported that the faculty in some Divisions had been asked for their input, others had not.

Dr. Davis moved to accept the Faculty Council Annual Report. Ms. Lux seconded. Motion passed.

Dr. Shaw stated that the Annual Report of the Faculty Council and its Committees would be distributed to the faculty during the last week of classes.

4. Reports

Dr. Rice reported that the final budget deliberations are being made in the Conference Committee and Party Caucuses in the State Legislature. At the present time it appears as if the budget will provide for 3.7% increase in personal services, 3% increase in supplies and expenses, and \$1.1 million for the Library/Forum renovation.

Dr. Shaw asked whether there will be additional opportunity for faculty input into the planning of the Forum renovation. Dr. Rice replied that a large amount of faculty input occurred last year, and that further deliberation would delay implementation of the project. The fastest movement of the project through architectural plans and state authorizations would make two years the shortest possible period for completion of the project.

Dr. Hopkins asked what portion of the personal services increase would go toward merit. Dr. Rice replied that guidelines similar to last year's would be used in which much discretion would be given to the Vice Presidents and the Division Chairpersons. Figures had not been determined for across-the-board and merit increases.

Dr. Rice noted that implementation of a tuition fee waiver policy for faculty dependents would have required 0.75% of the compensation increase and therefore the policy was not implemented. TIAA-CREF contributions, however, will be reduced by 1%.

5. Promotions Procedures - Proposal I

Dr. Shaw opened the floor for motions regarding changes in Article V. Section 5 of the By-Laws of the Faculty Constitution pertaining to the Promotions Committee. A change requires 2/3 vote of Faculty Council.

Mr. Bennett moved to change the first sentence to read: "The Committee is composed of one senior faculty member from each Academic Division." Dr. Sands seconded. Dr. Hopkins moved to amend the sentence to read: "The Committee is composed of one elected senior faculty member from each Academic Division." Dr. Sands seconded. Motion passed.

Dr. Kinsey moved to change the second sentence to read: "The Vice President for Academic Affairs shall be an ex-officio and non-voting member of the Committee." Dr. Davis seconded. Motion defeated. Since a two-thirds vote is required to change the By-Laws, the wording reverted back to: "The President, and anyone else appointed by him, shall be ex-officio members of the Committee."

Ms. Lux moved, seconded by Dr. Davis to add the following sentences from Proposal II to Proposal I: "Representatives from Engineering Technology, Humanities, and Science and Mathematics will be elected in odd-numbered years. Representatives

from Allied Health, Business, Education and Social Science will be elected in even-numbered years. Members should serve a two year term. A person may be reelected to serve one successive two year term." Lengthy discussion about modifying the last sentence produced no better statement, so the question was called. Motion passed.

Mr. vonFuhrmann then moved to delete the second sentence from the opening description: "The President, and anyone appointed by him, shall be ex-officio members of the Committee." Seconded by Dr. Sands. Dr. Sands pointed out that the Vice President for Academic Affairs has a separate evaluation level, and that each step in the promotions process should be independent. Mr. Bennett said that requiring the voting members of the University Promotions Committee to be senior faculty members should make the Committee independent of the Vice President for Academic Affairs. Dr. Shaw strongly favored that an ex-officio member not be part of the University Promotions Committee. She commented that promotions committees at the University of Wisconsin-Parkside, SIU-Edwardsville, and ISU-Terre Haute did not include ex-officio or administration members. She expressed confidence in the ISUE faculty to carry out peer review without the presence of an ex-officio member, and stated that this was the proper direction in which the faculty of a maturing university should proceed. Question was called. Motion defeated.

Dr. Davis moved that Section 5.C. of Proposal I be amended to read as follows: "To make recommendations to the Vice President for Academic Affairs concerning those for whom promotion should be recommended and those for whom promotion should not be recommended." Seconded by Paul Bennett. Motion passed.

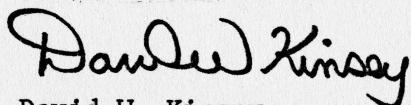
Dr. Kinsey moved to accept Section 5.A. of Proposal I. Seconded by Ms. Lux. Motion passed. Mr. vonFuhrmann moved to accept Section 5.D. from Proposal II in place of 5.D. of Proposal I. Seconded by Paul Bennett. Motion carried.

Mr. vonFuhrmann then moved that the order of the items C. and C. approved above be interchanged. Seconded by Dr. Kinsey. Motion passed.

The approved form of the By-Laws of the Faculty Constitution Article V, Standing Committee Section 5 accompanies these minutes (see attachment A). Copies of Proposals I, II, and III are attached to the minutes of Session #14

6. The next meeting of the Faculty Council will be Monday, May 4, 1981 at 2:00 P.M. in the Faculty Reading Room.
7. The meeting was adjourned at 4:03 P.M.

Respectfully submitted,



David W. Kinsey  
Secretary, Faculty Council  
May 7, 1981

**Section 5. The Promotions Committee.**

The Committee is composed of one elected senior faculty representative from each academic Division. The President, and anyone else appointed by him, shall be ex-officio members of the Committee. Representatives from Engineering Technology, Humanities, and Science and Mathematics will be elected in odd-numbered years. Representatives from Allied Health, Business, Education, and Social Science will be elected in even-numbered years. Members should serve a two year term. A person may be re-elected to serve one successive two year term.

Functions of the Committee are:

- A. To acknowledge in writing to the individual under consideration the receipt of the promotion application.
- B. To review pertinent information concerning any applicant's qualifications.
- C. To inform each candidate in writing, by way of the Committee Chairperson, of the Committee's recommendation.
- D. To make recommendations to the Vice President for Academic Affairs concerning those for whom promotion should be recommended and those for whom promotion should not be recommended.